THE METRO CENTRE LTD

England & Wales · Charity number 1070582

Details

Other names	METRO
Status	Registered
Legal form	Charitable company
Company number	02716101
Registered	1998-07-17
Register	View on the Charity Commission register

Contact

Address	First Floor Equitable House 7 General Gordon Square London SE18 6FH
Phone	02083055000
Email	hello@metrocharity.org.uk
Website	www.metrocharity.org.uk

Activities

Objects: FOR THE PROMOTION OF ANY CHARITABLE PURPOSE FOR THE BENEFIT OF ANY MEMBERS OF THE COMMUNITY EXPERIENCING ISSUES RELATED TO SEXUALITY, IDENTITY, GENDER AND DIVERSITY, INCLUDING BY FOCUSING ON;-(I) CHALLENGING HOMOPHOBIA AND HETEROSEXISM AND ACKNOWLEDGING THAT THEY HAVE A SIGNIFICANT IMPACT ON LESBIAN, GAY AND BISEXUAL PEOPLE, AND THOSE QUESTIONING THEIR SEXUALITY;(II) WORKING IN THE FIELD OF SEXUAL HEALTH PROMOTION, HIV PREVENTION AND HIV SUPPORT;(III) PROVIDING SERVICES WHICH PROMOTE HEALTH AND WELL-BEING AND TO EMPOWER INDIVIDUALS, INCLUDING THE PROVISION OF SUPPORT, ADVICE, INFORMATION, ADVOCACY, RESOURCES, COUNSELLING, GROUP WORK, OUTREACH SERVICES, COMMUNITY DEVELOPMENT SERVICES, CAPACITY-BUILDING SERVICES, CAMPAIGNING, LEADERSHIP, ADVICE, RESEARCH, CLINICAL SERVICES, CONSULTANCY SERVICES, TRAINING AND EDUCATION

Activities: Metro works with anyone experiencing issues related to sexuality, identity, gender & Diversity. We work in the fields of: Sexual & Reproductive health: Mental Health & Wellbeing: HIV Prevention & Support: Youth Services: Community Involvement & Participation. We provide support, advice, advocacy, information,

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counselling, group work, community development, research, clinical services & resources.

Classification

- **How:** Makes Grants To Individuals, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- Essex
- Hertfordshire
- Kent
- Medway
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	-	-	-	-
2024-03-31	£4,540,306	£5,106,711	£1,105,166	94
2023-03-31	£4,850,339	£5,037,489	£1,671,570	115
2022-03-31	£5,188,582	£5,175,114	£1,281,727	104
2021-03-31	£5,499,845	£5,448,357	£1,268,259	100
2020-03-31	£4,675,784	£4,652,380	£1,216,771	95

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Trustees

Name	Role	Appointed
Dawn Brown	Chair	2017-11-01
John Ley		2019-04-24
Juan Sebastian Dennis-Beron		2025-05-22
Sunil Scaria		2024-03-20
Viji Richard Arulraj		2025-05-22

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THE METRO CENTRE LTD

England & Wales - Charity number 1070582

Accounts

Docusign Envelope ID: E946BFFE-88B8-4449-BBE5-9AADA46AD04F

Charity registration number 1070582 (England and Wales)

Company registration number 02716101

THE METRO CENTRE LTD

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Docusign Envelope ID: E946BFFE-88B8-4449-BBE5-9AADA46AD04F

THE METRO CENTRE LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dawn Brown	
	John Ley	
	Mx Mat Thompson	(Appointed 23 October 2023)
	Joanna Webley-Brown	(Appointed 17 May 2023)
	Debbie Solomon	(Appointed 17 May 2023)
	S Scaria	(Appointed 20 March 2024)
	Liam Keogh JP	(Appointed 15 March 2024)
Charity number (England and Wales)	1070582	
Company number	02716101	
Registered office	Equality Community Hub 1st Floor Equitable House 7 General Gordon Square London SE18 6FH	
Auditor	M J Bushell Audit LLP 8 High Street Brentwood Essex CM14 4AB	

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THE METRO CENTRE LTD

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Reference and administrative details

METRO Centre Limited, trading as METRO Charity

Charity number 1070582

Company number 02716101

Principle address

METRO Woolwich
Equality Community Hub
1st Floor
Equitable House
7 General Gordon Square
London
SE18 6FH

Trustees

Barry Blakelock (Unappointed 17/5/23)
Dawn Brown, Chair (Re-appointed 15/5/24, elected 22/5/24)
Gwen Bryan, Chair (Unappointed 17/5/23)
David Burgess (Unappointed 17/5/23)
Simon Hall, Treasurer (Unappointed 17/5/23)
Liam Keogh, Probationary Trustee (Appointed 15/5/24)
John Ley, Treasurer (Re-appointed 15/5/24, elected 22/5/24)
Sunil Scaria (Co-opted 20/03/24, appointed 15/5/24)
Ray Seabrook (Unappointed 17/5/23)
Debbie Soloman (Re-appointed 15/5/24)
Mat Thompson, Probationary Trustee (Co-opted 23/10/23, appointed 15/5/24, resigned 19/10/24)
Joanna Webley-Brown (Resigned 8/1/24)

Directors

Tony Wong, CEO, appointed 16/9/24
Andrew Evans, Interim CEO, and appointed as CEO on 18/4/22, resigned 31/3/24
Alessandro Ceccarelli, Director of Services, appointed 20/1/25
Mark Delacour, Director of External Affairs, Acting Co-CEO 1/4/24 – 15/9/24
Naomi Goldberg, Director of Strategy, retired 30/4/24
Habee Folami, Director of EDI People and Culture, appointed 17/6/24
Mustaffa Harun, Director of Finance and Resources, appointed 22/08/23
Joel Robinson, Director of Services, resigned 31/10/24, Acting Co-CEO 1/4/24 – 15/9/24
Fuchsia Watson, Head of Sexual and Reproductive Health, Acting Director of Services 1/4/24 – 15/9/24 and from 1/11/24 – 5/2/25

Funds held as custodian trustees on behalf of others

Currently holding £3,278.18 of funds on behalf of West Thamesmead Community Association.

Auditors

MJ Bushell Chartered Accountants, 8 High Street, Brentwood, Essex CM14 4AB

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Bankers

Cooperative Bank, 151 Lewisham High Street, London SE13 6AA
Unity Trust Bank Plc, 4 Brindley Place, Birmingham B1 2JB

Solicitors

Grant Saw Solicitors LLP, Ground Floor, Wood Wharf Building, Greenwich, London SE10 9BB

Trustees' report

METRO's trustees, who are also directors of the charity for the purposes of the Companies Act 2006, submit their annual report and the audited 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, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

METRO Centre Limited uses METRO Charity, often shortened to METRO, and these will be used interchangeably throughout this report.

Objectives and activities

The charitable company is established for the promotion of any charitable purpose for the benefit of any members of the community experiencing issues related to sexuality, identity, gender, equality and diversity, including by focusing on:

i) Challenging homophobia and heterosexism and acknowledging that they have a significant impact on lesbian, gay and bisexual people and those questioning their sexuality;

ii) Working in the field of sexual health promotion, HIV prevention and HIV support;

iii) Providing services which promote health and well-being and to empower individuals, including the provision of support, advice, information, advocacy, resources, counselling, group work, outreach services, community development, capacity-building, campaigning, leadership advice, research, clinical services, consultancy, training and education.

Vision

METRO's vision is that health and wellbeing is universal; everyone can access high-quality empowering health and wellbeing services; oppression is eliminated, and identities are celebrated.

Mission

We provide health and wellbeing services. We empower people and communities to develop personally and collectively, with a focus on marginalised communities. Key to our mission is partnership working and advocating for equity.

Values

Empowerment - We work in ways that engage the whole organisation, allowing staff, Clients, and partners to participate in decision-making and work with us to design, and deliver services.

Equity - We embrace everyone's voice and ensure they are heard. We consider with communities their needs, particularly the needs of minoritised communities.

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Transparency - We are open about what we do, how we do it, our decision-making processes and what resources we use.

Trust - We are an organisation that its staff, Clients and partners can trust to deliver in ways that make others feel confident in our work. We assume the best intentions of each other.
Collaboration - We share challenges, take collective action and ownership. Our focus is on working together internally and externally, sharing power and resources.

Compassion - Whomever we work with: Clients, funders, partners, and communities; we always work in an empathetic way, listening and understanding of needs, emotions and ambitions. We look after ourselves and each other.

Public benefit

The trustees confirm that they have complied with the duty in Part 1, Section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Trustees believe that much of this is demonstrated in this year's Annual Report. METRO's objectives are aligned with those of national and local strategies for sexual and reproductive health, community, mental health, youth and HIV, specifically in relation to sexuality, gender, equality, diversity and identity. These external strategies are reflected in the organisation's previous (2018 – 2023) and new (2023 – 2028) strategic plans. This Annual Report demonstrates progress towards achieving these objectives and illustrates our plans and strategies to do more.

Volunteers

METRO gratefully acknowledges the role played by the many volunteers who give their time, skills and energy to the organisation, fulfilling a variety of roles from outreach and design work through counselling and mentoring, to fundraising and event organising. There are currently 81 active volunteers participating in the charity's activities, making a unique contribution to their communities.

Achievements and impact

The charity has continued to deliver existing services and starting new services and campaigns that address the needs of and engage with the communities we serve across our domains and core areas aligned with our charitable objects and with public benefit. Below are some of the highlights:

Sexual and Reproductive Health

- We continue to provide truly holistic, innovative and responsive sexual and reproductive health services optimised for the different communities we serve. Providing community screening and testing, outreach, condom distribution and contraceptive services that integrate behavioural interventions.
- We expanded our community sexual health engagement services into Hertfordshire in partnership with Central London Community Healthcare NHS Trust.
- The SHIFT Project exploring sexual health in the over 45s, of which METRO was a key delivery partner, published its final evaluation report.

Community

- We continue to reflect our commitment to community participation, involvement and engagement, by ensuring that the work of this domain is embedded across the charity's work to harness the power of community organising, and community voice. This is combined

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with person-centred support, advocacy and peer-led services, including hate crime, food equalities, prostate cancer support and services for Disabled people.

- We started mobilisation around our new place-based giving programme funded by City Bridge Foundation with a match funding pledge from the Royal Borough of Greenwich.
- We opened a call for creative partners for a project supporting and celebrating disabled people in performing arts, funded by the Prokofiev family.
- Our National Lottery funded G-HIVE programme continued to grow and develop providing a voice hub working to improve participation and engagement of all communities so that health and social care better meets the needs and aspirations of Royal Borough of Greenwich residents.
- Ran a series of volunteer days to refresh our newly acquired building to create METRO Lambeth.
- We celebrated Black History Month with a screening of Transnational Nigeria followed by a panel discussion.

Mental Health and Wellbeing

- We continue to provide holistic mental health and wellbeing services. Combining treatment for psychological and emotional distress, both clinical and non-clinical, with interventions aimed at identifying and mitigating the cause of distress, as well as supporting individuals and communities to maintain and enhance their mental health and wellbeing. Providing counselling, peer support, group work, advocacy and crisis work.
- We concluded our Well Proud project with the premiere of a series of short documentary films we created exploring mental health and wellbeing among LGBTQ+ identifying, Black and Global Majority members of the community in Lewisham.
- We continued our Cherish Hounslow mental health support service for both LGBTQ+ and Black and Global Majority people who live, work, or study in Hounslow. Delivered in partnership with NAZ Project London.
- Delivered our Reflect, Recharge, Rhythm series of free community wellbeing workshops including poetry, steel pans, and yoga in celebration of Mental Health Awareness Week. Also our Wellbeing, Well Written, Well said – an evening of spoken word artists, poets and creatives hosted at Catford Mews.

Youth

- We continue to empower and educate young people to reduce the escalation of current and future need as they become adults. Acknowledging that young people face barriers and challenges which need to be overcome before they are able to access provision. Providing training to providers, running a suite of LGBTQ+ youth groups, groups for young people affected by HIV and one-to-one early intervention work with young people.

HIV

- We continue to work across HIV prevention and support, including testing, one-to-one and group behavioural change interventions, information campaigns, training, outreach and condom distribution, advocating for PrEP, as well as holistic support for people living with HIV, including advice and advocacy. We continue to aim for an integrated flow between testing and prevention and/or support, ensuring the moment of a positive or negative diagnosis is not the end of the journey.
- Building on our success with St George's NHS Trust and HIV peer support and mentoring, we secured funding to work with Croydon Health Services NHS Trust, Epsom and St Helier

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University Hospitals NHS Trust, Kingston Hospital NHS Foundation Trust, Lewisham and Greenwich NHS Trust, King's College Hospital NHS Foundation Trust, and Guy's and St Thomas' NHS Foundation Trust.

- We were delighted to be finalists in the Smiley Film awards for our film My Message To You, featuring Latin Americans in England who are living with HIV, in collaboration with Naz Project London and Número de Serie.
- We launched our HIV peer support group for gay, bisexual and men who have sex with men, who also have a migrant background or lived experience – Positive Journeys.
- Delivered our PrEP para Todos campaign engaging Latinx communities around PrEP funded by the London boroughs of Southwark and Lambeth.
- Presented on our innovative peer mentoring work with hospitals at the Fast Track Cities 2023 conference in Amsterdam.

Training

- We continue to deliver a suite of training to a broad range of audiences. This training furthers the charity's objectives around increasing awareness and improving experiences for people experiencing issues around sexuality, gender, equality, diversity and identity.
- This area of work is on its way to becoming self-sustaining and we aim to start generating a surplus to support other work.

External affairs

- As well as supporting work across the charity, the external affairs team continues to deliver campaigns, responses to policy consultations, core events, insight creation and sharing. Alongside developing corporate relationships.
- This year saw the start of a pivot towards increasing the income generation element of our events programme, for example our Transcend Cabaret event for Trans Day of Visibility, and deeper integration of donation asks across our activities.
- We screened our Care and Loss film exploring experiences of LGBTQ+ people around end of life care in partnership with Greenwich and Bexley Hospice.
- We received in-kind support from L&Q, Argyll, DHTS and Adam Dale Designs.
- We continued to deepen our relationships with research partners, including the University of Greenwich, and King's College London, specifically their Global Health iBSc/MSc programme.
- We delivered and engaged with campaigns around new ID requirements to vote, the government's non-statutory guidance for schools and colleges in England consultation, and the conversion therapy ban.
- Hosted a knowledge exchange visit from Pride House Tokyo.
- Hosted a series of feedback events for service users to share their thoughts and ideas about our services.
- Delighted to win the Best Documentary Short for our docuseries Well Proud at the South London Film Festival.

Future priorities

Through a consultative process with our service users, volunteers, partners and staff we have created a new strategic plan for 2023-2028. The priorities below are drawn from that plan.

Service users and partners

- Improve access to services

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- Build social connections
- Deliver what our service users want
- Improve communication, branding and campaigns

Our people

- Improve the development of our people
- Improve health, welfare and care to our people
- Improve how our HR policies and procedures support staff
- Develop leadership and management
- Radically improve equity in our staffing profile and practices

Policy and processes

- Be an anti-racist organisation
- Diversify income streams
- Enhance our project management
- Develop data management further
- Refresh our governance processes

Resources

- Build resilience in light of economic uncertainty
- Act on an evaluation of our premises needs
- Streamline financial policies and procedures
- Refine our scope and understand our options for size

Structure, governance and management

Governing document

The Metro Centre Ltd (METRO Charity) is a company limited by guarantee governed by its Memorandum and Articles of Association as revised 12th May 2008. It is registered as a charity with the Charity Commission. Full membership is open to all individuals whom the Board decides to admit to membership, but at all times at least 60% of the full membership shall comprise people who identify as lesbian, gay, bisexual or transgender. There are currently 94 Members. At least 60% of the full membership comprise of people who identify as lesbian, gay, bisexual or transgender. There is a provision for Associate Membership, without voting rights, which may be held by community partners. There are currently 454 Associate Members.

Appointment of trustees

As set out in the Articles of Association, all trustees must retire and, if they wish, stand for re-election at the Annual General Meeting. Elections follow due process including written nominations signed by a nominator and seconder submitted in advance of the AGM with an election statement circulated to the membership who votes by confidential ballot with the provision of proxy voting for members unable to attend the AGM.

The Board may co-opt up to two new members in any year, provided that this does not result in its maximum permitted number of members (twelve) being exceeded. Officers are usually appointed annually at the full first Board meeting after the AGM. The AGM for 2023 was held in May.

We continue to strive to maximise the diversity of our Board of Trustees and Management Committees.

Trustee induction and training

A transparent, holistic, and robust system is in operation for trustee recruitment, which initially follows procedures and policy set for all volunteer recruitment. Reflecting best practice, both senior

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management and existing board members are actively involved as recruitment moves through standardised stages beginning with informal provision of information about the role and organisational expectations to more formal procedures involving application, references and interview. If all stages are satisfactorily achieved, and the recruitment panel approves, a probationary period is undertaken with probationers participating in a comprehensive programme of induction guided by an experienced mentor assigned to each individual. Cornerstones of the probationary process include regular mentor/mentee meetings using a peer-created induction checklist focusing on the attainment of a holistic understanding of the organisation's history and operations, ability to contribute at a governance level, financial oversight, ability to contribute to strategic organisational development and adherence to the Seven Principles of Public Life, as well as METRO's vision, ethos and equality and confidentiality policies.

An annual Trustee Skills Audit and feedback from the work plans of the Finance and HR/Policy Sub-Committees of the board shapes the annual programme of training and team-building undertaken by all board members along with METRO's senior management team.

In 2020, the Board of Trustees introduced an Annual Effectiveness Review as a mechanism for ongoing improvement to the charity's governance, an action plan developed from these reviews continues to be delivered against.

Conflicts of interest

We have a system in place that requires Trustees and senior staff to declare any interests that might conflict with their role. Current declared potential conflicts of interest are:

- Dawn Brown
    - Member of the Labour Party
- Naomi Goldberg
    - Member of the Labour Party
    - Trustee of Development through Challenge
- Mat Thompson
    - Employed at UK Youth
    - Partner employed at Tate Galleries

Organisation

The members of the Board of Trustees also act as the Company Directors of the METRO Centre Ltd. A maximum of twelve members administer the charity meeting bi-monthly, with sub-committees meeting as outlined below:

- Finance and Risk Sub-Committee, convened by the Treasurer, meets quarterly
- Human Resources and Policy Sub-Committee, convened by another Trustee, meets quarterly
- Remuneration Sub-committee, convened by another Trustee, meets as and when required to allow for the transparent, fair and competitive setting of salaries for posts at head grade and above

Each has agreed terms of reference which allow essential work to progress, with recommendations regarding key decisions brought to full board meetings. Additionally, there are two management committees which report to the full Board: METRO GAD and METRO GAVS. Ad hoc working parties are created by the Board from time to time, working with the Executive Team on specific time-limited projects.

The Trustees have appointed the Chief Executive Officer to carry out the operational matters of the charity with delegated authority and overall responsibility for employment and staffing, financial

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management, income generation, contract negotiation and compliance, organisational development, service delivery, research, monitoring and evaluation.

The Executive Team consists of the operational directors (reporting to the CEO) and the CEO. The Senior Management Team, which consists of heads, each report to the relevant director.

Financial review

Financial position

The charity is in a good financial position.

Expenditure for the year was greater than the charity's income for the period. This included the following additional expenditure from reserves approved by Trustees: a much needed but modest cost of living increase from October 2023, capped at the London average salary; continued coaching and development support around race equity. There were also some expected redundancy costs.

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure (£1,276,678 - £2,553,356). 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. This level of reserves has not been maintained throughout the year, instead sitting at 2.6 months.

Reserves held

At the end of this financial period the charity held unrestricted reserves of £1,105,166.

Investment policy

The Trustees do not currently involve the organisation in investments with the exception of bank interest generated from cash on deposit.

The Trustees' report was approved by the Board of Trustees.

Signed by:

J Ley

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John Ley
Treasurer

Date: 31 January 2025

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THE METRO CENTRE LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees, who are also the directors of The Metro Centre Ltd 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in 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.

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THE METRO CENTRE LTD

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF THE METRO CENTRE LTD

Opinion
We have audited the financial statements of The Metro Centre Ltd (the 'Charity') for the year ended 31 March 2024 which comprise the statement of financial activities, 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, 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 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.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

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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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Management override of controls

- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Non compliance with laws and regulations

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- 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.

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.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Docusign Envelope ID: E946BFFE-88B8-4449-BBE5-9AADA46AD04F

THE METRO CENTRE LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE METRO CENTRE LTD

DocuSigned by:
Corne von Wielligh
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Corné von Wielligh ACA (Senior Statutory Auditor)
For and on behalf of M J Bushell Audit LLP, Statutory Auditor
Chartered Accountants
8 High Street
Brentwood
Essex
CM14 4AB
Date: 31 January 2025

M J Bushell Audit LLP is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

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THE METRO CENTRE LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
		£	£	£	£	£	£
Income and endowments from:							
Donations and legacies	**3**	8,789	-	8,789	25,699	73,305	99,004
Charitable activities	**4**	74,655	4,358,633	4,433,288	31,040	4,668,874	4,699,914
Investments	**5**	16,162	-	16,162	4,513	-	4,513
Other income	**6**	82,067	-	82,067	46,908	-	46,908
Total income		181,673	4,358,633	4,540,306	108,160	4,742,179	4,850,339
Charitable activities	**7**	180,863	4,870,393	5,051,256	141,887	4,864,384	5,006,271
Other expenditure	**12**	2,773	52,682	55,455	1,561	29,656	31,217
Total expenditure		183,636	4,923,075	5,106,711	143,448	4,894,040	5,037,488
Net expenditure		(1,963)	(564,442)	(566,405)	(35,288)	(151,861)	(187,149)
Transfers between funds		(170,590)	170,590	-	-	-	-
Net movement in funds	**9**	(172,553)	(393,852)	(566,405)	(35,288)	(151,861)	(187,149)
Reconciliation of funds:							
Fund balances at 1 April 2023		1,277,719	393,852	1,671,571	1,313,007	545,713	1,858,720
Fund balances at 31 March 2024		1,105,166	-	1,105,166	1,277,719	393,852	1,671,571

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

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THE METRO CENTRE LTD

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**14**		1,012,747		1,033,438
Current assets					
Stocks	**15**	714		-	
Debtors	**16**	897,471		401,509	
Cash at bank and in hand		561,862		1,283,252	
		1,460,047		1,684,761	
Creditors: amounts falling due within one year	**18**	802,138		476,468	
Net current assets			657,909		1,208,293
Total assets less current liabilities			1,670,656		2,241,731
Creditors: amounts falling due after more than one year	**19**		(565,490)		(570,160)
Net assets			1,105,166		1,671,571
The funds of the Charity					
Restricted income funds	**21**		-		393,852
Unrestricted funds			1,105,166		1,277,719
			1,105,166		1,671,571

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 31 January 2025

Signed by:

J Ley

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John Ley

Trustee

Company registration number 02716101 (England and Wales)

Docusign Envelope ID: E946BFFE-88B8-4449-BBE5-9AADA46AD04F

THE METRO CENTRE LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**25**		(714,163)		74,006
Investing activities					
Purchase of tangible fixed assets		(18,890)		-	
Investment income received		16,162		4,513	
Net cash (used in)/generated from investing activities			(2,728)		4,513
Financing activities					
Repayment of bank loans		(4,499)		(6,529)	
Net cash used in financing activities			(4,499)		(6,529)
Net (decrease)/increase in cash and cash equivalents			(721,390)		71,990
Cash and cash equivalents at beginning of year			1,283,252		1,211,262
Cash and cash equivalents at end of year			561,862		1,283,252

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THE METRO CENTRE LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

The Metro Centre Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Equality Community Hub, 1st Floor Equitable House, 7 General Gordon Square, London, SE18 6FH.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". 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.

The charity is dependent on the continued support of its main funders and in particular the Royal Borough of Green. These funders have continued to support the Metro Charity for many years and they ensure the provision of its core services and the fluffing of its main aims and objectives.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors 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.

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1 Accounting policies **(Continued)**

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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	100 years
Leasehold improvements	Over the lifetime of the lease
Computers	20% Reducing Balance
Motor vehicles	20% Straight Line

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 the statement of financial activities.

1.7 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).

1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

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.

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1 Accounting policies **(Continued)**

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 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

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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.

3 Income from donations and legacies

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Donations and gifts	8,789	-	8,789	25,699	73,305	99,004

4 Income from charitable activities

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Service Area						
Charitable activities	74,655	4,358,633	4,433,288	31,040	4,668,874	4,699,914

5 Income from investments

	Unrestricted funds 2024	Unrestricted funds 2023
	£	£
Interest receivable	16,162	4,513

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6 Other income

	Unrestricted funds 2024	Unrestricted funds 2023
	£	£
Rental and other Income	82,067	46,908

7 Expenditure on charitable activities

	Funds 2024	Funds 2023
	£	£
Direct costs		
Depreciation and impairment	39,581	38,224
HIV prevention and support	1,222,587	1,003,423
Sexual & Reproductive Health	1,562,637	1,159,181
Core services	51,217	724,268
Community participation and engagement	361,902	384,453
Youth services	156,134	115,177
Mental health & well being	328,387	200,586
	3,722,445	3,625,312
Share of support and governance costs (see note 8)		
Support	980,502	945,891
Governance	348,309	435,068
	5,051,256	5,006,271
Analysis by fund		
Unrestricted funds	180,863	141,887
Restricted funds	4,870,393	4,864,384
	5,051,256	5,006,271

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8 Support costs allocated to activities

	2024	2023
	£	£
Staff costs	532,247	511,797
Professional services and consultancy	52,458	9,266
Information technology	77,087	110,106
Printing, postage and stationery	14,244	23,302
Telephone	38,515	30,138
Recruitment and inductions	41,236	39,153
Premise repairs and maintenance	34,544	21,761
Rent and rates	151,188	168,909
Miscellaneous	25,916	20,248
Other staff costs	13,067	11,211
Governance costs	348,309	435,068
	1,328,811	1,380,959
Analysed between:		
Funds	1,328,811	1,380,959

9 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	8,800	9,600
Depreciation of owned tangible fixed assets	39,581	38,224

10 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

The Charity made reimbursements of £0 to the Trustee directors for training, travel and subsistence expenses (2023 - £0).

11 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	94	115

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11 Employees **(Continued)**

Employment costs	2024 £	2023 £
Wages and salaries	776,720	752,360
Social security costs	70,139	82,230
Other pension costs	24,897	26,556
	871,756	861,146

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 - £70,000	2	1
£80,001 - £90,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

The key management personnel of the charity comprises the trustees and the senior management team to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £306,993 (2023: £300,835).

12 Other expenditure

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Financing costs	2,773	52,682	55,455	1,561	29,656	31,217

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

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14 Tangible fixed assets

	Freehold land and buildings	Leasehold improvements	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2023	948,936	39,246	112,080	66,000	1,166,262
Additions	-	-	18,890	-	18,890
At 31 March 2024	948,936	39,246	130,970	66,000	1,185,152
Depreciation and impairment					
At 1 April 2023	9,489	22,018	68,317	33,000	132,824
Depreciation charged in the year	9,489	4,361	12,531	13,200	39,581
At 31 March 2024	18,978	26,379	80,848	46,200	172,405
Carrying amount					
At 31 March 2024	929,958	12,867	50,122	19,800	1,012,747
At 31 March 2023	939,447	17,228	43,763	33,000	1,033,438

15 Stocks

	2024	2023
	£	£
Finished goods and goods for resale	714	-

16 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	560,884	315,518
Other debtors	6,912	1,874
Prepayments and accrued income	329,675	84,117
	897,471	401,509

17 Loans and overdrafts

	2024	2023
	£	£
Bank loans	573,972	578,471
Payable within one year	8,482	8,311
Payable after one year	565,490	570,160

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17 Loans and overdrafts **(Continued)**

The long-term loans are secured by fixed charges over Freehold property known as 78 Fitzalan street, London SE11.

18 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Bank loans	17	8,482	8,311
Other taxation and social security		64,949	63,308
Trade creditors		648,978	269,779
Other creditors		13,089	15,820
Accruals and deferred income		66,640	119,250
		802,138	476,468

19 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Bank loans	17	565,490	570,160

20 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	24,897	26,556

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.

21 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
	393,852	4,358,633	(4,923,075)	170,590	-

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21 Restricted funds **(Continued)**

Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
	545,713	4,742,179	(4,894,040)	-	393,852

22 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	1,277,719	181,673	(183,636)	(170,590)	1,105,166

Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	1,313,007	108,160	(143,448)	-	1,277,719

23 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
Fund balances at 31 March 2024 are represented by:			
Tangible assets	1,012,747	-	1,012,747
Current assets/(liabilities)	657,909	-	657,909
Long term liabilities	(565,490)	-	(565,490)
	1,105,166	-	1,105,166

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23 Analysis of net assets between funds **(Continued)**

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
Fund balances at 31 March 2023 are represented by:			
Tangible assets	1,033,438	-	1,033,438
Current assets/(liabilities)	814,441	393,852	1,208,293
Long term liabilities	(570,160)	-	(570,160)
	1,277,719	393,852	1,671,571

24 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

25 Cash (absorbed by)/generated from operations

	2024	2023
	£	£
Deficit for the year	(566,405)	(187,148)
Adjustments for:		
Investment income recognised in statement of financial activities	(16,162)	(4,513)
Depreciation and impairment of tangible fixed assets	39,581	38,224
Movements in working capital:		
(Increase) in stocks	(714)	-
(Increase)/decrease in debtors	(495,962)	280,894
Increase/(decrease) in creditors	325,499	(53,451)
Cash (absorbed by)/generated from operations	(714,163)	74,006

26 Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	1,283,252	(721,390)	561,862
Loans falling due within one year	(8,311)	(171)	(8,482)
Loans falling due after more than one year	(570,160)	4,670	(565,490)
	704,781	(716,891)	(12,110)

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24 Analysis of changes in net funds

	Restricted Opening Bal as at 31st Mar 23	Incoming Resources	Outgoing Resources	Restricted Closing Balance as at 31st Mar 24
W100 RB Greenwich HIV Prevention & Support	-	210,048.50	194,566.66	15,481.84
W102 FTC Peer Mentoring Total	33,229.68	-	33,229.68	-
W103 FTC GMI HIV Testing Total	36,917.30	-	36,917.30	-
W104 FTC Stay and Play Total	15,054.66	-	15,054.66	-
W105 Lambeth London HIV Prevention Programme Total R	27,694.10	390,306.28	406,747.33	11,253.05
W106 FTC Peer Support Mentor Programme	-	100,000.00	82,543.58	17,456.42
W108 GMI City Bridge Trust Partners	-	11,767.60	(896.40)	12,664.00
W109 A&E Opt Out HIV Testing and Support - SWL	-	25,000.00	44,687.11	(19,687.11)
W110 Croydon HIV Support	-	25,000.00	25,000.00	-
W111 A&E Opt Out HIV Testing & Support - SEL	-	49,810.00	49,810.00	-
W113 French Speaking HIV Peer Support Group	-	9,500.00	9,500.00	-
W114 THT Fast Track Cities	-	6,411.00	6,411.00	-
W115 South West London (Spectra) HIV Support	3,967.53	370,732.30	365,866.08	8,833.75
W125 HPE/GMI Outreach	9,237.48	24,375.00	18,634.93	14,977.55
W130 HPE/METRO Outreach	-	15,975.00	10,572.69	5,402.31
W145 LSL Metro PPC Family & young People Support	-	1,400.00	21,793.77	(20,393.77)
W150 LSL Peer Support	14,234.19	-	33,354.70	(19,120.51)
W155 Essex HIV Support	-	102,400.00	88,968.24	13,431.76
W180 Hertfordshire SRH	-	-	34,470.42	(34,470.42)
W185 St Georges Hospital - HIV Peer Mentoring	-	25,000.00	25,000.00	-
W186 LSL HIV Support	-	352,773.00	352,773.00	-
W200 RB Greenwich Community Clinics	1,888.34	280,268.50	301,765.50	(19,608.66)
W204 Hertfordshire Sexual Health	-	270,058.31	231,287.51	38,770.80
W210 RB Greenwich Sexual Health Office / Outreach	6,912.17	105,440.00	94,653.05	17,699.12
W211 RBG Pathology Costs Total	3,208.79	293,280.50	440,323.36	(143,834.07)
W212 Bromley Pathology Costs	-	7,500.00	(2,456.42)	9,956.42
W213 GSH Website Chat/PrEP update Total	15,474.60	-	1,335.58	14,139.02
W215 Kent Get It Condoms	11,550.34	201,085.34	212,635.68	(0.00)
W220 Medway (KCHFT) Sexual Health	16,963.09	70,219.00	56,205.57	30,976.52
W222 Oxleas Young Greenwich Sexual Health Total	2,638.01	129,699.00	107,533.55	24,803.46
W230 Three Borough (Turning Point) HIV Support	-	269,898.35	263,594.34	6,304.01
W240 SWL Sexual Health:W241 SWL Sexual Health - Pharmacy Payments Richmond/ WandsworthTotal	14,851.80	-	12,395.38	2,456.42
W245 Bexley Community Sexual Health Service	-	100,000.00	91,801.15	8,198.85
W302 TfL for Transcend Youth Group	-	-	6,933.16	(6,933.16)
W305 Charlton Atheletic - Youth Work Shine	-	13,477.00	16,930.54	(3,453.54)
W306 Oxleas Young Greenwich Risk & Resilience	-	49,999.92	49,999.92	-
W312 Bromley CIC SNAP Youth Group	-	-	14,643.12	(14,643.12)
W315 Lewisham Youth Work ZEST	-	-	12,298.58	(12,298.58)
W317 Lewisham My London Programme Youth Grant	-	10,510.73	5,294.63	5,216.10
W318 Lewishan NCIL Youth Risk & Resilience	39,070.88	-	30,513.12	8,557.76
W320 Southwark Youth Work - Spark	-	27,000.00	20331.24337	6,668.76
W325 Medway Youth Work - Stand Out	-	8,250.00	3,605.37	4,644.63
W330 Croydon Youth Work - Bridge	-	-	(2,306.30)	2,306.30
W345 Jack Petchy METRO-Young people Support Total R	-	1,200.00	(2,456.42)	3,656.42
W360 Merton Boys & Young Men Support	-	784.00	(2,456.42)	3,240.42
W380 Oxleas Young Greenwich LGBTQ Support	-	33,000.00	34,372.95	(1,372.95)
W405 Lewisham Over 25's Counselling	-	-	17,367.02	(17,367.02)
W406 Lewisham Mental Health (Main Grant)	-	78,447.00	78,447.00	-
W436 Children In Need Counselling	-	39,629.00	33,413.61	6,215.39
W437 Oxleas Young Greenwich Parenting Support Total	-	125,000.04	114,962.80	10,037.24
W438 Oxleas Young Greenwich Risk & Resilience Total	12,986.00	-	12,986.00	-
W439 LB Hounslow	-	49,985.00	35,347.54	14,637.46

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W441 RBG/Mayors Office crime reduction programme Total R	-	-	13,032.68	(13,032.68)
W450 LB Lambeth HIV Counselling	41,000.00	28,694.00	59,454.15	10,239.85
W500 Greenwich Strategic Equalities	-	29,453.20	28,194.86	1,258.34
W505 Prostate Cancer - Walnut Group	-	8,037.50	8,037.50	-
W510 RB Greenwich Hate Crime Support LGBTQ+	-	23,250.00	20,100.72	3,149.28
W591 RB G Metro GAVS	-	95,000.00	95,069.99	(69.99)
W593 CCG Metro GAVS - NHS ICB SE London	1,666.00	36,621.00	41,022.94	(2,735.94)
W595 Safer Greenwich	-	-	2,502.15	(2,502.15)
W604 Community Links Bromley	-	2,400.00	2,400.00	-
W605 RBG MetroGAD Core	-	42,897.70	42,897.70	-
W606 Peabody Housing Association METROGAD	-	42,779.10	42,779.10	-
W610 MetroGAD Legacy - RUPERT PROKOFIEV Legacy	69,305.46	96,107.55	165,413.01	-
W915d TNLCF National Health Partnership - GHIVE	-	68,162.58	87,130.00	(18,967.42)
Charity Projects	16,000.00	-	(1,858.42)	17,858.42
	393,850	**4,358,633**	**4,752,483**	**0**

THE METRO CENTRE LTD

England & Wales - Charity number 1070582

Accounts

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Charity registration number 1070582

Company registration number 02716101 (England and Wales)

THE METRO CENTRE LTD

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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THE METRO CENTRE LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dawn Brown John Ley
Charity number	1070582
Company number	02716101
Registered office	Equality Community Hub 1st Floor Equitable House 7 General Gordon Square London SE18 6FH
Auditor	M J Bushell Audit LLP 8 High Street Brentwood Essex CM14 4AB

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THE METRO CENTRE LTD

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Reference and administrative details

METRO Centre Limited, trading as METRO Charity

Charity number 1070582

Company number 02716101

Principal address

METRO Woolwich
Equality Community Hub
1st Floor
Equitable House
7 General Gordon Square
London
SE18 6FH

Trustees

Barry Blakelock (Appointed 27/4/22, Unappointed 17/5/23)
Dawn Brown, Chair (Re-appointed 17/5/23, Elected 13/6/23)
Gwen Bryan, Chair (Unappointed 17/5/23)
David Burgess (Unappointed 17/5/23)
Barbara Gray (Resigned 22/3/23)
Simon Hall, Treasurer (Unappointed 17/5/23)
John Ley, Treasurer (Re-appointed 17/5/23, Elected 13/6/23)
Ray Seabrook (Unappointed 17/5/23)
Debbie Soloman (Appointed 17/5/23)
Mat Thompson, Probationary Trustee (Co-opted 23/10/23)
Joanna Webley-Brown (Appointed 17/5/23, Resigned 8/1/24)
Alison White (Resigned 27/7/22)

Directors

Andrew Evans, Interim CEO, and appointed as CEO on 18/4/22
Mark Delacour, Director of External Affairs
Naomi Goldberg, Director of Strategy
Mustaffa Harun, Director of Finance and Resources, appointed 22/08/23
Joel Robinson, Interim Director of Operations, and appointed as Director of Services on 4/10/22

Funds held as custodian trustees on behalf of others

Currently holding under £2,000 of funds on behalf of West Thamesmead Community Association.

Auditors

MJ Bushell Audit LLP, 8 High Street, Brentwood, Essex CM14 4AB

Bankers

Cooperative Bank, 151 Lewisham High Street, London SE13 6AA
Unity Trust Bank Plc, 4 Brindley Place, Birmingham B1 2JB

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Solicitors
Grant Saw Solicitors LLP, Ground Floor, Wood Wharf Building, Greenwich, London SE10 9BB

Trustees' report
METRO's trustees, who are also directors of the charity for the purposes of the Companies Act 2006, submit their annual report and the audited financial statements for the year ended 31st March 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in 2019 and the Financial Reporting Standard for Smaller Entities (effective January 2015) in preparing these annual report and financial statements of the charity.

METRO Centre Limited uses METRO Charity, often shortened to METRO, and these will be used interchangeably throughout this report.

Objectives and activities
The charitable company is established for the promotion of any charitable purpose for the benefit of any members of the community experiencing issues related to sexuality, identity, gender, equality and diversity, including by focusing on:

i) Challenging homophobia and heterosexism and acknowledging that they have a significant impact on lesbian, gay and bisexual people and those questioning their sexuality;

ii) Working in the field of sexual health promotion, HIV prevention and HIV support;

iii) Providing services which promote health and well-being and to empower individuals, including the provision of support, advice, information, advocacy, resources, counselling, group work, outreach services, community development, capacity-building, campaigning, leadership advice, research, clinical services, consultancy, training and education.

Vision
METRO's vision is that health and wellbeing is universal; everyone can access high-quality empowering health and wellbeing services; oppression is eliminated, and identities are celebrated.

Mission
We provide health and wellbeing services. We empower people and communities to develop personally and collectively, with a focus on marginalised communities. Key to our mission is partnership working and advocating for equity inside or outside of METRO.

Values
Empowerment - We work in ways that engage the whole organisation, allowing staff, clients, and partners to participate in decision-making and work with us to design, and deliver services.

Equity - We embrace everyone's voice and ensure they are heard. We consider with communities their needs, particularly the needs of minoritised communities.

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Transparency - We are open about what we do, how we do it, our decision-making processes and what resources we use.

Trust - We are an organisation that its staff, clients and partners can trust to deliver in ways that make others feel confident in our work. We assume the best intentions of each other.
Collaboration - We share challenges, take collective action and ownership. Our focus is on working together internally and externally, sharing power and resources.

Compassion - Whomever we work with: clients, funders, partners, and communities; we always work in an empathetic way, listening and understanding of needs, emotions and ambitions. We look after ourselves and each other.

Public benefit

The trustees confirm that they have complied with the duty in Part 1, Section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Trustees believe that much of this is demonstrated in this year's Annual Report. METRO's objectives are aligned with those of national and local strategies for sexual and reproductive health, community, mental health, youth and HIV, specifically in relation to sexuality, gender, equality, diversity and identity. These external strategies are reflected in the organisation's previous (2018 – 2023) and new (2023 – 2028) strategic plans. This Annual Report demonstrates progress towards achieving these objectives and illustrates our plans and strategies to do more.

Volunteers

METRO gratefully acknowledges the role played by the many volunteers who give their time, skills and energy to the organisation, fulfilling a variety of roles from outreach and design work through counselling and mentoring, to fundraising and event organising. There are currently 81 active volunteers participating in the charity's activities, making a unique contribution to their communities.

Achievements and impact

The charity has continued to deliver existing services and starting new services and campaigns that address the needs of and engage with the communities we serve across our domains and core areas aligned with our charitable objects and with public benefit. Below are some of the highlights:

Sexual and Reproductive Health

- We continue to provide truly holistic, innovative and responsive sexual and reproductive health services optimised for the different communities we serve. Providing community screening and testing, outreach, condom distribution and contraceptive services that integrate behavioural interventions.
- We re-secured funding for our South West London sexual health services through a consortium of partners led by Spectra.
- Our pan-Europe SHIFT research project culminated with screenings of our films highlighting the sexual health needs of people over 45 in both Ashford and Eastbourne. There were expert panels following each screening. We also co-delivered the end of project conference in The Netherlands for sexual health and health professionals across Europe

- We mobilised ahead of our expansion of community sexual health engagement services into Hertfordshire in partnership with Central London Community Healthcare NHS Trust.

Community

- We continue to reflect our commitment to community participation, involvement and engagement, by ensuring that the work of this domain is embedded across the charity's work to harness the power of community organising, and community voice. This is combined with person-centred support, advocacy and peer-led services, including hate crime, food equalities, prostate cancer support and services for disabled people.
- We secured funding from City Bridge Trust in collaboration with the Royal Borough of Greenwich to start to develop a place-based giving scheme for the borough.
- We started working with the Prokofiev family to create a project supporting and celebrating disabled people in performing arts.
- Launch of G-HIVE, a voice hub working to improve participation and engagement of all communities so that health and social care better meets the needs and aspirations of Royal Greenwich residents. Supported by a grant from the National Lottery Community Fund.
- Exhibition at METRO Woolwich for Disability History Month celebrating the work of our METRO GAD colleagues.

Mental Health and Wellbeing

- We continue to provide holistic mental health and wellbeing services. Combining treatment for psychological and emotional distress, both clinical and non-clinical, with interventions aimed at identifying and mitigating the cause of distress, as well as supporting individuals and communities to maintain and enhance their mental health and wellbeing. Providing counselling, peer support, group work, advocacy and crisis work.
- We secured further funding for Cherish Hounslow our mental health support service for both LGBTQ+ and BAME people who live, work, or study in Hounslow. Delivered in partnership with NAZ.

Youth

- We continue to empower and educate young people to reduce the escalation of current and future need as they become adults. Acknowledging that young people face barriers and challenges which need to be overcome before they are able to access provision. Providing training to providers, running a suite of LGBTQ+ youth groups, groups for young people affected by HIV and one-to-one work with boys and young men.
- We gratefully received a grant as a charity selected by one of the trustees at Trust for London, which we put towards bolstering the support we provide to LGBTQ+ young people, specifically through our fortnightly Transcend group for trans and non-binary young people. This included increasing the number of one-to-one support sessions available and funding additional in-person activities.

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HIV

- We continue to work across HIV prevention and support, including testing, one-to-one and group behavioural change interventions, information campaigns, training, outreach and condom distribution, advocating for PrEP, as well as holistic support for people living with HIV, including advice and advocacy. We continue to aim for an integrated flow between testing and prevention and/or support, ensuring the moment of a positive or negative diagnosis is not the end of the journey.
- We secured funding from St George's NHS Trust for HIV peer support and mentoring.
- We launched a new phone and video counselling service for Surrey residents living with HIV.
- Pivoting some of our HIV prevention work through GMI Partnership to address the Mpox outbreak specifically in the gay, bisexual and trans and other men who have sex with men populations in London.
- Continued with usual fundraising for our Hardship Fund with collections at stations and taking part in the Red Run, but also delivered an impactful UK AIDS Memorial Quilt exhibition at Woolwich Works.

Training

- We continue to deliver a suite of training to a broad range of audiences. This training furthers the charity's objectives around increasing awareness and improving experiences for people experiencing issues around sexuality, gender, equality, diversity and identity.
- This area of work is on its way to becoming self-sustaining and we aim to start generating a surplus to support other work.

External affairs

- As well as supporting work across the charity, the external affairs team continues to deliver campaigns, responses to policy consultations, core events, insight creation and sharing. Alongside developing corporate relationship.
- Our Film Maker delivered projects for aligned organisations bringing income into the charity.
- We started our project with Greenwich and Bexley Hospice exploring experiences of LGBTQ+ people around end of life care.
- We received donations and sponsorship from Kubrick, Nisa, TK Maxx and Berkeley.
- We continued to deepen our relationship with King's College London, specifically their Global Health iBSc/MSc programme
- We delivered and engaged with campaigns around the conversion therapy ban and trans people, government proposals around single sex toilets, improved gender identity services, cost of living resources
- Delivered a full summer programme including leading on a commissioned area to celebrate 50 years of Pride in London at Royal Greenwich Together 22.
- Published our Insight Summary drawing on the services we deliver and our interactions within the communities we serve, to identify trends, hear concerns and see how various decisions at a policy level impact on people's lives.
- Delivered a very successful in-person Service User Forum event and a smaller online workshop, both capturing feedback and ideas of people that have used our services.

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Future priorities

Through a consultative process with our service users, volunteers, partners and staff we have created a new strategic plan for 2023-2028. The priorities below are drawn from that plan.

Service users and partners

- Improve access to services
- Build social connections
- Deliver what our service users want
- Improve communication, branding and campaigns

Our people

- Improve the development of our people
- Improve health, welfare and care to our people
- Improve how our HR policies and procedures support staff
- Develop leadership and management
- Radically improve equity in our staffing profile and practices

Policy and processes

- Be an actively anti-racist organisation
- Diversify income streams
- Enhance our project management
- Develop data management further
- Refresh our governance processes

Resources

- Build resilience in light of economic uncertainty
- Act on an evaluation of our premises needs
- Streamline financial policies and procedures
- Refine our scope and understand our options for size

Structure, governance and management

Governing document

The Metro Centre Ltd (METRO Charity) is a company limited by guarantee governed by its Memorandum and Articles of Association as revised 12th May 2008. It is registered as a charity with the Charity Commission. Full membership is open to all individuals whom the Board decides to admit to membership, but at all times at least 60% of the full membership shall comprise people who identify as lesbian, gay, bisexual or transgender. There are currently 91 Members. At least 60% of the full membership comprise of people who identify as lesbian, gay, bisexual or transgender. There is a provision for Associate Membership, without voting rights, which may be held by community partners. There are currently 489 Associate Members.

Appointment of trustees

As set out in the Articles of Association, all trustees must retire and, if they wish, stand for re-election at the Annual General Meeting. Elections follow due process including written nominations signed by a nominator and seconder submitted in advance of the AGM with an election statement circulated to the membership who votes by confidential ballot with the provision of proxy voting for members unable to attend the AGM.

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The Board may co-opt up to two new members in any year, provided that this does not result in its maximum permitted number of members (twelve) being exceeded. Officers are usually appointed annually at the full first Board meeting after the AGM. The AGM for 2023 was held in May.

We continue to strive to maximise the diversity of our Board of Trustees and Management Committees. Currently our Board of Trustees is made up of 50% women, 25% men, 25% non-binary people; 25% identifying as People of Colour; 75% identifying as Disabled.

Trustee induction and training

A transparent, holistic, and robust system is in operation for trustee recruitment, which initially follows procedures and policy set for all volunteer recruitment. Reflecting best practice, both senior management and existing board members are actively involved as recruitment moves through standardised stages beginning with informal provision of information about the role and organisational expectations to more formal procedures involving application, references and interview. If all stages are satisfactorily achieved, and the recruitment panel approves, a probationary period is undertaken with probationers participating in a comprehensive programme of induction guided by an experienced mentor assigned to each individual. Cornerstones of the probationary process include regular mentor/mentee meetings using a peer-created induction checklist focusing on the attainment of a holistic understanding of the organisation's history and operations, ability to contribute at a governance level, financial oversight, ability to contribute to strategic organisational development and adherence to the Seven Principles of Public Life, as well as METRO's vision, ethos and equality and confidentiality policies.

An annual Trustee Skills Audit and feedback from the work plans of the Finance and HR/Policy Sub-Committees of the board shapes the annual programme of training and team-building undertaken by all board members along with METRO's senior management team.

In 2020, the Board of Trustees introduced an Annual Effectiveness Review as a mechanism for ongoing improvement to the charity's governance, an action plan developed from these reviews continues to be delivered against.

Conflicts of interest

We have a system in place that requires Trustees and senior staff to declare any interests that might conflict with their role. Current declared potential conflicts of interest are:

- Dawn Brown
  - Member of the Labour Party
- Naomi Goldberg
  - Member of the Labour Party
  - Trustee of Development through Challenge
- Mat Thompson
  - Employed at UK Youth
  - Partner employed at Tate Galleries

Organisation

The members of the Board of Trustees also act as the Company Directors of the METRO Centre Ltd. A maximum of twelve members administer the charity meeting bi-monthly, with sub-committees meeting as outlined below:

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- Finance Sub-Committee, convened by the Treasurer, usually meets quarterly, currently paused
- Human Resources and Policy Sub-Committee, convened by another Trustee, usually meets quarterly, currently paused
- Remuneration Sub-committee, convened by another Trustee, meets as and when required to allow for the transparent, fair and competitive setting of salaries for posts at head grade and above

Each has agreed terms of reference which allow essential work to progress, with recommendations regarding key decisions brought to full board meetings. Additionally, there are two management committees which report to the full Board: METRO GAD and METRO GAVS. Ad hoc working parties are created by the Board from time to time, working with the Senior Management Team on specific time-limited projects.

The Trustees have appointed the Chief Executive Officer to carry out the operational matters of the charity with delegated authority and overall responsibility for employment and staffing, financial management, income generation, contract negotiation and compliance, organisational development, service delivery, research, monitoring and evaluation.

The Senior Management Team, which consists of the operational directors, reports to the CEO. The Senior Leadership Team, which consists of heads, each report to the relevant director.

Financial review

The charity is in a good financial position.

Expenditure for the year was greater than the charity's income for the period. This included the following additional expenditure from reserves approved by Trustees: a much needed but modest cost of living increase from October 2022, weighted to towards lower paid staff; vital consultancy around the experiences of our Global Majority staff in the charity, including training and development; necessary core capacity creation with additional time-limited posts. There were also some expected redundancy costs.

The incumbent auditors undertook a thorough review and reassessing of the financial statements inherited from previous years. As a result, the auditors released the deferred income as a reinstatement of the previous year's reserves. This approach is aligned with SOFA requirements.

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure (£1,259,372 - £2,518,745). 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. This level of reserves has been maintained throughout the year.

Reserves held

At the end of this financial period the charity held unrestricted reserves of £1,277,719 .

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Investment policy

The Trustees do not currently involve the organisation in investments with the exception of bank interest generated from cash on deposit.

Risks

Change of CEO

The Trustees are aware of the importance of a smooth transition as we recruit a new CEO following the resignation of Andrew Evans. Recruitment supported by an expert agency is well underway, with longlisting completed and shortlisting and interviews scheduled for January 2024. The Board of Trustees have also been developing a contingency plan should recruitment not be successful in this round.

Race Audit Report

Following concerns raised internally, the charity commissioned a Race Audit Report conducted by Jedi Consultancy, and was published in March 2023. The report is difficult reading and highlights some serious internal issues that we need to urgently address. We are disappointed that we have clearly let down our colleagues and we are very sorry that we have enabled a culture where our racialised team members have had these unacceptable experiences.

Trustees agreed with the Senior Management Team's recommendation to publish the report and report the findings to the Charity Commission as a serious incident, with all aware that it is a reputational risk that could negatively impact the charity.

The Chair and Trustees and our CEO prepared responses to the report and the charity developed a set of key actions to affect positive change and move us towards being an actively anti-racist organisation. Progress is being made against these actions. An update can be found on our website: https://metrocharity.org.uk/news/2023/sep/22/race-audit-update.

Changes in Finance

Following best practice, our membership, under the recommendation of the Treasurer and our Senior Management Team, appointed new auditors for this financial period. This coincided with a long-running restructuring of our finance team. These factors combined resulted in our audit taking significantly longer than usual. Trustees remained committed to a thorough and robust audit of the charity's accounts and as such, requested a filing extension from Companies House, which was granted, though it did result in a delay of 49 days in filing with the Charity Commission.

The Trustees' report was approved by the Board of Trustees.

DocuSigned by:
John Ley
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John Ley

Trustee

Date: 20 March 2024

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THE METRO CENTRE LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees, who are also the directors of The Metro Centre Ltd 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.

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THE METRO CENTRE LTD

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF THE METRO CENTRE LTD

Opinion

We have audited the financial statements of The Metro Centre Ltd (the 'Charity') for the year ended 31 March 2023 which comprise the statement of financial activities, 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, 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 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

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INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF THE METRO CENTRE LTD

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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business
- We reviewed any reports made to regulators.

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.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
Corne von Wielligh
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Corné von Wielligh ACA (Senior Statutory Auditor)
for and on behalf of M J Bushell Audit LLP
Chartered Accountants
Statutory Auditor

20 March 2024

8 High Street
Brentwood
Essex
CM14 4AB

M J Bushell Audit LLP is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

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THE METRO CENTRE LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 (As restated) £	Restricted funds 2022 (As restated) £	Total 2022 (As restated) £
Income and endowments from:							
Donations and legacies	3	25,699	73,305	99,004	92,256	-	92,256
Charitable activities	4	31,040	4,668,874	4,699,914	119,734	5,481,475	5,601,209
Investments	5	4,513	-	4,513	417	-	417
Other income	6	46,908	-	46,908	71,695	-	71,695
Total income		108,160	4,742,179	4,850,339	284,102	5,481,475	5,765,577
Charitable activities	7	141,887	4,864,385	5,006,272	150,190	5,024,926	5,175,116
Other expenditure	11	1,561	29,656	31,217	-	-	-
Total expenditure		143,448	4,894,041	5,037,489	150,190	5,024,926	5,175,116
Net income/(expenditure)		(35,288)	(151,862)	(187,150)	133,912	456,549	590,461
Transfers between funds		-	-	-	(100,868)	100,868	-
Net movement in funds		(35,288)	(151,862)	(187,150)	33,044	557,417	590,461
Reconciliation of funds:							
Fund balances at 1 April 2022		1,313,007	545,713	1,858,720	1,279,962	(11,703)	1,268,259
Fund balances at 31 March 2023		1,277,719	393,851	1,671,570	1,313,006	545,714	1,858,720

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

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THE METRO CENTRE LTD

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 (As restated) £	2022 (As restated) £
Fixed assets					
Tangible assets	13		1,033,438		1,071,663
Current assets					
Debtors	14	401,508		682,403	
Cash at bank and in hand		1,283,252		1,211,262	
		1,684,760		1,893,665	
Creditors: amounts falling due within one year	16	476,468		528,702	
Net current assets			1,208,292		1,364,963
Total assets less current liabilities			2,241,730		2,436,626
Creditors: amounts falling due after more than one year	17		(570,160)		(577,906)
Net assets			1,671,570		1,858,720
The funds of the Charity					
Restricted income funds	18		393,851		545,714
Unrestricted funds			1,277,719		1,313,006
			1,671,570		1,858,720

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

The financial statements were approved by the Trustees on 20 March 2024

DocuSigned by:
John Ley
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John Ley

Trustee

Company registration number 02716101 (England and Wales)

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THE METRO CENTRE LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023		2022 (As restated)	
		£	£	£	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	23		74,006		(89,799)
Investing activities					
Purchase of tangible fixed assets		-		(979,174)	
Investment income received		4,513		417	
Net cash generated from/(used in) investing activities			4,513		(978,757)
Financing activities					
Repayment of bank loans		(6,529)		585,000	
Net cash (used in)/generated from financing activities			(6,529)		585,000
Net increase/(decrease) in cash and cash equivalents			71,990		(483,556)
Cash and cash equivalents at beginning of year			1,211,262		1,694,818
Cash and cash equivalents at end of year			1,283,252		1,211,262

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1 Accounting policies

Charity information

The Metro Centre Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Equality Community Hub, 1st Floor Equitable House, 7 General Gordon Square, London, SE18 6FH.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). 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.

The charity is dependent on the continued support of its main funders and in particular the Royal Borough of Greenwich. These funders have continued to support the Metro Charity for many years and they ensure the provision of its core services and the fluffing of its main aims and objectives.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors 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.

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1 **Accounting policies** **(Continued)**

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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	100 years
Leasehold improvements	Over the lifetime of the lease
Computers	20% Reducing Balance
Motor vehicles	20% Straight Line

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 the statement of financial activities.

1.7 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).

1.8 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.

1.9 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.

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1 Accounting policies **(Continued)**

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.

1.10 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.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

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.

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3 Income from donations and legacies

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022 (As restated)	Restricted funds 2022	Total 2022 (As restated)
	£	£	£	£	£	£
Donations and gifts	25,699	73,305	99,004	58,829	-	58,829
Coronavirus Job Retention Scheme	-	-	-	33,427	-	33,427
	25,699	73,305	99,004	92,256	-	92,256

4 Income from charitable activities

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022 (As restated)	Restricted funds 2022 (As restated)	Total 2022 (As restated)
	£	£	£	£	£	£
Service Area						
Charitable activities	31,040	4,668,874	4,699,914	119,734	5,481,475	5,601,209

5 Income from investments

	Unrestricted funds 2023	Unrestricted funds 2022 (As restated)
	£	£
Interest receivable	4,513	417

6 Other income

	Unrestricted funds 2023	Unrestricted funds 2022 (As restated)
	£	£
Rental and other Income	46,908	71,695

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7 Expenditure on charitable activities

	Funds 2023	Funds 2022 (As restated)
	£	£
Direct costs		
Depreciation and impairment	38,224	31,471
HIV prevention and support	1,003,423	1,446,828
Sexual & Reproductive Health	1,159,181	1,351,375
Core services	946,398	706,659
Community participation and engagement	384,453	431,759
Youth services	115,177	132,510
Mental health & well being	200,586	537,235
	3,847,442	4,637,837
Share of support and governance costs (see note 8)		
Support	723,762	418,110
Governance	435,068	119,169
	5,006,272	5,175,116
Analysis by fund		
Unrestricted funds	141,887	150,190
Restricted funds	4,864,385	5,024,926
	5,006,272	5,175,116

8 Support costs allocated to activities

	2023	2022
	£	£
Staff costs	511,797	275,902
Accounting support	9,266	4,800
Information technology	110,106	70,032
Printing, postage and stationery	23,302	33,163
Telephone	30,138	34,213
Recruitment and inductions	39,153	-
Governance costs	435,068	119,169
	1,158,830	537,279
Analysed between:		
Funds	1,158,830	537,279

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9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

The Charity made reimbursements of £0 to the Trustee directors for training, travel and subsistence expenses (2022 - £343).

10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	115	104

Employment costs	2023 £	2022 £
Wages and salaries	2,475,007	2,678,748
Social security costs	225,307	247,446
Other pension costs	72,248	78,527
	2,772,562	3,004,721

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023 Number	2022 Number
£60,001 - £70,000	1	2
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
£180,001 - £190,000	-	1

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

The key management personnel of the charity comprises the trustees and the senior management team to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £300,835 (2022: £375,000).

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11 Other expenditure

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Financing costs	1,561	29,656	31,217	-	-	-
	1,561	29,656	31,217	-	-	-

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Freehold land and buildings	Leasehold improvements	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2022	948,936	39,246	112,080	66,000	1,166,262
At 31 March 2023	948,936	39,246	112,080	66,000	1,166,262
Depreciation and impairment					
At 1 April 2022	-	17,424	57,376	19,800	94,600
Depreciation charged in the year	9,489	4,594	10,941	13,200	38,224
At 31 March 2023	9,489	22,018	68,317	33,000	132,824
Carrying amount					
At 31 March 2023	939,447	17,228	43,763	33,000	1,033,438
At 31 March 2022	948,936	21,823	54,704	46,200	1,071,663

14 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	315,517	581,062
Other debtors	1,874	4,875
Prepayments and accrued income	84,117	96,466
	401,508	682,403

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15 Loans and overdrafts

	2023	2022
	£	£
Bank loans	578,471	585,000
Payable within one year	8,311	7,094
Payable after one year	570,160	577,906

The long-term loans are secured by fixed charges over Freehold property known as 78 Fitzalan Street, London SE11.

16 Creditors: amounts falling due within one year

	Notes	2023	2022 (As restated)
		£	£
Bank loans	15	8,311	7,094
Other taxation and social security		63,308	59,257
Trade creditors		269,779	17,529
Other creditors		15,820	72,261
Accruals and deferred income		119,250	372,561
		476,468	528,702

17 Creditors: amounts falling due after more than one year

	Notes	2023	2022
		£	£
Bank loans	15	570,160	577,906

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2022 (As restated)	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
	545,713	4,742,179	(4,894,041)	-	393,851

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18 Restricted funds (Continued)

Previous year:	At 1 April 2021	Incoming resources (As restated)	Resources expended (As restated)	Transfers (As restated)	At 31 March 2022 (As restated)
	£	£	£	£	£
	(11,703)	5,481,475	(5,024,926)	100,868	545,714

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2022 (As restated)	Incoming resources	Resources expended	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	1,313,007	108,160	(143,448)	-	1,277,719

Previous year:	At 1 April 2021	Incoming resources (As restated)	Resources expended (As restated)	Transfers (As restated)	At 31 March 2022 (As restated)
	£	£	£	£	£
General funds	1,279,962	284,102	(150,190)	(100,868)	1,313,006

20 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
Fund balances at 31 March 2023 are represented by:			
Tangible assets	1,033,438	-	1,033,438
Current assets/(liabilities)	814,441	393,851	1,208,292
Long term liabilities	(570,160)	-	(570,160)
	1,277,719	393,851	1,671,570

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20 Analysis of net assets between funds (Continued)

	Unrestricted funds 2022 (As restated) £	Restricted funds 2022 (As restated) £	Total 2022 (As restated) £
Fund balances at 31 March 2022 are represented by:			
Tangible assets	1,071,663	-	1,071,663
Current assets/(liabilities)	819,249	545,714	1,364,963
Long term liabilities	(577,906)	-	(577,906)
	1,313,006	545,714	1,858,720

21 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

22 Prior year adjustments

It was agreed with the trustees that a prior year adjust has been made in the financial statement to adjust for income which was deferred in the prior year in line with the Charities SORP (FRS102).

The impact of the prior year adjustment has resulted in an increase in net income of £577,173. Following a reanalysis of funds which were previously misstated reserves, are restated as follows at 31/03/2022:
Unrestricted: £1,313,006
Restricted: £545,714

23 Cash generated from operations

	2023 £	2022 £
(Deficit)/surpus for the year	(187,149)	590,461
Adjustments for:		
Investment income recognised in statement of financial activities	(4,513)	(417)
Depreciation and impairment of tangible fixed assets	38,224	31,471
Movements in working capital:		
Decrease in debtors	280,895	40,505
(Decrease) in creditors	(53,451)	(96,081)
(Decrease) in deferred income	-	(655,738)
Cash generated from/(absorbed by) operations	74,006	(89,799)

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24 Analysis of changes in net funds

	Restricted Opening Balance	Incoming Resources	Outgoing Resources	Restricted Closing Balance as at 31st Mar'23
W100 RB Greenwich HIV Prevention	-	200,050.00	200,050.00	-
W101 FTC - Stigma Total	49,847.00		49,847.00	-
W102 FTC Peer Mentoring Total	21,000.00	70,325.00	58,095.32	33,229.68
W103 FTC GMI HIV Testing Total	61,961.96	169,261.45	194,306.11	36,917.30
W104 FTC Stay and Play Total	22,162.00	56,250.00	63,357.34	15,054.66
W105 Lambeth London HIV Prevention Programme Total R	53,443.00	395,866.00	421,614.90	27,694.10
W108 GMI City Bridge Trust Partners	-	5,000.00	5,000.00	-
W110 Croydon HIV Support	-	69,156.00	69,156.00	-
W115 South West London (Spectra) HIV Support	-	204,192.36	200,224.83	3,967.53
W125 HPE/GMI Outreach	-	38,090.00	28,852.52	9,237.48
W145 LSL Metro PPC Family & young People Support	-	224,594.26	224,594.26	-
W150 LSL Peer Support	-	129,000.00	114,765.81	14,234.19
W153 Lambeth HIc PrEP Latin American Communities	-	44,744.00	44,744.00	-
W154 Lambeth Free condom Distribution Project	-	9,938.00	9,938.00	-
W155 Essex HIV Support	-	103,100.00	103,100.00	-
W175 Community Foundation for Surrey Total R	10,000.00		10,000.00	-
W200 RB Greenwich Community Clinics	-	259,890.00	258,001.66	1,888.34
W210 RB Greenwich Sexual Health Office / Outreach	-	91,058.00	84,145.83	6,912.17
W211 RBG Pathology Costs Total	75,709.90	288,612.68	361,113.79	3,208.79
W213 GSH Website Chat/PrEP update Total	20,000.00	1,145.68	5,671.08	15,474.60
W215 Kent Get It Condoms	-	194,033.08	182,482.74	11,550.34
W220 Medway (KCHFT) Sexual Health	-	185,496.72	168,533.63	16,963.09
W222 Oxleas Young Greenwich Sexual Health Total	5,698.00	123,491.00	126,550.99	2,638.01
W223 KCHTBoys & Young Men Support	-	1,500.00	1,500.00	-
W230 Three Borough (Turning Point) HIV Support	-	267,265.84	267,265.84	-
W240 SWL Sexual Health:W241 SWL Sexual Health - Pharmacy Payments Richmond/ WandsworthTotal	20,958.62	268,940.00	275,046.82	14,851.80
W245 Bexley Community Sexual Health Service	-	100,000.00	100,000.00	-
W252 SHIFT (Impress 2)	-	24,432.29	24,432.29	-
W305 Charlton Atheletic - Youth Work Shine	-	13,475.00	13,475.00	-
W312 Bromley CIC SNAP Youth Group	-	9,965.00	9,965.00	-
W317 Lewisham My London Programme Youth Grant	-	7,840.00	7,840.00	-
W318 NCIL Youth Risk & Resilience	-	49,993.88	10,923.00	39,070.88
W320 Southwark Youth Work - Spark	-	26,711.00	26,711.00	-
W325 Medway Youth Work - Stand Out	-	11,000.00	11,000.00	-
W330 Croydon Youth Work - Bridge	-	33,121.00	33,121.00	-

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THE METRO CENTRE LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

	Restricted Opening Balance	Incoming Resources	Outgoing Resources	Restricted Closing Balance as at 31st Mar'23
W345 Jack Petchy METRO-Young people Support Total R	500.00	900.00	1,400.00	-
W380 Oxleas Young Greenwich LGBTQ Support	-	32,951.00	32,951.00	-
W401 RBG Connecting Communities Alliance Total R	50,000.00	150,000.00	200,000.00	-
W405 Lewisham Over 25's Counselling	-	44,319.85	44,319.85	-
W406 Lewisham Mental Health (Main Grant)	-	45,040.00	45,040.00	-
W407 Lewisham Better Mental Health (Lewisham Well & Proud)	-	9,116.00	9,116.00	-
W436 Children In Need Counselling	-	40,480.00	40,480.00	-
W437 Oxleas Young Greenwich Parenting Support Total	7,823.00	125,000.00	132,823.00	-
W438 Oxleas Young Greenwich Risk & Resilience Total	29,500.00	50,000.00	66,514.00	12,986.00
W439 LB Hounslow	-	49,885.00	49,885.00	-
W441 RBG/Mayors Office crime reduction programme Total R	20,000.00	42,500.00	62,500.00	-
W450 LB Lambeth HIV Counselling	-	41,000.00		41,000.00
W500 Greenwich Strategic Equalities	-	23,000.00	23,000.00	-
W506 Tackle Prostate Cancer	-	8,037.50	8,037.50	-
W510 RB Greenwich GRIP	-	21,000.00	21,000.00	-
W511 GRIPMETROGAD Hate Crime	-	10,000.00	10,000.00	
W580 Young Londerners Fund	-	14,358.00	14,358.00	-
W589 Greenwich Business Grant Total	26,583.00		26,583.00	-
W590 GAIN Total R	3,975.00	18,325.00	22,300.00	-
W591 RB G Metro GAVS	-	97,422.00	97,422.00	-
W593 CCG Metro GAVS - NHS ICB SE London		1,666.00	-	1,666.00
W595 Safer Greenwich	-	5,200.00	5,200.00	-
W602 Greenwich Charitable Trust Total R	66,552.91	48,494.60	115,047.51	-
W604 Community Links Bromley	-	2,836.00	2,836.00	-
W605 RBG MetroGAD Core	-	24,765.38	24,765.38	-
W606 Peabody Housing Association METROGAD	-	6,500.00	6,500.00	-
W607 LB Croydon METRO SAFE	-	28,688.00	28,688.00	-
W630 GWR & Bexley Hosipice Secondment	-	17,548.00	17,548.00	-
W610 MetroGAD Legacy - RUPERT PROKOFIEV Legacy	-	73,305.46	4,000.00	69,305.46
W915d Community Fund Greenwich Influence & Voice Hub	-	16,302.97	16,302.97	-
Charity Projects		16,000.00	-	16,000.00
Total	**545,714.39**	**4,742,179.00**	**4,894,042.97**	**393,850.42**

THE METRO CENTRE LTD

England & Wales - Charity number 1070582

Accounts

METRO CENTRE LIMITED

ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31ST MARCH 2022

METRO CENTRE LIMITED

LEGAL & ADMINISTRATIVE INFORMATION

YEAR ENDED 31ST MARCH 2022

METRO CENTRE LIMITED

A PRIVATE COMPANY LIMITED BY GUARANTEE WITHOUT SHARE CAPITAL

COMPANY REGISTRATION NO. 02716101

CHARITY REGISTRATION NO. 1070582

TRUSTEES

Barry Blakelock (Appointed 27/4/22)
Dawn Brown, Vice Chair (Re-appointed 27/4/22, Elected 25/5/22)
Gwen Bryan, Chair (Re-appointed 27/4/22, Elected 25/5/22)
David Burgess (Re-appointed 27/4/22)
Barbara Gray (Re-appointed 27/4/22)
Simon Hall, Treasurer (Re-appointed 27/4/22, Elected 25/5/22)
John Ley (Re-appointed 27/4/22)
Ray Seabrook (Re-appointed 27/4/22)
Alison White (Re-appointed 27/4/22, Resigned 27/7/22)

REGISTERED OFFICE

METRO Woolwich, Equality Community Hub, 1st Floor, Equitable House, 7 General Gordon Square, London, SE18 6FH

SENIOR MANAGEMENT TEAM

Andrew Evans, Interim CEO, and appointed as CEO on 18/4/22
Joel Robinson, Interim Director of Operations, and appointed as Director of Services on 4/10/22
Mark Delacour, Director of External Affairs
Naomi Goldberg, Director of Strategy

ACCOUNTANTS

William Price & Co Audit Ltd, Westbury Court, Church Road, Westbury-on-Trym, BS9 3EF

BANKERS

Cooperative Bank, 151 Lewisham High Street, London SE13 6AA

SOLICITORS

Grant Saw Solicitors LLP, Ground Floor, Wood Wharf Building, Greenwich, London SE10 9BB

METRO CENTRE LIMITED

TRUSTEE DIRECTORS' REPORT

YEAR ENDED 31ST MARCH 2022

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2019 and the Financial Reporting Standard for Smaller Entities (effective January 2015) in preparing the annual report and financial statements of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Metro Centre Ltd (METRO Charity) is a company limited by guarantee governed by its Memorandum and Articles of Association as revised 12/05/08. It is registered as a charity with the Charity Commission. Full membership is open to all individuals whom the Board decides to admit to membership, but at all times at least 60% of the full membership shall comprise people who identify as lesbian, gay, bisexual or transgender. There are currently 91 Members. Our current estimate is at least 50% of the full membership comprise of people who identify as lesbian, gay, bisexual or transgender. While this is slightly lower than our target by approximately 5 members, we are working with the membership, and a newly introduced human resources system, to firm up this data we have available as this may change. There is a provision for Associate Membership, without voting rights, which may be held by community partners. There are currently 485 Associate Members.

Appointment of Trustees

As set out in the Articles of Association, all Trustees must retire and, if they wish, stand for re-election at the Annual General Meeting. Elections follow due process including written nominations signed by a nominator and seconder submitted in advance of the AGM with an election statement circulated to the membership who votes by confidential ballot with the provision of proxy voting for members unable to attend the AGM.

The Board may co-opt up to two new members in any year, provided that this does not result in its maximum permitted number of members (twelve) being exceeded. Officers are usually appointed annually at the full first Board meeting after the AGM. The AGM for 2022 was held in April, continuing to keep us back on our usual annual cycle.

We continue to strive to maximise the diversity of our Board of Trustees & Management Committees.

Trustee Induction and Training

A transparent, holistic, and robust system is in operation for Trustee recruitment, which initially follows procedures and policy set for all volunteer recruitment. Reflecting best practice, both Senior Management and existing Board members are actively involved as recruitment moves through standardised stages beginning with informal provision of information about the role and organisational expectations to more formal procedures involving application, references and interview. If all stages are satisfactorily achieved, and the recruitment panel approves, a probationary period is undertaken with probationers participating in a comprehensive programme of induction guided by an experienced Mentor assigned to each individual. Cornerstones of the probationary process include regular Mentor/Mentee meetings using induction checklist focusing on the attainment of a holistic understanding of the organisation's history and operations, ability to contribute at a governance level, financial oversight, ability to contribute to strategic organisational development and adherence to the seven Principles of Public Life, as well as METRO's vision, ethos and equality and confidentiality policies.

We have a system in place that requires Trustees and senior staff to declare any interests that might conflict with their role.

An annual Trustee Skills Audit and feedback from the work plans of the Finance and HR/Policy Sub Committees of the Board shapes the annual programme of training undertaken by all Board members along with METRO's Senior Management Team. .

In 2020, the Board of Trustees introduced an Effectiveness Review as a mechanism for ongoing improvement to the charity's governance, an action plan developed from these reviews continues to be delivered against.

Organisation

The members of the Board of Trustees also act as the Company Directors of the METRO Centre Ltd. A maximum of twelve members administer the charity meeting bi-monthly, with sub-committees meeting quarterly. There are currently two sub-committees, one for Finance, which is convened, by the Treasurer and the other for Human Resources and Policy that is convened by another Trustee. Each has agreed Terms of Reference, which allow essential work to progress, with recommendations regarding key decisions brought to full Board meetings. Additionally, there are three management committees, which report to the full Board: METRO GAD, METRO VAL and METRO GAVS. Ad hoc working parties are created by the Board from time to time, working with the SMT on specific time-limited projects. The Trustees have appointed the Chief Executive Officer to carry out the operational matters of the charity with delegated authority and overall responsibility for employment and staffing, financial management, income generation, contract negotiation and compliance, organisational development, service delivery, research, monitoring and evaluation.

2020 saw the introduction of the Remuneration Sub-Committee, which allows for the transparent, fair and competitive setting of salaries for posts at Director grade and above.

Community Partners

METRO continues its close working relationships with a number of statutory, academic, commercial, and community organisations as well as establishing important new partnerships. Ongoing significant community and academic partners include: Positive East, Spectra, NAZ, Prepster/The Love Tank, Número de Serie, QUEERCIRCLE, Staying Out, London Friend, Turning Point, Yorkshire MESMAC, Equality Network (Scotland), The Rainbow Project (Northern Ireland), Birmingham LGBT, Brandon Centre, Age UK Bromley & Greenwich, Mencap, Bromley Lewisham & Greenwich Mind, Advocacy in Greenwich, Volunteer Centre Greenwich, GrIP, Southwark LGBT Forum, Her Centre, Charlton Athletic Community Trust, Healthwatch Greenwich, Lewisham Refugee and Migrant Network, University of Greenwich, NAM, GMFA, University of Chichester, Antwerp University College of Applied Science, Odisee University College, King's College London, Anglia Ruskin University, NIHR ARC South London, Bishopsgate Institute, Africa Advocacy Foundation, BHA (Black Health Agency), Healthwatch Lambeth, STI AIDS, National AIDS Trust (NAT), British HIV Association (BHIVA), The King's Fund, Terence Higgins Trust (THT), Charlton Invicta FC, Medway Pride and Greenwich and Docklands International Festival (GDIF)

Important statutory partners include the Royal Borough of Greenwich, Kent County Council, Medway Unitary Authority, London Borough of Lambeth, London Borough of Bexley, London Borough of Bromley, London Borough of Lewisham, London Borough of Wandsworth, London Borough of Richmond Upon Thames, London Borough of Southwark, London Borough of Sutton, London Borough of Tower Hamlets, London Borough of Merton, Royal Borough of Kingston Upon Thames, Croydon Council, London Borough of Hounslow, Essex County Council, East Sussex County Council, Hertfordshire County Council and many other Local, Police and Health Authorities in South London, Kent, Medway, Essex and West Sussex. Key health partners include Public Health England, HIV Prevention England, NHS England, Greenwich CCG, Lewisham CCG, Lambeth CCG, Bromley CCG, Bexley CCG, Southwark CCG, Oxleas NHS Foundation Trust, Central London Community Healthcare NHS Trust, Kent Community Health NHS Foundation Trust and Central and North West London NHS Foundation Trust.

Important commercial partners include Prowler, Friendly Society, Ye Olde Rose & Crown, M&S, Sainsburys, Tesco, IKEA Greenwich, Crooked Door Design, L33, DHTS, Pioneer Print, Berkeley Homes, Google, Microsoft and WorkNest.

At a national level, METRO continues to be a London partner for HIV Prevention England, leading the GMI Partnership, working with MSM and African people, with other strong relationships with, or membership of, Kent/Medway LGBT Forum, African Health Policy Network (AHPN), the Sex Education Forum, the National HIV Providers Forum, the Department for Education Advisory Group on Mental Health Peer Support for Children and Young People, the National LGB&T Partnership and the Consortium of LGBT VCOs.

Volunteers

METRO gratefully acknowledges the role played by the many volunteers who give their time, skills and energy to the organisation, fulfilling a variety of roles from outreach and design work through counselling and mentoring, to fundraising and event organising. There are currently 75 active volunteers participating in the charity's activities, making a unique contribution to their communities.

Risk Assessment

METRO undertakes comprehensive contingency planning which complements an integrated risk assessment strategy. Together these practices ensure rapid and systematic responses to risks as they arise in order to mitigate and minimise any potential impact. Specific practices include:

- Regular departmental risk assessment exercises with impact assessments created for all new projects and significant organisational changes;
- Departmental Risk Registers which feed into the Central Risk Register maintained by the CEO and analysed bi-monthly at full Board of Trustees meetings, which also include periodic risk registers including currently a Coronavirus Risk Register;
- Adoption of a quality assessment scheme to continually improve systems and practices in all areas of operation;
- Adherence to comprehensive Information Governance policies and GDPR legislation;
- Project management training for staff in management roles;
- A comprehensive Raising Concerns at Work Policy, outlining how team members should proceed if they believe something is not right
- Strengthened financial management software, protocols and procedures; and
- Careful management of reserves.

METRO CENTRE LIMITED

TRUSTEE DIRECTORS' REPORT

YEAR ENDED 31ST MARCH 2022

OBJECTIVES AND ACTIVITIES

The charitable company is established for the promotion of any charitable purpose for the benefit of any members of the community experiencing issues related to sexuality, identity, gender, equality and diversity, including by focusing on:

i) Challenging homophobia and heterosexism and acknowledging that they have a significant impact on lesbian, gay and bisexual people and those questioning their sexuality;

ii) Working in the field of sexual health promotion, HIV prevention and HIV support;

iii) Providing services, which promote health and well-being, and to empower individuals, including the provision of support, advice, information, advocacy, resources, counselling, group work, outreach services, community development, capacity-building, campaigning, leadership advice, research, clinical services, consultancy, training and education.

VISION

METRO's vision is for a world where diversity is celebrated, difference respected and valued, and where optimum health and wellbeing for all is a collective goal.

MISSION

Working collaboratively with our staff, volunteers, users, partners and supporters to make a difference to people's lives, we champion equality, nurture aspiration, embrace difference and challenge others to do so. We promote health and wellbeing through our transformative services to anyone experiencing issues relating to sexuality, gender, equality, diversity and identity, and use our unique insight from these transformative services and our diverse heritage to influence decision makers and to effect positive change.

VALUES

Innovation – We strive to deliver cutting edge, creative and entrepreneurial solutions to the individual, cultural, economic, historical and social problems we identify.

Insight – Our services and our change agenda are informed by our understanding of the power of human connection and relationships and our unique relationship with the people and communities we work with and for.

Integrity – We believe in the transformative power of inclusive services, products and experiences that are accessible to all.

Investment – We support the aspirations of all of our members and users, and embrace these aspirations to ensure the sustainability of the charity through entrepreneurialism and social return on investment.

PUBLIC BENEFIT

The Board of Trustees is aware of the Charity Commission requirement to report on the work of the organisiation regarding how it delivers public benefit. The Trustees believe that much of this is demonstrated in this year's Annual Report. METRO's objectives are aligned with those of national and local strategies for sexual and reproductive health, community, mental health, youth and HIV,

specifically in relation to sexuality, gender, equality, diversity and identity. These external strategies are reflected in the organisation's Strategic Plan for 2018 – 2023, aligned with our refined Vision, Mission and Values. This Annual Report demonstrates progress towards achieving these objectives and illustrates our plans and strategies to do more.

ACTIVITIES

METRO's activities are focused on the health and wellbeing, empowerment, independence and inclusion of people experiencing issues related to sexuality, gender, equality, diversity and identity, and community organisations supporting these people. Our activities benefit the community as we support people of all ages to manage their responsibilities, realise their aspirations, make positive choices and achieve their optimum health. We deliver services across a broad range of health determinants, including, sexual and reproductive health, community concerning hate crime, domestic violence and advocacy, mental health, youth services and HIV insight, prevention and support.

METRO encourages and supports individuals to develop skills in order to meet their own needs and therefore engage and make a contribution to their community and society through participation. Following a series of lockdowns and doing our bit in preventing the spread of COVID-19 throughout the pandemic, we have developed a range of new ways of working and delivering services. The majority of these new approaches have been retained, providing greater flexibility and agility to how we work, volunteer and deliver services. This includes the rolling out of hybrid meeting technology in two meeting spaces at METRO Woolwich and in the main meeting space in METRO New Cross, and all desktop computers in our offices being equipped with webcams.

Key developments in line with our Strategic Plan 2018-23, and Balanced Score Cards and Business Plans include:

The continuation and expansion of our innovative service offering:

• Sexual and Reproductive Health

- We continue to provide truly holistic, innovative and responsive sexual and reproductive health services optimised for the different communities we serve. Providing community screening and testing, outreach, condom distribution and contraceptive services that integrate behavioural interventions.
- We continue to build relationships with larger mainstream providers to offer specialist sub-contracted programmes, and continue to cement our expansion into west and Southwest London.
- We continue to deliver our Get it condom offer in Kent, Medway, Wandsworth, Richmond & Merton.
- We continue to deliver our Pitstop PLUS sexual health one-stop-shop for gay, bisexual and trans men in Greenwich and Medway.
- We continue to deliver in partnership with Charlton Athletic Community Trust and Oxleas support for young people and parents in the Royal Borough of Greenwich through the Young Greenwich Programme.
- Our European funded SHIFT project has created a series of short films capturing the challenges faced around sexual health by people over 45.
- We have continued to host a number of live panel discussions exploring various sexual health topics, including LBT women's health and the SHIFT films above

• Community

- We continue to reflect our commitment to community participation, involvement and engagement, by ensuring that the work of this domain is embedded across the charity's work to harness the power of community organising, and community voice. This is combined with person-centred support, advocacy and peer-led services, including hate crime, food equalities, prostate cancer support and services for disabled people.
- We concluded our UK-wide LGBTQ+ COVID-19 Recovery Fund grants programme, in partnership with NAZ, Equality Network, The Rainbow Project, UmbrellaCymru, Yorkshire MESMAC and Birmingham LGBT, funded by Comic Relief.
- We continue to develop our support and voice service for disabled people, METRO GAD, with screenings and exhibitions around Disability History Month.
- We continue to lead the Connecting Communities Alliance in partnership with Volunteer Centre Greenwich, Bromley Lewisham and Greenwich Mind, Greenwich MENCAP and Age UK Bromley and Greenwich. We continue to grow the wider community use of the Mulberry Centre that we run on behalf of the London Borough of Lewisham.

• Mental Health

- We continue to provide holistic mental health and wellbeing services. Combining treatment for psychological and emotional distress, both clinical and non-clinical, with interventions aimed at identifying and mitigating the cause of distress, as well as supporting individuals and communities to maintain and enhance their mental health and wellbeing. Providing counselling, peer support, group work, advocacy and crisis work.
- Our service expansion to support LGBTQ+ young people from aged eight continues to be a great success.
- We continue to develop plans for a more commercial offering of our mental health services.

• Youth

- We continue to empower and educate young people to reduce the escalation of current and future need as they become adults. Acknowledging that young people face barriers and challenges, which need to be overcome before they are able to access provision. Providing training to providers, running a suite of LGBTQ+ youth groups, groups for young people affected by HIV and one-to-one work with boys and young men.
- Our Trans Youth Support service continues to be very well utilised.
- Plans are underway for the return of our LGBTQ+ Youth Summits in Medway and Southwark, following a pause during the pandemic.

• HIV

- We continue to work across HIV prevention and support, including testing, one-to-one and group behavioural change interventions, information campaigns, training, outreach and condom distribution, advocating for PrEP, as well as holistic support for people living with HIV, including advice and advocacy. We continue to aim for an integrated flow between testing and prevention and/or support, ensuring the moment of a positive or negative diagnosis is not the end of the journey.
- Our HIV Testing Bus continues to be an excellent platform for community outreach.
- We have been delivering our HIV anti-stigma Fast Track Cities London funded work.

Continued development and analysis of our insight and using this knowledge to influence:

- Our Research Working Group has continued to grow and bring focus to the charity's consumption and production of research.
- We have successfully delivered our first Service User Forum, bringing the voice of service users to the heart of our evaluation and innovation processes.
- Continuing to run Board, management & full team away days to gather insight across the charity.
- Continuing to engage with a number of national and regional organisations and networks to share and gain insight, including the National LGB&T Partnership, the Sex Education Forum, National HIV Providers Forum, LGBT Youth Network, and the National LGBT Hate Crime Partnership.
- Domain Working Groups (DWGs) gathering insight and driving service innovation.
- Continued growth in our social audiences.
- Continued strong internal communications through NEWSROUND, and CEO's Monday Update.

Continued commitment to strengthening and celebrating our integrity:

- Staff and volunteer surveys now run every 6 months.
- New anonymous online feedback form successfully launched.
- Delivery of Board, management and full team away days to ensure feedback from the team and coordination of development.
- Delivering against our Learning and Development Strategy with cross-organisational training and development.
- Investors in People successfully re-accredited.
- Healthy Workplace Accreditation, Achievement level continues to be held.
- We have started the process of consultation around the development of our next Strategic Plan, which will start in 2023.

PRIORITIES

The following priorities have been identified for 2022/23:

Sexual & Reproductive Health • Diversify our sexual health offering, scaling up the use of digital tools and innovative delivery models to expand access to sexual health education and services. • Increase the visibility of our sexual health services, ensuring that the METRO brand is synonymous with leading sexual health provision. • Provide young people with a holistic package of services to improve sexual health, improving referral pathways and integration between our delivery domains. **Community** • To gain funding to support the disabled community of Greenwich, particularly around ensuring their voices are heard within the council and the NHS. • Improve the way METRO GAVS supports the voluntary sector, so that the voices of Greenwich's diverse communities are heard and acted upon across a range of areas, for example health, community safety, the environment, and cohesion.	**Communications, Policy and Research** • Continue to grow the team to effectively respond to the needs of the charity. • Support the branding and marketing needs of our entrepreneurial programmes. • Integrate our web platforms to provide a unified experience with richer features and automated insight generation. **Policy** • Collaborate on developing and delivering METRO's Race Equality Action Plan. • Contribute to public consultations that relate to our equality and diversity and/or service areas of expertise. • Produce publications associated with our policy positions and outputs. **Research** • Increase our evaluation outputs and augment our internal skills base. •Convene METRO's Research Working Group, including new staff members and volunteers in delivering our Research Strategy. •Continue and grow our academic and other research partnerships.

Mental Health & Wellbeing
• Grow and seek further funding for the LGBTQ+ children and young people's mental health and counselling services.
• Support existing service users to access better generic care, such are more people with mental health issues being able to access further support.
• Grow our Young Greenwich Parenting Support services, to support more parents and families from a range of different communities.

Youth
• Increase youth voice and engagement, through the exciting new social action project My London, and the establishment of METRO's Youth Advisory Panel.
• Increase our physical and outdoor activity offer as we emerge from COVID-19, including a badminton project with Young London, further utilising the METRO Orchards space, and an upcoming partnership around woodland skills and appreciation.
• Improve our offer around life skills, including financial literacy.
• Expand our work around reducing harmful sexual behaviours, and providing support to schools in the wake of the well-documented Everyone's Invited Movement.

HIV
• Consolidate and grow our HIV prevention programmes. Particularly in the light of new technologies such as PrEP, and targeting those who are finding it harder to access PrEP
• Support people living with HIV from Latin American communities in a new programme tackling HIV self-stigma.
• Provide people living with HIV, particularly for families and children who live in poverty, better access to advice and advocacy support – helping them to live well with HIV.

Fundraising
• Continue to coordinate and write high quality, competitive bids for grants and tenders in collaboration with colleagues across METRO's five domains of service and within our core teams.
• Convene our Fundraising Steering Group quarterly; develop and deliver our new Fundraising Strategy.
• Streamline our bid writing and building skills in our teams.
• Grow our fundraising capacity.

Governance
• Ensure continued post-pandemic recovery and refresh across the charity.
• Continue the development of our next Strategic Plan.
• Oversee the delivery of our Race Equality Action Plan.

Human Resources and Volunteering

• Improve our policies and procedures to ensure that METRO has fair and equitable processes of the highest standard for all our staff and volunteers.
• Empower, support and develop our workforce enabling our staff and volunteers to do their roles well..
• Renew our Investors in People accreditation.
• Expand our internal training offer to our employees and volunteers ensuring that our core values of diversity, equity and inclusion are reflected.
• Deliver on proposed race equality training in line with the Race Equality Action Plan.
• Strengthen and develop partnerships and relationships through expanding delivery of external training in line with METRO's core values.

Finance and Premises
• Work collaboratively with the wider leadership team to operationalise Fitzalan Street as a new Equality Community Hub.
• Continue to ensure our core service providers demonstrate cost effectiveness and are fit for purpose, while rolling out new technologies when prudent..
• Working with the wider leadership team to further develop clear and accurate financial reporting across the charity at the organisational, domain and project levels..
• Continue to embed the principles and good practices of Information Governance and GDPR across the charity, ensuring the provision of bespoke high-quality training to the staff team.
• Continue to ensure that the Finance and Facilities Team delivers high quality administration support across all aspects of the growing charity.
• Develop and implement new comprehensive policies and interlinked strategic business plans in the core areas of Finance and Information Technology.
• Continue to foster collaborative relationships with community partners to host their services and staff teams within either of our Equality Community Hubs.

FINANCIAL REVIEW

Incoming resources decreased from £5,499,845 to £5,188,582 in 2022 and resources expended changed from £5,448,357 to £5,175,114, resulting in a surplus for the year of £13,468 (2021 - surplus £51,488).

The charity has had a strong year, with several successes in securing funding for the continuation of existing services and the creation of new ones. We have also completed on the freehold purchase of our first owned building – 78 Fitzalan Street, in London, with a mortgage in place with Charity Bank.

We have remained adaptive and agile coming through and out of the COVID-19 pandemic, and continue to have open dialogues with all of our commissioners and funders to keep them informed of changes to our delivery during these unprecedented times. As of the end of the financial year, there are again no major risks to the charity's income due to the pandemic.

Trustees will continue to ensure that any future expenditure has defined benefits and management's performance will be measured against the delivery of such benefits. In the forthcoming financial periods Trustees are committed to building the charity's reserve levels.

Over the past eight years, the Trustees have worked closely with the Senior Management Team (SMT) to improve the charity's reserves position. Trustees have been acutely aware of the impact of austerity on the voluntary sector, and particularly on the LGBTQ+ sector, with many voluntary organisations struggling with cash flow, PBR considerations and the movement by local authorities to payment in arrears. However, they are also remained committed to the purchase of freehold premises in Lambeth.

We are pleased to advise that we continue to maintain reserves of approximately 90 days running costs, in line with Charity Commission recommendation. Trustees are pleased to maintain this minimum.

Reserves Policy

METRO currently has total reserves of £1,281,727 of which are held in the General Fund.

In the forthcoming financial period, Trustees plan to maintain and build on the charity's reserve levels of between three months and six months of operating expenditure.

Investment Powers and Policy

The Trustees do not currently involve the organisation in investments with the exception of bank interest generated from cash on deposit.

METRO CENTRE LIMITED

TRUSTEE DIRECTORS' REPORT

YEAR ENDED 31ST MARCH 2022

TRUSTEES RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing 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 2019 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

BY ORDER OF THE TRUSTEES

Simon Hall

Trustee Director

Date: 7-12-22

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF METRO CENTRE LIMITED YEAR ENDED 31ST MARCH 2022

Opinion

We have audited the financial statements of Metro Centre Limited (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

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 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

-the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

-the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' 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.

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF METRO CENTRE LIMITED YEAR ENDED 31ST MARCH 2022

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

-the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
-the charitable company has not kept adequate accounting records; or
-the financial statements are not in agreement with the accounting records and returns; or
-we have not received all the information and explanations we require for our audit.

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
We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report
This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit

William Price & Co Audit Ltd

Date: 14-12-2022

William Price & Co Audit Ltd

Chartered Accountants
9 Westbury Court, Church Road
Bristol BS9 3EF

METRO CENTRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
(including summary income and expenditure accounts)
YEAR ENDED 31ST MARCH 2022

	Notes	UNRESTRICTED FUNDS 2022	RESTRICTED FUNDS 2022	TOTAL FUNDS 2022	TOTAL FUNDS 2021
		£	£	£	£
INCOME					
Other Income	2	163,951	-	163,951	188,767
Charitable Activities		3,609,703	1,414,511	5,024,214	5,309,696
Investments	2	417	-	417	1,382
TOTAL INCOMING RESOURCES	8	3,774,071	1,414,511	5,188,582	5,499,845
EXPENDITURE					
Charitable activities	3	3,738,976	1,436,138	5,175,114	5,448,357
TOTAL RESOURCES EXPENDED	8	3,738,976	1,436,138	5,175,114	5,448,357
NET INCOME / (EXPENDITURE)		35,095	(21,627)	13,468	51,488
TRANSFERS BETWEEN FUNDS	8	(33,330)	33,330	-	-
NET MOVEMENT IN FUNDS		1,765	11,703	13,468	51,488
FUNDS BROUGHT FORWARD AT 1ST APRIL		1,279,962	(11,703)	1,268,259	1,216,771
FUNDS CARRIED FORWARD AT 31ST MARCH		1,281,727	-	1,281,727	1,268,259

The Statement of Financial Activities includes all gains and losses in the year.
All incoming resources and resources expended derive from continuing activities.

METRO CENTRE LIMITED

BALANCE SHEET

AS AT 31ST MARCH 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS	9		1,071,663		123,960
CURRENT ASSETS					
Debtors	10	682,405		722,908	
Cash at bank & in hand		1,211,262		1,694,818	
Total Current Assets		1,893,667		2,417,726	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	11	1,105,697		1,273,427	
NET CURRENT ASSETS			787,970		1,144,299
CREDITORS, AMOUNTS FALLING DUE AFTER ONE YEAR	12		577,906		-
TOTAL NET ASSETS			£ **1,281,727**		£ **1,268,259**
The funds of the charity:					
UNRESTRICTED FUNDS	8				
General Funds			1,281,727		1,229,962
Designated Funds			-		50,000
TOTAL UNRESTRICTED FUNDS			1,281,727		1,279,962
RESTRICTED FUNDS	8		-		(11,703)
TOTAL FUNDS			£ **1,281,727**		£ **1,268,259**

The trustees are satisfied that the company was entitled to exemption from audit under section 477 of the Companies Act 2006 and that members have not required an audit in accordance with section 476. However, an audit is required in accordance with the Charities Act 2011.

The trustees acknowledge their responsibilities for:

i) ensuring that the company keeps accounting records which comply with section 476; and

ii) for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Simon Hall
Trustee Director

Date: 7-12-22

Company Number: 02716101

METRO CENTRE LIMITED

CASH FLOW STATEMENT

YEAR ENDED 31ST MARCH 2022

	2022 £	2021 £
OPERATING ACTIVITIES		
Surplus for the financial year	13,468	51,488
Adjustments for:		
Interest receivable	(417)	(1,382)
Depreciation	31,470	21,012
Decrease/(increase) in debtors	40,503	(226,461)
(Decrease)/increase in creditors	(174,823)	621,372
	(89,799)	466,029
Interest received	417	1,382
Cash (used in)/generated by operating activities	(89,382)	467,411
INVESTING ACTIVITIES		
Payments to acquire tangible fixed assets	(979,174)	(66,000)
Cash used in investing activities	(979,174)	(66,000)
FINANCING ACTIVITIES		
Proceeds from new loans	585,000	-
Cash generated by financing activities	585,000	-
NET CASH (USED) / GENERATED		
Cash (used in)/generated by operating activities	(89,382)	467,411
Cash used in investing activities	(979,174)	(66,000)
Cash generated by financing activities	585,000	-
Net cash (used)/generated	(483,556)	401,411
Cash and cash equivalents at 1 April	1,694,818	1,293,407
Cash and cash equivalents at 31 March	1,211,262	1,694,818
Cash and cash equivalents comprise:		
Cash at bank	1,211,262	1,694,818

METRO CENTRE LIMITED

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2022

1) ACCOUNTING POLICIES

The charity is a company limited by guarantee and registsred in England with Companies House and the Charity Commission. Its registered numbers and principal address can be found on page 1 of these accounts

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" and applicable charity and company law. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Incoming Resources/ Income

Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants are treated as income for the period to which the grantor assigns the grant and deferred as necessary. Service contracts or grants where the grantor stipulates performance targets and does not specify that a surplus is retrievable, are regarded as unrestricted once the performance targets are achieved.

c) Resources Expended/ Expenditure

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

d) Fixed Assets & Depreciation

Fixed assets are capitalised at cost and depreciation is provided to write off the cost of the assets over their useful economic lives. Office equipment, furniture & fittings is written off at a rate of 20% per annum on a reducing balance basis unless a grant provider allocates specific funds for capital expenditure to be written off over a shorter period. Small capital items and replacements are written off as incurred.Vehicles are written off at a rate of 20% on a stright line basis. Leasehold improvements are written off over the lifetime of the lease. The estimated residual value is nil.

e) Stocks of materials & literature

Stocks of safe sex materials and literature are written off as incurred.

f) Volunteers

The value of services provided by volunteers is not included within these financial statements.

g) Going concern basis

The accounts have been prepared on a going concern basis.

h) Fund Accounting

Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

i) Debtors

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

j) Creditors

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

k) Financial Instruments

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

METRO CENTRE LIMITED

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2022

2) OTHER INCOME & INVESTMENTS

UNRESTRICTED FUNDS	2022 £	2021 £
Donations & legacies	58,829	25,889
Rental and other Income	71,695	32,706
Coronavirus Job Retention Scheme	33,427	107,002
Charity Mergers	-	23,170
	163,951	188,767
Investment Income		
Interest receivable	417	1,382

3) CHARITABLE ACTIVITIES COSTS

SERVICE AREA	Activity £	Governance £	Support £	TOTAL 2022 £
HIV Prevention and Support	1,436,677	20,349	97,563	1,554,589
Sexual & Reproductive Health	1,348,820	16,933	87,634	1,453,387
Core Services	652,776	67,166	134,551	854,493
Community Participation and Engagement	713,344	9,249	60,965	783,558
Youth Services	143,829	1,471	10,386	155,686
Mental Health & Well Being	342,389	4,001	27,011	373,401
TOTAL RESOURCES EXPENDED	4,637,835	119,169	418,110	5,175,114

4) GOVERNANCE & SUPPORT COSTS

	Governance	Support	
		Finance & Information Technology	Human Resources & Communications
	2022 £	2022 £	2022 £
Staff salaries	51,108	104,474	171,428
Auditor: audit fee	3,600		
Accounting support		4,800	
Legal & professional	40,252		
AGM & trustees meetings	2,538		
Insurance	21,671		
Information Technology		70,032	
Printing Postage and Stationery		33,163	
Telephony		34,213	
	119,169	246,682	171,428

5) NET OPERATING SURPLUS/(DEFICIT)

The net surplus/(deficit) of expenditure over income is stated after charging:

	2022	2021
	£	£
Staff costs	3,004,721	2,799,630
Depreciation of equipment & leasehold improvements	31,471	21,012
Audit fee	3,600	3,800

6) STAFF COSTS

	2022	2021
Staff costs for the year were as follows:	£	£
Salaries	2,678,748	2,491,012
Social security costs	247,446	230,858
Pensions Costs	78,527	77,760
	3,004,721	2,799,630

The average number of persons employed by the charitable company in the year was 104 persons. (2021 - 100).

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	2	1
£70,001 - £80,000	1	1
£80,001 - £90,000		1
£180,000 - £190,000	1	-

The key management personnel of the charity comprises the trustees and the senior management team, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £387,500 (2021: £299,627).

7) DEFERRED INCOME

	2022	2021
	£	£
Balances at the start of the year	655,738	132,779
Additions during the year	576,995	655,738
Amounts released to income	(655,738)	(132,779)
Balance at the end of the year	576,995	655,738

Income has been deferred in line with the funders objectives and has been deferred under one year.

METRO CENTRE LIMITED

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2022

8) MOVEMENT ON FUNDS IN YEAR

	Opening Balance 01-Apr-21 £	Incoming Resources £	Outgoing Resources £	Transfers between funds £	Closing Balance 31-Mar-22 £
UNRESTRICTED FUNDS					
General Fund	1,229,962	3,774,071	3,738,976	16,670	1,281,727
DESIGNATED FUNDS					
Metro Local Premises Fund	50,000	-	-	(50,000)	-
TOTAL UNRESTRICTED FUNDS	1279962	3,774,071	3,738,976	(33,330)	1,281,727
RESTRICTED FUNDS					
The Peter Sowerby Foundation: The Increasing Access Fund	-	9,790	9,790	-	-
London Borough of Lambeth: Pan London HIV Prevention Programme	-	470,703	470,703	-	-
EJAF Social Impact CIC: The Social Impact Bond Service	4,338	16,500	20,838	-	-
Public Health England Innovation Fund: My Message to You	-	36,863	36,863	-	-
MAC AIDS Fund UK: Emerging Communities	-	30,000	30,000	-	-
London Borough of Richmond Upon Thames: Pharmacy screening scheme	-	677	677	-	-
London Borough of Wandsworth: Pharmacy screening scheme	-	967	967	-	-
EU Interreg 2 Seas Mers Zeeen: SHIFT Outreach project	-	54,191	87,521	33,330	-
Charlton Athletic Community Trust: Young Greenwich Training and Support	-	13,174	13,174	-	-
London Youth: Getting Active Sports grants program	-	1,500	1,500	-	-
London Borough of Lambeth: EIPS Youth Funding	-	13,000	13,000	-	-
The Jack Petchey Foundation: Achievement Awards Scheme	-	250	250	-	-
Royal Borough of Greenwich: The Connecting Communities Alliance	-	200,000	200,000	-	-
City Bridge Trust: London Community Response Fund	-	25,526	25,526	-	-
Children In Need: Young person's LGBTQ Mental Health	-	118,963	118,963	-	-
Royal Borough of Greenwich: Strategic Equalities Grant	-	47,460	47,460	-	-
Tackle Prostate Cancer: Research Pilot Project	-	6,366	6,366	-	-
Greater London Authority: Young Londoners Fund	2,000	38,972	40,972	-	-
Royal Borough of Greenwich: Voluntary Sector Business Development Grant	-	48,417	48,417	-	-
Royal Borough of Greenwich: Greenwich Area Involvement Network	-	16,600	16,600	-	-
Royal Borough of Greenwich: METROGAVS Voluntary Sector Support	-	99,037	99,037	-	-
The Safer Greenwich Partnership	-	5,937	5,937	-	-
NHS Greenwich Charitable Funds	-	16,510	16,510	-	-
Charlton Athletic Community Trust: Social Prescribing Project	24,000	36,809	60,809	-	-
Community Links Bromley: The Cornerstone Health and Wellbeing Project	-	1,802	1,802	-	-
Comic Relief: The Intermediary Fund	(42,041)	65,000	22,959	-	-
National Lottery Community Fund - COVID-19 Aftermath Advice and Support Project	-	11,497	11,497	-	-
National Lottery Community Fund: The Live Well Partnership	-	28,000	28,000	-	-
TOTAL RESTRICTED FUNDS	(11,703)	1,414,511	1,436,138	33,330	-
TOTAL RESTRICTED & RESTRICTED	1,268,259	5,188,582	5,175,114	-	1,281,727

METRO CENTRE LIMITED

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2022

9) FIXED ASSETS

	Office Equipment	Vehicles	Leasehold Improvement	Freehold Property	TOTAL
	£	£	£	£	£
Cost					
Brought forward	85,562	66,000	35,526	-	187,088
Additions	26,518	-	3,720	948,936	979,174
	112,080	66,000	39,246	948,936	1,166,262
Depreciation					
Brought forward	43,699	6,600	12,829	-	63,128
Charge for year	13,677	13,200	4,594	-	31,471
31st March 2022	57,376	19,800	17,423	-	94,599
Net Book Value, as at					
31st March 2022	54,704	46,200	21,823	948,936	1,071,663
31st March 2021	41,863	59,400	22,697	-	123,960

10) DEBTORS, amounts falling due within one year

	2022 £	2021 £
Grants receivable	581,064	555,660
Other debtors & prepayments	101,341	167,248
	682,405	722,908

11) CREDITORS, amounts falling due within one year

	2022 £	2021 £
Bank Loans	7,094	-
Trade Creditors	17,529	18,826
Other taxation & social security	59,257	62,969
Deferred income	576,995	655,738
Other creditors & accruals	444,822	535,894
	1,105,697	1,273,427

12) CREDITORS, amounts falling due after one year

	2022 £	2021 £
Bank Loans	577,906	-
	577,906	-

Bank loans are secured by a fixed and floating charge over the Charity and all property

13) TRUSTEE DIRECTORS' REMUNERATION & EXPENSES

None of the Trustee directors received any remuneration either directly or indirectly in the year. The Charity made reimbursements of £343 to Trustee directors for training, travel and subsistence expenses (2021 - £219).

14) TAXATION

The charity is exempt from tax on its charitable activities.

15) GOING CONCERN & FUTURE FUNDING

The charity is dependent on the continued support of its main funders and in particular the Royal Borough of Greenwich. These funders have continued to support the Metro Charity for many years and they ensure the provision of its core services and the fulfilling of its main aims and objectives.

16) STATUS & CONNECTED CHARITIES

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group nor specifically connected with any other charity or group during the year.

17) ANALYSIS OF FUNDS

	Restricted	Unrestricted	Total
	£	£	£
Tangible Fixed Assets		1,071,663	1,071,663
Net Current Assets	313,925	1,579,742	1,893,667
Liabilities	(313,925)	(1,369,678)	(1,683,603)
Total Net Assets	-	1,281,727	1,281,727

18) OPERATING LEASES - LESSEE

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

	2022	2021
	£	£
Not later than one year	185,785	172,746
Later than one and not later than five years	563,702	628,834
Later than five years	-	112,500
	749,487	914,080

THE METRO CENTRE LTD

England & Wales - Charity number 1070582

Accounts

METRO CENTRE LIMITED

ANNUAL REPORT & ACCOUNTS

YEAR ENDED 31ST MARCH 2021

METRO CENTRE LIMITED

LEGAL & ADMINISTRATIVE INFORMATION

YEAR ENDED 31ST MARCH 2021

METRO CENTRE LIMITED

A PRIVATE COMPANY LIMITED BY GUARANTEE WITHOUT SHARE CAPITAL

COMPANY REGISTRATION NO. 02716101

CHARITY REGISTRATION NO. 1070582

TRUSTEES

Barry Blakelock (Co-opted 26/5/21)
Dawn Brown, Vice Chair (Re-appointed 25/11/20 and 28/4/21, Elected 25/11/20 and 26/5/21)
Gwen Bryan, Chair (Re-appointed 25/11/20 and 28/4/21, Elected 25/11/20 and 26/5/21)
David Burgess (Re-appointed 25/11/20 and 28/11/21)
Barbara Gray (Appointed 25/11/20, Re-appointed 28/4/21)
Simon Hall, Treasurer (Re-appointed 25/11/20 and 28/4/21, Elected 25/11/20 and 26/5/21)
John Ley (Re-appointed 25/11/20 and 28/4/21)
Ray Seabrook (Re-appointed 25/11/20 and 28/4/21)
Alison White (Re-appointed 25/11/20 and 28/4/21)

REGISTERED OFFICE

METRO Woolwich Equality Community Hub, 1st Floor, Equitable House, 7 General Gordon Square, London, SE18 6FH

SENIOR MANAGEMENT TEAM

Dr Greg Ussher, Chief Executive Officer (resigned 22/10/21)
Andrew Evans, Deputy CEO (Interim CEO from 22/10/21)
Mark Delacour, Director of External Affairs
Naomi Goldberg, Director of Strategy

AUDITORS

William Price & Co Audit Ltd, Westbury Court, Church Road, Westbury-on-Trym, BS9 3EF

BANKERS

Cooperative Bank, 151 Lewisham High Street, London SE13 6AA

SOLICITORS

Grant Saw Solicitors LLP, Ground Floor, Wood Wharf Building, Greenwich, London SE10 9BB

METRO CENTRE LIMITED

TRUSTEE DIRECTORS' REPORT

YEAR ENDED 31ST MARCH 2021

The Trustees, who are also Directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements for the year ended 31 March 2021. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2019 and the Financial Reporting Standard for Smaller Entities (effective January 2015) in preparing the annual report and financial statements of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Metro Centre Ltd (METRO Charity) is a company limited by guarantee governed by its Memorandum and Articles of Association as revised 12/05/08. It is registered as a charity with the Charity Commission. Full membership is open to all individuals whom the Board decides to admit to membership, but at all times at least 60% of the full membership shall comprise people who identify as lesbian, gay, bisexual or transgender. There are currently 107 Members. At least 60% of the full membership comprise of people who identify as lesbian, gay, bisexual or transgender. There is a provision for Associate Membership, without voting rights, which may be held by community partners. There are currently 463 Associate Members.

Appointment of Trustees

As set out in the Articles of Association, all Trustees must retire and, if they wish, stand for reelection at the Annual General Meeting. Elections follow due process including written nominations signed by a nominator and seconder submitted in advance of the AGM with an election statement circulated to the membership who votes by confidential ballot with the provision of proxy voting for members unable to attend the AGM.

The Board may co-opt up to two new members in any year, provided that this does not result in its maximum permitted number of members (twelve) being exceeded. Officers are usually appointed annually at the full first Board meeting after the AGM. The AGM for 2020 was deferred from its usual April date to November due to the coronavirus pandemic. The AGM for 2021 was held in April, bringing us back into our usual annual cycle.

We continue to strive to maximise the diversity of our Board of Trustees and Management Committees.

Trustee Induction and Training

A transparent, holistic, and robust system is in operation for Trustee recruitment, which initially follows procedures and policy set for all volunteer recruitment. Reflecting best practice, both Senior Management and existing Board members are actively involved as recruitment moves through standardised stages beginning with informal provision of information about the role and organisational expectations to more formal procedures involving application, references and interview. If all stages are satisfactorily achieved, and the recruitment panel approves, a probationary period is undertaken with probationers participating in a comprehensive programme of induction guided by an experienced Mentor assigned to each individual. Cornerstones of the probationary process include regular Mentor/Mentee meetings using a peer-created induction checklist focusing on the attainment of a holistic understanding of the organisation's history and operations, ability to contribute at a governance level, financial oversight, ability to contribute to strategic organisational development and adherence to the 7 Principles of Public Life, as well as METRO's vision, ethos and equality and confidentiality policies.

We have a system in place that requires Trustees to declare any interests that might conflict with their role.

An annual Trustee Skills Audit and feedback from the work plans of the Finance and HR/Policy Sub Committees of the Board shapes the annual programme of training and team-building undertaken by all Board members along with METRO's Senior Management Team. Trustees also contribute their skills and knowledge to the staff team in the form of training sessions.

Last year the Board of Trustees introduced an Annual Effectiveness Review as a mechanism for ongoing improvement to the charity's governance.

Organisation

The members of the Board of Trustees also act as the Company Directors of the METRO Centre Ltd. A maximum of twelve members administer the charity meeting bi-monthly, with subcommittees meeting quarterly. There are currently two subcommittees, one for Finance which is convened by the Treasurer and the other for Human Resources and Policy which is convened by another Trustee. Each has agreed Terms of Reference which allow essential work to progress, with recommendations regarding key decisions brought to full Board meetings. Additionally, there are three management committees which report to the full Board: METRO GAD; METRO VAL and METRO GAYS. Ad hoc working parties are created by the Board from time to time, working with the SMT on specific time-limited projects. The Trustees have appointed the Chief Executive Officer to carry out the operational matters of the charity with delegated authority and overall responsibility for employment and staffing, financial management, income generation, contract negotiation and compliance, organisational development, service delivery, research, monitoring and evaluation.

Last year saw the introduction of the Remuneration Subcommittee, which allows for the transparent, fair and competitive setting of salaries for posts at head grade and above.

Related Parties

METRO continues its close working relationships with a number of statutory, academic, commercial and community organisations as well as establishing important new partnerships. Ongoing significant community and academic partners include: Positive East, Spectra, NAZ, Prepster/The Love Tank, Numero de Serie, QUEERCIRCLE, London Friend, Turning Point, Yorkshire MESMAC, Equality Network (Scotland), The Rainbow Project (Northern Ireland), Birmingham LGBT, Brandon Centre, Age UK Bromley & Greenwich, Mencap, Bromley Lewisham & Greenwich Mind, Advocacy in Greenwich, Volunteer Centre Greenwich, GrIP, Southwark LGBT Forum, Her Centre, Charlton Athletic Community Trust, Healthwatch Greenwich, Lewisham Refugee and Migrant Network, University of Greenwich, NAM, GMFA, University College London, University of Chichester, Antwerp University College of Applied Science, Odisee University College, King's College London, Anglia Ruskin University, NIHR ARC South London, Bishopsgate Institute, Africa Advocacy Foundation, BHA (Black Health Agency), Healthwatch Lambeth, STI AIDS, National AIDS Trust (NAT), British HIV Association (BHIVA), The King's Fund, Terence Higgins Trust (THT), Charlton Invicta FC, Medway Pride and Greenwich Docklands International Festival (GDIF) .

Important statutory partners include the Royal Borough of Greenwich, Kent County Council, Medway Unitary Authority, London Borough of Lambeth, London Borough of Bexley, London Borough of Bromley, London Borough of Lewisham, London Borough of Wandsworth, London Borough of Richmond Upon Thames, London Borough of Southwark, London Borough of Sutton, London Borough of Tower Hamlets, London Borough of Merton, Royal Borough of Kingston Upon Thames, Croydon Council, Essex County Council, East Sussex County Council, and many other Local, Police

and Health Authorities in South London, Kent, Medway, Essex and West Sussex. Key health partners include Public Health England, HIV Prevention England, NHS England, Greenwich CCG, Lewisham CCG, Lambeth CCG, Bromley CCG, Bexley CCG, Southwark CCG, Oxleas NHS Foundation Trust, Central London Community Healthcare NHS Trust, Kent Community Health NHS Foundation Trust and Central and North West London NHS Foundation Trust.

Important commercial partners include Prowler, Friendly Society, Ye Olde Rose & Crown, IMG, M&G, Santander, M&S, Sainsburys, Tesco, IKEA Greenwich, Crooked Dog Design, L33, Pioneer Print, Berkeley Homes, Google, Microsoft and Ellis Witham.

At a national level, METRO continues to be a London partner for HIV Prevention England, leading the GMI Partnership, working with MSM and African people, with other strong relationships with, or membership of, Kent/Medway LGBT Forum, African Health Policy Network (AHPN), the Sex Education Forum, the National HIV Prevention Network, the National HIV Policy Network, the Department for Education Advisory Group on Mental Health Peer Support for Children and Young People, the NICE Condom Panel, the National LGB&T Partnership and the Consortium of LGBT VCOs.

Volunteers

METRO gratefully acknowledges the role played by the many volunteers who give their time, skills and energy to the organisation, fulfilling a variety of roles from outreach and design work through counselling and mentoring, to fundraising and event organising. There are currently 99 active volunteers participating in the charity's activities, making a unique contribution to their communities.

Risk Assessment

METRO undertakes comprehensive contingency planning which complements an integrated risk assessment strategy. Together these practices ensure rapid and systematic responses to risks as they arise in order to mitigate and minimise any potential impact. Specific practices include:

- Regular departmental risk assessment exercises with impact assessments created for all new projects and significant organisational changes;
- Departmental Risk Registers which feed into the Central Risk Register maintained by the CEO and analysed bi-monthly at full Board of Trustees meetings, which also include periodic risk registers including currently a Coronavirus Risk Register;
- Adoption of a quality assessment scheme to continually improve systems and practices in all areas of operation;
- Adherence to comprehensive Information Governance policies and GDPR legislation;
- Project management training for staff in management roles;
- A comprehensive Raising Concerns at Work Policy, outlining how team members should proceed if they believe something is not right
- Strengthened financial management software, protocols and procedures; and
- Careful management of reserves.

OBJECTIVES AND ACTIVITIES

The charitable company is established for the promotion of any charitable purpose for the benefit of any members of the community experiencing issues related to sexuality, identity, gender, equality and diversity, including by focusing on:

i) Challenging homophobia and heterosexism and acknowledging that they have a significant impact on lesbian, gay and bisexual people and those questioning their sexuality;

ii) Working in the field of sexual health promotion, HIV prevention and HIV support;

iii) Providing services which promote health and well-being and to empower individuals, including the provision of support, advice, information, advocacy, resources, counselling, group work, outreach services, community development, capacity-building, campaigning, leadership advice, research, clinical services, consultancy, training and education.

VISION

METRO's vision is for a world where diversity is celebrated, difference respected and valued, and where optimum health and wellbeing for all is a collective goal.

MISSION

Working collaboratively with our staff, volunteers, users, partners and supporters to make a difference to people's lives, we champion equality, nurture aspiration, embrace difference and challenge others to do so. We promote health and wellbeing through our transformative services to anyone experiencing issues relating to sexuality, gender, equality, diversity and identity, and use our unique insight from these transformative services and our diverse heritage to influence decision makers and to effect positive change.

VALUES

Innovation – We strive to deliver cutting edge, creative and entrepreneurial solutions to the individual, cultural, economic, historical and social problems we identify.

Insight – Our services and our change agenda are informed by our understanding of the power of human connection and relationships and our unique relationship with the people and communities we work with and for.

Integrity – We believe in the transformative power of inclusive services, products and experiences that are accessible to all.

Investment – We support the aspirations of all of our members and users, and embrace these aspirations to ensure the sustainability of the charity through entrepreneurialism and social return on investment.

PUBLIC BENEFIT

The Board of Trustees is aware of the Charity Commission requirement to report on the work of the organisation regarding how it delivers public benefit. The Trustees believe that much of this is demonstrated in this year's Annual Report. METRO's objectives are aligned with those of national and local strategies for sexual and reproductive health, community, mental health, youth and HIV, specifically in relation to sexuality, gender, equality, diversity and identity. These external strategies are reflected in the organisation's Strategic Plan for 2018 – 2023, aligned with our refined Vision, Mission and Values. This Annual Report demonstrates progress towards achieving these objectives and illustrates our plans and strategies to do more.

METRO CENTRE LIMITED

TRUSTEE DIRECTORS' REPORT

YEAR ENDED 31ST MARCH 2021

ACTIVITIES

METRO's activities are focused on the health and wellbeing, empowerment, independence and inclusion of people experiencing issues related to sexuality, gender, equality, diversity and identity, and community organisations supporting these people. Our activities benefit the community as we support people of all ages to manage their responsibilities, realise their aspirations, make positive choices and achieve their optimum health. We deliver services across a broad range of health determinants, including, sexual and reproductive health, community in regard to hate crime, domestic violence and advocacy, mental health, youth services and HIV insight, prevention and support.

METRO encourages and supports individuals to develop skills in order to meet their own needs and therefore engage and make a contribution to their community and society through participation. From March 2019, in doing our part to prevent the spread of COVID-19, we transitioned virtually all of our services to delivery over the phone and online. In May 2020 we undertook survey to check how this transition had impacted our service users, this showed that people continued to be very happy with our provision and valued it great, but that the majority of service users wanted a return to in-person delivery as soon as possible.

Key developments in line with our new Strategic Plan 2018-23, and Domain Working Group driven Balanced Score Cards and Business Plans include:

The continuation and expansion of our innovative service offering:

• Sexual and Reproductive Health

-We continue to provide truly holistic, innovative and responsive sexual and reproductive health services optimised for the different communities we serve. Providing community screening and testing, outreach, condom distribution and contraceptive services that integrate behavioural interventions.
-We continue to build relationships with larger mainstream providers to offer specialist sub-contracted programmes, and continue to cementing our expansion into west and south west London.
-We continue to deliver our Get it condom offer in Kent and Medway and have expanded this online offer into Wandsworth, Richmond and Merton.
-We continue to deliver our Pitstop PLUS sexual health one-stop-shop for gay, bisexual and trans men in Greenwich, Bexley and Medway.
-continue to deliver In partnership with Charlton Athletic Community Trust and Oxleas we continue to deliver support for young people and parents in the Royal Borough of Greenwich through the Young Greenwich Programme.
- Our European funded SHIFT project undertook surveys and focus groups to understand needs and barriers for people aged over 45 in accessing sexual health services – publishing key findings in February.
- We have undertaken a number of live panel discussions exploring various sexual health topics, including LBT women's health.

• Community

-We continue to reflect our commitment to community participation, involvement and engagement, by ensuring that the work of this domain is embedded across the charity's work to harness the power of community organising, and community voice. This is combined with person-centred support, advocacy and peer-led services, including hate crime, food equalities, prostate cancer support and services for older LGBTQ+ people and disabled people. In September we launched our UK-wide

LGBTQ+ COVID-19 Recovery Fund grants programme, in partnership with NAZ, Equality Network, The Rainbow Project, Umbrella Cymru, Yorkshire MESMAC and Birmingham LGBT, funded by Comic Relief.
-We also cascaded emergency COVID-19 funding to the voluntary and community sector in the Royal Borough of Greenwich, funded by the Greenwich Charitable Trust and the Royal Borough of Greenwich.
-We continue to develop our support and voice service for disabled people, METRO GAD.
-We continue to lead the Connecting Communities Alliance in partnership with Volunteer Centre Greenwich, Bromley Lewisham and Greenwich Mind, Greenwich MENCAP and Age UK Bromley and Greenwich.
-We completed our merger with Voluntary Action Lewisham on 1st April 2020, and have supported their new Management Committee in reflecting on how to engage the local community in making use of the Mulberry Centre that we now run on behalf of the London Borough of Lewisham.
-We launched our LGBTQ+ hate crime support service in Croydon.

• Mental Health

-We continue to provide holistic mental health and wellbeing services. Combining treatment for psychological and emotional distress, both clinical and non-clinical, with interventions aimed at identifying and mitigating the cause of distress; as well as supporting individuals and communities to maintain and enhance their mental health and wellbeing. Providing counselling, peer support, group work, advocacy and crisis work.
-Our service expansion to support LGBTQ+ young people from aged 8 continues to be a great success.
-We continue to develop plans for a more commercial offering of our mental health services.

• Youth

-We continue to empower and educate young people to reduce the escalation of current and future need as they become adults. Acknowledging that young people face barriers and challenges which need to be overcome before they are able to access provision. Providing training to providers, running a suite of LGBTQ+ youth groups, groups for young people affected by HIV and one-to-one work with boys and young men.
-Our Trans Youth Support service continues to be very well utilised. With continued increased demand due to COVID-19 - as social distancing measures have a large impact on young people's ability to engage in peer support and access community spaces, and with GICs suspending services. We have been able to increase capacity thanks to funding from Comic Relief.
-In July we held our first-ever METRO Youth Virtual Pride.
-The Our House – Shout Out Loud inclusive theatre project at Eltham Palace, delivered in partnership with National Youth Theatre and English Heritage won Best Event, Festival or Exhibition at the National Heritage Awards in September.

• HIV

-We continue to work across HIV prevention and support, including testing, one-to-one and group behavioural change interventions, information campaigns, training, outreach and condom distribution; advocating for PrEP, as well as holistic support for people living with HIV, including advice and advocacy. We continue to aim for an integrated flow between testing and prevention and/or support, ensuring the moment of a positive or negative diagnosis is not the end of the journey.
-Our brand new HIV Testing Bus went out on the road in December, purchased through our GMI Partnership with Spectra and Positive East.

-We delivered against our Fast Track Cities London funding for three METRO led projects - working with King's College Hospital Foundation Trust to support positive young parents to stay in treatment; through GMI Partnership in partnership with Doctors of the World, Haringey Migrant Support Centre, and Voice of Domestic Workers; run a HIV testing bus; developing a mentoring scheme with King's College Hospital and Guy's and St Thomas's NHS Trusts.

-We launched our Let's Talk About Sex HIV prevention campaign in Polish, Portuguese and Spanish.

Continued development and analysis of our insight and using this knowledge to influence:

•

• Our Research Working Group has continued to grow and bring focus to the charity's consumption and production of research.
• We are developing plans for our first Service User Forum, bringing the voice of service users to the heart of our evaluation and innovation processes.
• Continuing to run Board, management and full team away days to gather and share insight across the charity.
• Continuing to engage with a number of national and regional organisations and networks to share and gain insight, including the National LGB&T Partnership, the Sex Education Forum, National HIV Providers Forum, LGBT Youth Network, National LGBT Hate Crime Partnership, and the London LGBT Partnership.
• Domain Working Groups (DWGs) gathering insight and driving service innovation.
• Continued growth in our social audiences.
• Continued strong internal communications through NEWSROUND, CEO's Monday Update and the more recently added weekly Coronavirus Update, now more focused on bringing the team together and renamed METRO Bubble.

Continued commitment to strengthening and celebrating our integrity:

• Annual team engagement and diversity surveys, with engagement survey successfully moved to six-monthly.
• Delivery of Board, management and full team away days to ensure feedback from the team and coordination of development.
• Delivering against our Learning and Development Strategy, with cross-organisational training and development.
• Investors in People Accreditation continues to be held, with plans for re-accreditation underway.
• Healthy Workplace Accreditation, Achievement level continues to be held.

PRIORITIES

The following priorities have been identified for 2021/22:

Sexual & Reproductive Health

- Explore innovative ways of delivering SRH services in a post-COVID world, and to offer accordingly a blended array of options for access, including: face-to-face, community outreach, online, telephone, social media, and virtual platforms.
- Develop and secure sources of independent and non-statutory funding, in particular by developing training and resources which capitalise on our unique knowledge base and expertise.
- Support staff within the domain to further develop skills around effective service evaluation and co-production, to ensure that services developed within SRH are strategically influenced by both service users and outcomes in a planned, iterative cycle.

Community

- Develop METRO GAD so that its work around the voice of disabled people continues to be enhanced.
- Support community development to build resilience in communities in light of COVID-19 and equalities disparities it exposes.
- Enhance our capacity building support and grant making support so that it helps to build capacity and resilience within small and BAME-led groups.

Mental Health & Wellbeing

- Develop stronger mechanisms to build mental health promotion programs across the charity.
- Ensure relevant group supervision is available to all of our staff.
- Work pan-METRO to address social isolation and the impact of COVID-19 on mental health.

Youth

- Increase youth engagement in decision making and service design across the domain.
- Implement a blended online and physical space delivery model in line with young people's needs.

HIV

- Engage clients and services users on Fast Track Cities campaigns and focus on self-stigma and HIV.
- Diversify our HIV prevention offer, including online testing, support around access to PrEP and support given during the COVID-19 pandemic.
- Build support for programmes and partnerships with organisations for people living with HIV that includes advice and advocacy needs such as navigating welfare benefits system and housing, debt management, employment and education support.

Communications, Policy and Research

- Continue to grow the team and work more strategically.
- Accelerate the growth of our consumption and production of research through our Research Working Group and academic partners.
- Bringing service user voice to the heart of our insight and policy work.

Fundraising

- Fundraising for the refurbishment of our new Lambeth premises.
- Develop business plans to focus our entrepreneurial activities.
- Fully deploy our e-commerce solutions for paid services and products.

Governance

- Ensuring post-pandemic recovery and refresh for the whole charity.
- Review progress against current Strategic Plan 2018-2023.
- Commence consultations on next Strategic Plan 2023-2028.
- Implement the recommendations of the current Board Effectiveness Review.
- Conduct second Board Effectiveness Review.

Human Resources and Volunteering

- Ensure that we have fair and equitable processes, policies and procedures of the highest standard for all our staff and volunteers.
- Renew our London Healthy Workplace Award accreditation and continue to promote health and wellbeing in the workplace.
- Adapt and develop our external and internal training offer to deliver learning and development effectively in the digital environment.
- Support the development of managers and leaders, including potential managers and leaders in the charity. Ensure:

Finance and Premises

- Reaffirm the role of our estate of premises in the post-pandemic hybrid wrking and service delivery environment.
- Secure the new home for METRO within the London Borough of Lewisham, while embedding the METRO New Cross location.
- Continue to strengthen and refine the financial processes of the charity, by ensuring they remain fit for purpose, reactive and accessible to the leadership team.
- Support the aspirational goals of the charity around entrepreneurialism and the provision of self-generated funds.

FINANCIAL REVIEW

Incoming resources increased from £4,675,784 to £5,499,845 in 2021 and resources expended changed from £4,652,380 to £5,448,357, resulting in a surplus for the year of £51,488 (2020 - surplus £23,404).

The charity has had a strong year, with several successes in securing funding for the continuation of existing services and the creation of new ones. However, we have entered a period of unforeseen and rapid change in response to the coronavirus pandemic. The Trustees and our Senior Management Team acted swiftly and decisively to ensure the safety of our service users, volunteers and staff.

This meant that in March we switched all face-to-face services to online and phone support, and closed our spaces. Throughout this process, we have been mindful of how some of our most vulnerable service users might be disproportionately impacted. We have identified a number of funding opportunities to help us address these issues, specifically around digital exclusion.

We continue to have open dialogues with all of our commissioners and funders to keep them informed of changes to our delivery during these unprecedented times. As of the end of the financial year, there are no major risks to the charity's income due to the pandemic. Our Trustees and Senior Management Team will continue to monitor this situation closely and implement government and health expert advice.

In the longer term, we remain committed to undertaking a review of our strategic objectives, specifically around entrepreneurialism and the associated income generation in light of a considerably different operating environment.

Trustees will continue to ensure that any future expenditure has defined benefits and management's performance will be measured against the delivery of such benefits. In the forthcoming financial periods Trustees are committed to building the charity's reserve levels.

Over the past seven years, the Trustees have worked closely with the Senior Management Team (SMT) to improve the charity's reserves position. Trustees have been acutely aware of the impact of austerity on the voluntary sector, and particularly on the LGBTQ+ sector, with many voluntary organisations struggling with cash flow, PBR considerations and the movement by local authorities to payment in arrears.

We are pleased to advise that we continue to maintain reserves of over 90 days running costs, in line with Charity Commission recommendation. While Trustees are pleased to maintain this minimum, we remain focused on continuing to improve our reserves position.

Reserves Policy

METRO currently has total reserves of £1,268,259 of which £1,229,952 is held in the General Fund.

In the forthcoming financial period, Trustees plan to maintain and build on the charity's reserve levels of between three months and six months of operating expenditure. However, they are also committed to the purchase of freehold premises in Lambeth.

Investment Powers and Policy

The Trustees do not currently involve the organisation in investments with the exception of bank interest generated from cash on deposit.

METRO CENTRE LIMITED

TRUSTEE DIRECTORS' REPORT

YEAR ENDED 31ST MARCH 2021

TRUSTEES RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS:

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

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

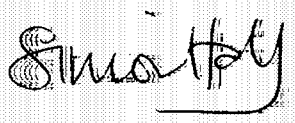
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

BY ORDER OF THE TRUSTEES



Simon Hall

Date: 12/12/2021

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF METRO CENTRE LIMITED YEAR ENDED 31ST MARCH 2021

Opinion

We have audited the financial statements of Metro Centre (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

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, 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

-the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

-the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' 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.

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF METRO CENTRE LIMITED
YEAR ENDED 31ST MARCH 2021

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

-the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
-the charitable company has not kept adequate accounting records; or
-the financial statements are not in agreement with the accounting records and returns; or
-we have not received all the information and explanations we require for our audit.

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
We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report
This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

William Price & Co Audit Ltd

William Price & Co Audit Ltd
Statutory Auditors
Chartered Accountants
Eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Date: 28-12-21

9 Westbury Court, Church Road
Bristol BS9 3EF

METRO CENTRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
(including summary income and expenditure account(s))
YEAR ENDED 31ST MARCH 2021

	Notes	UNRESTRICTED FUNDS 2021	RESTRICTED FUNDS 2021	TOTAL FUNDS 2021	TOTAL FUNDS 2020
		£	£	£	£
INCOME					
Other Income	2	188,767	-	188,767	169,824
Charitable Activities		3,397,805	1,911,891	5,309,696	4,500,188
Investments	2	1,382	-	1,382	5,772
TOTAL INCOMING RESOURCES	8	3,587,954	1,911,891	5,499,845	4,675,784
EXPENDITURE					
Charitable activities	3	3,518,265	1,930,092	5,448,357	4,652,380
TOTAL RESOURCES EXPENDED	8	3,518,265	1,930,092	5,448,357	4,652,380
NET INCOME / (EXPENDITURE)		69,689	(18,201)	51,488	23,404
TRANSFERS BETWEEN FUNDS	8	(2,160)	2,160	-	-
NET MOVEMENT IN FUNDS		67,529	(16,041)	51,488	23,404
FUNDS BROUGHT FORWARD AT 1ST APRIL		1,212,433	4,338	1,216,771	1,193,367
FUNDS CARRIED FORWARD AT 31ST MARCH		1,279,962	(11,703)	1,268,259	1,216,771

The Statement of Financial Activities includes all gains and losses in the year.
All incoming resources and resources expended derive from continuing activities.

METRO CENTRE LIMITED

BALANCE SHEET

AS AT 31ST MARCH 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS	9		123,960		78,970
CURRENT ASSETS					
Debtors	10	722,908		496,447	
Cash at bank & in hand		1,694,818		1,293,409	
Total Current Assets		2,417,726		1,789,856	
CREDITORS, AMOUNTS FALLING DUE WITHIN ONE YEAR	11	1,273,427		652,055	
NET CURRENT ASSETS			1,144,299		1,137,801
TOTAL NET ASSETS		£	**1,268,259**	£	**1,216,771**
The funds of the charity:					
UNRESTRICTED FUNDS	8				
General Funds			1,229,962		1,162,433
Designated Funds			50,000		50,000
TOTAL UNRESTRICTED FUNDS			1,279,962		1,212,433
RESTRICTED FUNDS	8		(11,703)		4,338
TOTAL FUNDS		£	**1,268,259**	£	**1,216,771**

The trustees are satisfied that the company was entitled to exemption from audit under section 477 of the Companies Act 2006 and that members have not required an audit in accordance with section 476. However, an audit is required in accordance with the Charities Act 2011.

The trustees acknowledge their responsibilities for:

i) ensuring that the company keeps accounting records which comply with section 476; and

ii) for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Simon Hall 12/12/2021

Simon Hall

Company Number: 02716101

METRO CENTRE LIMITED

CASH FLOW STATEMENT

YEAR ENDED 31ST MARCH 2021

	2021 £	2020 £
Operating activities		
Surplus for the financial year	51,488	23,404
Adjustments for:		
Interest receivable	(1,382)	(5,772)
Depreciation	21,012	17,175
Increase in debtors	(226,461)	(114,976)
Increase in creditors	621,372	6,936
	466,029	(73,233)
Interest received	1,382	5,772
Cash generated by/(used in) operating activities	467,411	(67,461)
Investing activities		
Payments to acquire tangible fixed assets	(66,000)	(24,918)
Cash used in investing activities	(66,000)	(24,918)
Net cash generated/(used)		
Cash generated by/(used in) operating activities	467,411	(67,461)
Cash used in investing activities	(66,000)	(24,918)
Net cash generated/(used)	401,411	(92,379)
Cash and cash equivalents at 1 April	1,293,407	1,385,788
Cash and cash equivalents at 31 March	1,694,818	1,293,409
Cash and cash equivalents comprise:		
Cash at bank	1,694,818	1,293,409

METRO CENTRE LIMITED

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2021

1) ACCOUNTING POLICIES

The charity is a company limited by guarantee and registered in England with Companies House and the Charity Commission. Its registered numbers and principal address can be found on page 1 of these accounts.

The principal accounting policies adopted in the preparation of the financial statements are set out below, and have been consistently applied within the accounts.

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102), the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" and applicable charity and company law. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Incoming Resources/ Income

Incoming resources are recognised on an accruals basis, except that donations and legacies are recognised only upon receipt unless the donor advises otherwise. Grants are treated as income for the period to which the grantor assigns the grant and deferred as necessary. Service contracts or grants where the grantor stipulates performance targets and does not specify that a surplus is retrievable, are regarded as unrestricted once the performance targets are achieved.

c) Resources Expended/ Expenditure

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

d) Fixed Assets & Depreciation

Fixed assets are capitalised at cost and depreciation is provided to write off the cost of the assets over their useful economic lives. Office equipment, furniture & fittings is written off at a rate of 20% per annum on a reducing balance basis unless a grant provider allocates specific funds for capital expenditure to be written off over a shorter period. Small capital items and replacements are written off as incurred. Vehicles are written off at a rate of 25% on a stright line basis. Leasehold improvements are written off over the lifetime of the lease. The estimated residual value is nil.

e) Stocks of materials & literature

Stocks of safe sex materials and literature are written off as incurred.

f) Volunteers

The value of services provided by volunteers is not included within these financial statements.

g) Going concern basis

The accounts have been prepared on a going concern basis.

h) Fund Accounting

Unrestricted funds are available for the use in the furtherance of the charity's objectives. Restricted funds are subject to restrictions imposed by donors as set out in the notes to the accounts.

i) Debtors

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

j) Creditors

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

k) Financial Instruments

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

METRO CENTRE LIMITED

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2021

2) OTHER INCOME & INVESTMENTS

	2021	2020
UNRESTRICTED FUNDS	£	£
Donations & legacies	25,889	38,453
Rental and other Income	32,706	40,066
Coronavirus Job Retention Scheme	107,002	-
Charity Mergers (Note 18)	23,170	91,305
	188,767	169,824
Investment Income		
Interest receivable	1,382	5,772

3) CHARITABLE ACTIVITIES COSTS

	Activity	Governance	Support	TOTAL 2021
SERVICE AREA	£	£	£	£
HIV Prevention and Support	778,501	13,650	70,445	862,596
Sexual & Reproductive Health	1,351,173	18,529	79,487	1,449,189
Core Services	1,039,730	53,656	140,035	1,233,421
Community Participation and Engagement	1,415,622	16,898	90,577	1,523,097
Youth Services	169,964	2,443	12,397	184,804
Mental Health & Well Being	175,820	7,149	12,281	195,250
TOTAL RESOURCES EXPENDED	4,930,810	112,325	405,222	5,448,357

4) GOVERNANCE & SUPPORT COSTS

	Governance	Support	
		Finance & Information Technology	Human Resources & Communications
	2021	2021	2021
	£	£	£
Staff salaries	57,283	77,577	174,786
Auditor audit fee	6,600	-	-
Auditor accounting support	-	3,000	-
Legal & professional	26,821	-	13,566
AGM & trustees meetings	1,412	-	-
Insurance	20,209	-	-
Information Technology	-	78,480	-
Printing Postage and Stationery	-	21,076	-
Telephony	-	36,788	-
	112,325	216,871	188,351

5) NET OPERATING SURPLUS/(DEFICIT)

The net surplus/(deficit) of expenditure over income is stated after charging:

	2021	2020
	£	£
Staff costs	2,799,630	2,575,974
Depreciation of equipment & leasehold improvements	21,012	17,175
Audit fee	3,800	3,600
Other fees paid to Auditors, support, accounts and payroll	5,800	8,640

6) STAFF COSTS

Staff costs for the year were as follows:	2021	2020
	£	£
Salaries	2,491,012	2,296,072
Social security costs	230,858	210,355
Pensions Costs	77,760	69,547
	2,799,630	2,575,974

The average number of persons employed by the charitable company in the year was 100 persons (2019 - 95).

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	1	-
£70,001 - £80,000	1	1
£80,001 - £90,000	1	-
£90,000 - £100,000	1	1

The key management personnel of the charity comprises the trustees and the senior management team, to whom responsibility for the day-to-day activities of the charity is delegated. The total employee benefits received by key management personnel during the year were £299,627 (2020: £282,534).

7) DEFERRED INCOME

	2021	2020
	£	£
Balances at the start of the year	132,779	245,834
Additions during the year	655,738	132,779
Amounts released to income	(132,779)	(245,834)
Balance at the end of the year	655,738	132,779

Income has been deferred in line with the funders objectives and has been deferred under one year.

METRO CENTRE LIMITED

NOTES TO THE ACCOUNTS

YEAR ENDED 31ST MARCH 2021

8) **MOVEMENT IN FUNDS IN YEAR**

	Opening Balance 01-Apr-20 £	Incoming Resources £	Outgoing Resources £	Transfers between funds £	Closing Balance 31-Mar-21 £
UNRESTRICTED FUNDS					
General Fund	1,162,433	3,584,454	3,503,940	(12,985)	1,229,962
DESIGNATED FUNDS					
Hardship Fund	-	3,500	14,325	10,825	-
Metro Local Premises Fund	50,000	-	-	-	50,000
TOTAL UNRESTRICTED FUNDS	1,212,433	3,587,954	3,518,265	(2,160)	1,279,962
RESTRICTED FUNDS					
Mayor for London Greener City Fund Community Grant Scheme	-	19,947	19,947	-	-
TFL - Groundwork London: Walking & Cycling Grants	-	4,646	4,646	-	-
Community Foundation for Surrey: Phase one	-	4,999	4,999	-	-
City Bridge Trust: London Community Response Fund - COVID-19 Crisis	-	9,975	9,975	-	-
London Borough of Lambeth: Pan London HIV Prevention Programme	-	256,916	256,916	-	-
EJAF Social Impact CIC: Social Impact Bond service	4,338	31,000	31,000	-	4,338
Public Health England Innovation Fund: My Message to You	-	18,431	18,431	-	-
MAC AIDS Fund UK: Emerging Communities	-	38,290	38,290	-	-
Wandsworth Oasis Trading Company Limited	-	1,482	1,482	-	-
Community Foundation for Surrey - Phase Two	-	12,000	12,000	-	-
London Borough of Richmond Upon Thames: Pharmacy screening scheme	-	1,047	1,047	-	-
London Borough of Wandsworth: Pharmacy screening scheme	-	1,130	3,290	2,160	-
EU Interreg 2 Seas Mers Zeeen - SHIFT project	-	30,836	30,836	-	-
Charlton Athletic Community Trust - Young Greenwich Training & Support	-	12,450	12,450	-	-
London Borough of Lambeth - EIPS Youth Funding	-	13,000	13,000	-	-
Royal Borough of Greenwich - Children and Family Counselling Support	-	21,000	21,000	-	-
Royal Borough of Greenwich - Connecting Communities Alliance	-	200,000	200,000	-	-
City Bridge Trust: London Community Response Fund - Youth mental Health support	-	10,450	10,450	-	-
City Bridge Trust: London Community Response Fund - COVID-19 Crisis	-	24,343	24,343	-	-
Children In Need: Young person's LGBTQ+ Mental Health	-	38,436	38,436	-	-
Royal Borough of Greenwich: LGBT and SOGI Strategic Equalities	-	23,000	23,000	-	-
Greater London Authority: Youth Londoners Fund	-	31,072	29,072	-	2,000
Royal Borough of Greenwich: Greenwich Area Involvement Network	-	15,900	15,900	-	-
Royal Borough of Greenwich: METROGAVS Voluntary Sector Support	-	100,782	100,782	-	-
The Safer Greenwich Partnership	-	5,200	5,200	-	-
NHS Greenwich Charitable Funds	-	180,135	180,135	-	-
Royal Borough of Greenwich 3rd Sector COVID-19 emergency small grants	-	75,000	75,000	-	-
Charlton Athletic Community Trust: Social Prescribing Project	-	41,500	17,500	-	24,000
Royal Borough of Greenwich: Disability Strategic Equalities	-	23,780	23,780	-	-
Comic Relief DCMS match funded COVID-19 Recovery Funding	-	38,885	38,885	-	-
Comic Relief Intermediary Fund	-	569,000	611,041	-	(42,041)
National Lottery Community Fund - LGBTQ Migrant Theatre Project	-	4,912	4,912	-	-
National Lottery Community Fund - COVID-19 Aftermath Advice and Support	-	52,347	52,347	-	-
TOTAL RESTRICTED FUNDS	4,338	1,911,891	1,930,092	2,160	(11,703)
TOTAL RESTRICTED & RESTRICTED	1,216,771	5,499,845	5,448,357	-	1,268,259

9) FIXED ASSETS

	Office Equipment	Vehicles	Leasehold Improvement	TOTAL
Cost	£		£	£
Brought forward	85,562	-	35,526	121,088
Additions	-	66,000	-	66,000
	85,562	66,000	35,526	187,088
Depreciation				
Brought forward	33,234	-	8,882	42,116
Charge for year	10,465	6,600	3,947	21,012
31st March 2021	43,699	6,600	12,829	63,128
Net Book Value, as at				
31st March 2021	41,863	59,400	22,697	123,960
31st March 2020	52,326	-	26,644	78,970

10) DEBTORS, amounts falling due within one year

	2021 £	2020 £
Grants receivable	555,660	343,033
Other debtors & prepayments	167,248	153,414
	722,908	496,447

11) CREDITORS, amounts falling due within one year

	2021 £	2020 £
Trade Creditors	18,826	80,650
Other taxation & social security	62,969	73,134
Deferred income	655,738	132,779
Other creditors & accruals	535,894	365,492
	1,273,427	652,055

12) TRUSTEE DIRECTORS' REMUNERATION & EXPENSES

None of the Trustee directors received any remuneration either directly or indirectly in the year. The Charity made reimbursements of £219 to Trustee directors for training, travel and subsistence expenses (2020 - £325).

13) TAXATION

The charity is exempt from tax on its charitable activities.

14) GOING CONCERN & FUTURE FUNDING

The charity is dependent on the continued support of its main funders and in particular the Royal Borough of Greenwich. These funders have continued to support the Metro Charity for many years and they ensure the provision of its core services and the fulfilling of its main aims and objectives.

15) STATUS & CONNECTED CHARITIES

The company is incorporated by charitable means and is limited by guarantee without share capital. The company is not part of any group nor specifically connected with any other charity or group during the year.

16) ANALYSIS OF FUNDS

	Restricted	Unrestricted	Total
	£	£	£
Tangible Fixed Assets	-	123,960	123,960
Net Current Assets	348,428	2,069,298	2,417,726
Net Current Liabilities	(360,131)	(913,298)	(1,273,427)
Total Net Assets	(11,703)	1,279,962	1,268,259

17) OPERATING LEASES - LESSEE

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

	2021	2020
	£	£
Not later than one year	172,746	118,365.00
Later than one and not later than five years	628,834	8,525.00
Later than five years	112,500	-
	914,080	126,890

18) CHARITY MERGER

On 1 April 2020 the charity merged with Voluntary Action Lewisham (The Lewisham Council for Voluntary Service) (Charity No: 1085026, Company No: 04123800). This transfer is included in the other income for the year (Note 2).

The assets, liabilties and total funds of the charities immediately before transfer were as follows:

	01/04/2020 £
CURRENT ASSETS:	
Debtors & prepayments	3,750
Cash at bank	27,008
Total Current Assets	30,758
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	7,588
NET CURRENT ASSETS	23,170
TOTAL UNRESTRICTED NET ASSETS	23,170

19) ANALYSIS OF GRANTS TO INSTITUTIONS

Greenwich Borough 3rd Sector Emergency COVID-19 Support Grants	£
Advocacy in Greenwich	6,500
Art Hub Studios CIC	9,961
Charlton Athletic Community Trust (CACT)	9,950
Charlton Toy Library	7,952
Greenwich & Bexley Community Hospice	10,000
Greenwich Area Cruse Bereavement Care	7,568
Greenwich Dance	9,608
Greenwich Housing Rights	10,000
G-West Community and Arts Centre	9,763
Mums Aid Maternal Mental Health Support	9,630
Quaggy Development Trust	6,920
South East London Community Energy -SELCE	6,831
South London Counselling & Support Services	9,960
The Forum at Greenwich	5,600
The Mary Dolly Foundation	9,945
The Maypole Project	8,800
Tramshed Theatre	9,627
	148,615

Comic Relief LGBTQ Small Grants	£
1623 Theatre Company	15,000
African Rainbow Family	15,000
Ardoun Academy	9,000
AutAngel CIC	3,000
Autistic Nottingham	4,570
Bi Pride UK	2,060
Black Beetle Health	14,100
Breakout Youth	4,085
Bromsgrove Youth and Community Hub	5,000
Chester Centurions RUFC	5,000
Chester Pride	12,430
ClinIQ	12,288
Colchester Pride	5,000
Cornwall Pride	10,267

19) ANALYSIS OF GRANTS TO INSTITUTIONS (cont)

Comic Relief LGBTQ Small Grants (cont)

	£
Crawley LGBT	11,800
Deaf Hub Wales	5,000
Deaf Rainbow UK	4,000
Deaf Rainbow UK (Additional Grant)	2,000
Dibby Theatre	13,307
dsd Families	9,955
EDEN Film Productions	9,973
F Choir	4,393
Friends of Dorothy	5,000
Gay Men's Book Club Cardiff	144
GAYDIO Brighton	9,990
Genderswap CIC	8,000
Hearts and Minds	3,000
Highland Pride	5,000
Imaan	12,280
Interconnected UK	8,000
Kingston LGBT Forum	10,000
Learnest CIC	11,080
Leeds CCCX	6,250
LGBT Plus Dumfries and Galloway	4,250
LGBT Sheffield	12,160
LGBT Unity	10,750
LGBTQ+ Mental Health Lived Experience Steering Group	5,000
LGBTQymru	10,000
Live Through This	2,800
London Falcons FC	1,725
London Gay Symphony Orchestra	4,000
Marlborough Productions	8,000
Milk Presents	8,800
Misery	5,000
Next Door But One (NDB1)	2,240
North Somerset LGBT+ Forum	3,900
Northumberland Pride	8,990
Off The Record B&NES	10,000
Order of Perpetual Indulgence	500
Out in the City	660
Petals of Life	10,267
Phoenix Song Project	1,000

19) ANALYSIS OF GRANTS TO INSTITUTIONS (cont)

Comic Relief LGBTQ Small Grants (cont)

Pink Saltire	15,000
Post Pieces	4,000
Q Space	6,775
Queer Family Tea	1,875
Queer Kernow	4,085
Queer Tours of London	10,000
queer/disrupt	5,000
Queerspace	3,000
Rainbow Foundation	5,280
Rainbow Newport	350
ROMEO AND JULIAN PUBLICATIONS LTD	10,000
Samsons Academy	12,000
Sarbat LGBTQ+ Sikhs	5,000
Schools Out	13,622
Somewhere EDI CIC	15,000
South Wales Gay Men's Chorus	2,000
Sport4Health CIC	10,316
Support U	9,535
Swansea Pride	5,000
The 343	5,000
The Production Exchange	4,085
Trans Aid Cymru	5,500
Trans Creative	12,000
Trans Pride Brighton	11,000
TransgenderNI	14,395
Typhoons RUFC	5,000
Warwickshire Pride	500
X2Y Youth Group	9,876
	571,156

19) ANALYSIS OF GRANTS TO INSTITUTIONS (cont)

Greenwich Charitable Trust

ArtFix	7,197
Design Charity	7,500
Greenwich & Bexley Community Hospice	9,865
Greenwich Dance	19,991
Greenwich Volcare (Carers Support)	6,238
South London Counselling & Support Services	17,500
The Ahoy Centre	10,000
Trinity Laban Conservatoire of Music & Dance	6,510
The Soldiers, Sailors, Airmen and Families Association	1,700
Mums Aid Maternal Mental Health Support	3,161
The May Pole Project	7,365
South London Counselling Services	3,697
South of England Foundation	5,796
	106,519