



Leap Confronting Conflict

**Report and Financial Statements
For the year ended
31 December 2020**

**Charity numbers:
England and Wales: 1072376
Scotland: SC041152
Company number: 03628271**

LEAP CONFRONTING CONFLICT

(A company limited by guarantee)

Report and Financial Statements

For the year ended 31 December 2020

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LEAP CONFRONTING CONFLICT
TRUSTEES' REPORT
For the year ended 31 December 2020

The Board of Trustees presents its report and the audited financial statements for the year ended 31 December 2020.

Reference and Administrative Details

Charity registration numbers:

England and Wales: 1072376
Scotland: SC041152

Company registration number: 03628271

Registered office address: Wells House, Unit 7
5-7 Wells Terrace
Finsbury Park
London
N4 3JU

Board of Trustees

Mark Spelman	Chair
Peter Olawaye	Vice Chair
Rachel Sandby-Thomas	Vice Chair
Tom Olsen	Treasurer
Matt Bell	
Chantal Chang	
Teresa Clarke	Resigned 10 December 2020
Reece Dopson	
Kanchan Jadeja	
Aaron Jean-Baptiste	
Deborah O'Neill	
Ashish Prashar	Appointed 7 April 2020

Company Secretary

Leigh Gallagher

Chief Executive (Key Management Personnel)

Ben Kernighan

Senior Management Team

Sam Matthews
Stephanie Papapavlou
Ruth Chapple
Gabin Sinclair-Constance
Lucy French (Resigned February 2021)
Lydie Saint-Marc Powell (appointed 5th February 2021)

Auditors

Myrus Smith Chartered Accountants, Norman House, 8 Burnell Road, Sutton, Surrey, SM1 4BW

Bankers

National Westminster Bank plc, 490 Holloway Road, London, N7 6JBCAF (Charities Aid Foundation), 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4TA

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Objectives and Activities

The charity is a leading UK specialist in the field of youth and conflict, dedicated to delivering relevant, high-quality training and support that is sustainable and delivers high-impact.

Leap's objective is to work with young people to help them to manage conflict and to develop their leadership skills, and with adults to enable them to approach working with young people in conflict with enhanced skills. The trustees have referred to the public benefit guidance published by the Charity Commission and to the obligation in Section 17, Charities Act 2011, when reviewing the charity's aims and objectives and in planning future activities.

The main areas of charitable activity are:

- 1) The provision of structured training programmes and support for young people to enable them to manage conflict creatively and to develop their leadership skills.
- 2) The delivery of training and consultancy to adult practitioners who work with young people and foster carers to increase their confidence and skills in managing youth conflict and developing the character and leadership skills of young people.
- 3) The exploration of emerging issues for young people in conflict, through an action research methodology, in order to design new high-impact programmes and to support the development of effective practice and policy for young people.

Leap's programmes are developed and run using high-quality delivery standards, with KPIs agreed during our annual operational planning process. The charity monitors and evaluates its work through a number of quantitative and qualitative measures. It also has a strong focus on outcomes measurement, which it does through internal and external evaluations. It also carries out longitudinal studies with participants to measure the long-term impact of its work.

In 2020, Leap's main programmes of delivery were:

- **Improving Prospects:** a community-based conflict resolution and personal development programme specifically designed for young people aged 15-21 who are facing significant conflict in their lives
- **Leadership & Enterprise:** a whole-group training and engagement programme for young people in the London Boroughs of Lambeth and Southwark
- **Power Up!:** A programme with young women at risk of gang involvement and/or child sexual exploitation that complements Leadership & Enterprise
- **Under our Roof:** a programme that supports young people in care and their carers to manage conflict effectively and build and maintain safe and supportive relationships
- **Rise Up:** a programme delivered in partnership with London Youth and Clore Social Leadership to developing London's youth sector leaders
- **Progression Routes:** a programme supporting young people achieve their goals and access employment and training opportunities.
- **Conflict Training:** targeted training courses for young people and adult practitioners in prisons and in partnership with other voluntary and community organisations and local government.

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We also had some smaller projects supported by restricted funding:

- **Fear and Fashion:** a schools programme based in Camden.
- **Curriculum Development:** We received a lot of support for curriculum development during 2020, with grants for converting our face to face training to digital delivery (our digital development funds and My Best Life both relate to this) and also support for implementing co-production across the organisation.
- **Expert Advice and Support Fund:** targeted support for programme development and capacity building across the organisation.
- **Zeta Global:** a project to deliver training to staff members at Zeta Global which was delayed due to the pandemic.

COVID-19

Covid-19 had a profound impact on the work, education and hopes of the young people Leap works with in 2020. Covid-19 restrictions have had a particular impact on our face-to-face groupwork activities. This has been the greatest area of concern for Leap as restrictions have continued to limit new engagement with young people and adult practitioners. We have however adapted our offer by moving our activities to online delivery. We also provided telephone support to ensure we could offer one to one support to young people.

Achievements and Performance

Our achievements and performance for the year ended 31 December 2020 are set out in detail in our Impact Report. A summary follows. Key achievements in 2020 included:

- Launching our new five-year strategy in January 2020, which included commitment to develop new programmes for young people making the transition from primary to secondary school, to support young people around race and identity and to take a place-based approach to working in communities.
- Working closely with all Leap's trainers to ensure that our work could be delivered effectively online. This involved the team skilling up in how to operate Zoom and how to do so safely for young people. Reflective practice is now completely embedded into our practice and is providing invaluable knowledge about the needs of those attending and the impact of our work.
- Moving key programmes, like Leap's Under our Roof – designed to support young people in care and their carers manage conflict – to online delivery. To make it accessible and engaging for an online audience, we created games role-plays and interactive discussions. We delivered six-week courses in the summer and had a **95%** retention rate throughout.
- Developing a new online offer for partners and youth practitioners, covering a range of vital topics such as wellbeing & self-care, trauma informed approaches and conflict de-escalation. We delivered this new offer to **96** youth workers – out of which **90%** reported they had gained confidence to better support young people.
- Launching a new programme called – **Rise Up**, funded by London Violence Reduction Unit. Delivered in partnership with London Youth and Clore Social Leadership, the programme will train up to **100** frontline Youth Workers across London to build their ability and confidence to support young people and become Youth Sector Leaders.

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- Producing a Reflection pack for prisoners who have had to spend extended periods in their cells as a result of Covid-19 restrictions. The pack has been distributed to over 80 prisons across the UK to date.
- A partnership with another charity called West London Zone to deliver conflict management training to young people in schools across West London, focusing on transition to secondary school, 121 support and leadership. Results have been encouraging with 78% of participating young people reporting a better understanding of conflict and 78% feeling better about themselves.
- Delivering **276** hours of 1:1 support to young people through our community programmes: **Power Up!** – targeted at young women aged 13-25 to provide them with practical and emotional support; and
- Completing a thorough evaluation of Leap's flagship community programme – Improving Prospects (IP), which works with disadvantaged young people aged between 15 and 21 who struggle with conflict in their lives, especially those at risk of exclusion from school and involvement in anti-social behaviour, violence and crime. Our evaluation, which looked at the last three years of programme implementation highlighted that it helped young people to significantly reduce their involvement in violence and offending. The evaluation shows that 83% of those involved in violence prior to the programme reported that their involvement in violence had decreased.
- Our safeguarding practice focused on getting ourselves up-to-speed with safer online delivery. We developed an online safeguarding policy and practical guidance for staff and trainers. The Designated Safeguarding Team updated our Reporting Concerns training (mandatory for all staff and trainers) and rolled out an online version for the team. Staff and trainers were trained in Understanding Trauma and its impact. We carried out our second Safeguarding Audit against the NSPCC Safeguarding Standards and reported to the Board of Trustees.
- In parallel and in response to the first lockdown, we designed and piloted a new IP curriculum to offer a wider selection for young people to choose from to improve their relationship with conflict.
- Continuing to develop the Progressions pathways for young people that graduate Leap training, providing one-to-one support to develop their own goals and action plans, to write CVs and application forms, interview practice and signposting to other organisations that can support them with specific needs.
- Continuing to explore more place-based opportunities for greater depth and collaboration in localities. This has led to creating two new senior roles - Director of London Programmes and Deputy Director of London Programmes.- to expand Leap's reach and create more collaborations with other organisations across London.

In 2020, we worked with 826 people, including young people, adult professionals, prisoners and prison officers.

The Black Lives Matter protests across the world in 2020 were a watershed moment for society, institutions and organisations alike. Race, racism and prejudice were firmly in the spotlight, providing crucial impetus for organisations to reflect on their own policies, practices and culture. Leap spent time listening to young people, black colleagues and the black community to better understand the experiences of racism within the organisation and in their broader life, and to consider what an anti-racist culture should look like. We created a new Inclusion and Diversity sub-committee with trustees, senior leadership and black staff represented and chaired by one of our Trustees, Peter Olawaye. We also made a public commitment to adopt an anti-racist approach within the organisation.

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Leap appointed an external Critical Friend – Bayo Adelaja to support us in embedding practices of inclusion and equality across our work. Initiatives implemented included expanding our offer of training for all staff and trustees and investing in leadership development for Black staff. We have also changed our recruitment practices to increase diversity at senior management level.

We adapted and rebranded our training offer around race, launching a new programme: *Courageous Conversations: Exploring Race and Racism* – offering other organisations across all sectors, access to support for having open conversations around the impact of race, racism and prejudice in the workplace, and to begin to reimagine their organisational culture.

Organisational Development

In 2020, Leap continued to benefit from funding and support from key funders to build organisational capacity. The Paul Hamlyn Foundation provided two Critical Friends to provide critical insight and constructive feedback to support organisational development– Bayo Adelaja and Jean Barclay. Bayo offered support to improve diversity representation across the organisation, whilst Jean worked with the team with scenario planning in response to Covid-19.

Development of Leap's profile and influence

Leap continued to engage with networks and policy discussions. Leap made significant progress in delivering our influencing and policy strategy: leading a policy alliance with three other youth charities to influence the 2019 spending review. Our submission, *Safe Communities: a bright future for young people* set out to shift the government's response from increased investment to prison places and policing as an adequate solution to tackling serious violence, to instead investing in community-based initiatives that are better placed to support young people most at risk of serious violence. Following this submission, we were invited to meet the Head of the Serious Violence Unit and the Deputy Director responsible for commissioning funding to early intervention initiatives in the Home Office.

We also worked with Catch 22 to develop the Keep Care Leavers Connected Campaign, urging the government to ensure that each of the 80,000 care leavers has a digital device and internet access for at least 12 months when they first live independently. We submitted policy recommendations to the National Stability Forum, the Department for Education and political party leaders to improve the welfare of young people in care. We have worked closely with the leadership of both the London Violence Reduction Unit and the Youth Endowment Fund to feed into the development of their strategies to address youth violence. A key message for us has been to emphasize the need for young people to have skilled and trusted adults in their lives.

Performance of fundraising activities

For 2020, Leap achieved total income of £1,934,669, a decrease of 5% from 2019. Our largest income source continues to be grant funding through trusts and foundations, which represents 78% of our overall income in 2020, this has increased from 63% of overall income in 2019. This is a result of the emergency pandemic support mostly coming from trusts and foundations and we will be seeking to diversify this again in 2021 and beyond.

We also have a major donor and corporate partnership programme, with the aim of building a community of supporters who are deeply committed to Leap's work and mission. Leap is registered with the Fundraising Regulator and abides by their Code of Fundraising Practice. Leap does not engage in fundraising practices that are intrusive or put undue pressure on individuals to give.

We also generate income through our social enterprise, whereby we offer a suite of bespoke conflict management trainings to organisations and companies across the VCS, statutory and private sectors.

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Financial Review

Overview of Financial Position

Despite the challenging economic climate for charities and ongoing pandemic, Leap has continued to remain financially stable, with unrestricted free reserves at 31st December 2020 of £698,286. There were net incoming resources for the year of £273,223 on unrestricted funds and net outgoing resources for the year of £121,441 on restricted funds.

Total income of £1.94m in 2020 represents a decrease of £108,613 from 2019. Total restricted income was £553,843 (2019: £720,726). Total unrestricted income was £1.38m (2019: £1.32m). The charity received unrestricted grants, donations and legacies totalling £1,225,699 (2019: £1,040,000). Sales and fees amounted to £154,700 (2019: £282,000).

The Balance Sheet at 31 December 2020 showed cash balances of £892,296 (2019: £632,397) and net assets of £936,278 (2019: £776,496). This is represented by unrestricted funds amounting to £725,848 (2019: £450,625) and restricted funds of £204,430 (2019: £325,871).

Reserves Policy

The Board of Trustees has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the free reserves (excluding fixed assets) held by the charity should be built up with an aim of having the equivalent of three months' total costs, plus ideally an additional £50,000 in reserves for piloting new projects and programmes or to invest further in income generation. The reserves are needed to meet the working capital requirements of the charity.

At 31 December 2020, the charity's free reserves (excluding fixed assets) of £698,286 is above this target, amounting to 4.3 months expenditure and £50,000 in addition. The trustees consider this is appropriate for the charity in these highly uncertain times.

Risk Management

Policies and procedures are in place to manage the charity's risks. Four times per year, the Board conducts a review of the major risks to which the charity is exposed. The charity's risk register is reviewed at each meeting of the Risk, Audit & Governance Committee and annually by the Board of Trustees. The Senior Management Team identifies and develops strategies to mitigate the charity's main risks on a monthly basis.

The main risks, as identified by the Board of Trustees, are income generation, access to young people and staff well-being. To mitigate these risks, the charity is reviewing the income pipeline, is working with a larger range of partners to reach more young people and has established a well-being group to support staff. Leap also pays close attention to risks associated with safeguarding and child protection. In 2017, the charity undertook a comprehensive review of our safeguarding policies and procedures with the support of expert consultants and have implemented these new policies and procedures in 2018. In 2020 no serious safeguarding issues arose.

In early 2021 the charity continues to be exposed to unexpected risks from the global Coronavirus pandemic. The Trustees have been and continue to take prompt action to ensure the organisation reacts appropriately to a very quickly changing environment and remains financially sustainable and continues to deliver its core mission.

Investment Policy

Other than the charity's own funds, which are invested separately in a secure deposit account, the grants received are held to maximise the return but in an account which is readily accessible, as the funds will be spent in the short term.

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Plans for Future Periods

Strategic Plan (2020 – 2024)

Last year, we launched our 2020 – 2024 Transforming Conflict Together Strategy. The strategy outlines our commitment to continue supporting young people struggling with conflict, and the adult professionals who support them. In line with our commitment to reach those young people who could benefit the most from our programmes, we will continue to target four environments where young people are most likely to face high, sustained levels of conflict; specifically young people who are: in care; not in mainstream education; in inner-city communities; and in the secure estate.

The pandemic presented challenges in implementing our strategy last year. We used last year to adapt our programmes and moved to digitally delivery whenever possible.

Our commitment going forward will be to ensure we continue to adapt our offer to increase our reach, in order to achieve our strategic objectives:

1. Support young people to better manage conflict in their lives through increasing skill and knowledge
2. Improve confidence and skills in adults, parents and professionals to better support young people
3. Develop a place-based approach
4. Influencing policy practice and ideas
5. Invest in maintaining a culture of excellence.

Key priorities in 2021 will include:

- To expand our current programmes into new towns and regions, in particular building partnerships with Violence Reduction Units outside of London
- To deliver Leap's core programmes including: Improving Prospects, Leadership & Enterprise, Power Up!, Under our Roof and Rise Up
- To continue developing Leap's transitioning work with 'younger' young people, with a focus on supporting those transitioning from primary to secondary school
- To develop Covid-19 interim offerings for the secure estate
- To positively influence key decision makers across Government, Local Authorities and Violence Reduction Units, using the learning and insights from our work and working with young people
- To continue developing a culture of practice and coproduction across the organisation and involving young people to ensure their voices are heard and acted upon
- To raise Leap's profile through increased digital presence – including a complete revamp of our website and the launch of a new social media strategy
- To invest and support Leap's staff, trainers and young people to develop in their roles and build a culture of excellence.
- To continue improving Leap's high-quality monitoring and evaluation framework.

The main planned programmes of delivery in 2021 are as follows:

- 1) **Improving Prospects:** continued delivery of our community-based conflict resolution and personal development programme specifically designed for young people aged 15-21 in London who are facing significant conflict in their lives. We will also be extending the project to a younger age group within schools and alternative education settings and developing the offer through our progression routes function with an increased focus on employability.
- 2) **Leadership & Enterprise:** year four of a six-year whole-gangs-approach training and engagement programme in the London Boroughs of Lambeth and Southwark. The programme pioneers a "whole friendship group" approach to drive collective behaviour change, working with groups of young people to help them make positive changes in their lives.

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- 3) **Power Up!:** The distinct funding for this project came to an end in 2020 but we are continuing our work with young women as part of Leadership & Enterprise whilst we seek further funding during 2021.
- 4) **Under our Roof:** continue delivery on our two-year action research programme aimed at supporting young people in the care system, we will also be developing our plans and funding strategy to take this project to the next phase.
- 5) **Conflict Management Training:** delivery of targeted conflict management and self-leadership programmes with young people and adult practitioners in a variety of settings, including prisons, schools, and in the community.
- 6) **To develop Covid-19 interim offerings for the secure estate,** initially distributing reflective resource materials for prisoners in the absence of face-to-face training.

Structure, Governance and Management

Leap Confronting Conflict is a company limited by guarantee, a registered charity in England and Wales and in Scotland and is governed by its Memorandum and Articles of Association. Leap was founded by The Leavers - Quaker Community Arts Charity in 1987 and launched as an independent organisation on 1 January 1999. The names of the Trustees are set out on Page 3.

The directors of the company are also charity trustees for the purposes of charity law and, under the company's Articles, are known collectively as the Board of Trustees. Prospective trustees are recruited and interviewed, and under the requirements of the Memorandum and Articles of Association, elected by a simple majority of the Board of Trustees. Trustees serve for a period of three years, after which they may be re-elected for two further three-year terms.

Leap Confronting Conflict was established to advance education, particularly the personal and social education of young people, for the benefit of our communities. The governance of the charity is undertaken by its Board of Trustees, which meets quarterly and is responsible for overseeing the strategic direction and policy of the charity.

At the close of 2020 the Board had twelve members; they had access to advice on the progress of the work from the CEO, managers, individual project workers, and project advisory groups.

The Board of Trustees seeks to ensure that the needs of young people are appropriately reflected and represented. The Board includes members that have been beneficiaries of Leap's work and meets regularly with young users and young workers from its various projects. Since 2012, young people familiar with Leap's work have been full members of Leap's Board as Trustees to represent and support young people's views about the charity's priorities. Leap has been recognised across the sector for its involvement of young people throughout all facets of our work.

Governance, legal, financial, human resource and organisational skills along with criminal justice, youth and charity sectors and business experience are well represented on the Board of Trustees. In an effort to maintain this broad skill mix, the Board of Trustees periodically audits its skills and identifies gaps to be filled by recruitment.

The Secretary organises inductions for new trustees, who meet with the Chair, Board, Chief Executive and staff team to gain knowledge of the charity's work. The secretary provides an induction pack, with key information about the charity and its work. New trustees also attend Leap events and functions, and all trustees are required to complete safeguarding training.

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All trustees are encouraged to attend Leap training courses and participate in working groups, events and interview panels in order to familiarise themselves with the core values of the organisation and Leap's approach to conflict and conflict management. They attend an annual day with a focus on review or design of strategic plans. This gives an opportunity to work in mixed teams with staff, trainers and young volunteers. The board has an annual budget to cover recruitment costs, meeting costs and consultancy or training as required for its members.

The Trustees met six times in 2020, all facilitated remotely, to assist Leap in strategic management during the pandemic and monitor the delivery of business plans, oversee financial and risk management, and measure progress in capacity building, diversity, human resources and staff development. This was the first year of a new five-year strategy.

The Board's governance is supported by subcommittees, which comprise trustees, expert volunteers and members of the senior management team. These are the Impact Committee and the Risk, Audit & Governance Committee. During 2020 we also implemented a new Inclusion and Diversity Committee. All committees report and make recommendations to the Board.

The trustees are responsible for developing and overseeing the strategic direction of the charity and ensuring that best governance practice is in place. The trustees delegate the charity's operational management to the Chief Executive and Senior Management Team. In 2020, a team of 28 full-time equivalent, permanent staff with access to a flexible resource of more than 30 freelance specialist trainers delivered the direct programme work.

Ben Kernighan was appointed Chief Executive Officer in 2019. Operational responsibility and project delivery rests with him and the senior management team. The Director of Finance and Resources and the Finance and Administration Officer have responsibility for the day-to-day financial and administrative management of the organisation. All senior managers undertake line management and supervision of relevant staff and volunteers and ensure that the teams develop their skills and working practices in line with the organisation's values and best practice.

- Remuneration of all staff is set through the charity's Salary Policy, which was established in conjunction with a benchmarking exercise comparing pay scales across the sector. Leap has salary bands for different roles, and clear guidelines for possible inflationary and performance-related increases.

Volunteers at Leap

Leap engages a small number of volunteers who provide high level pro-bono advice in areas including fundraising and marketing.

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Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

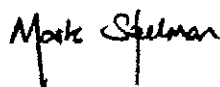
Exemption statement

The Trustees' Report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Auditors

Myrus Smith was re-appointed as the charitable company's auditors during the year and has expressed its willingness to continue in that capacity.

Approved by the Board of Trustees on 22nd April 2021 and signed on its behalf by



**Mark Spelman
Chair**

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF: LEAP CONFRONTING CONFLICT

Opinion

We have audited the financial statements of Leap Confronting Conflict (the 'charitable company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 December 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF: LEAP CONFRONTING CONFLICT

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- 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.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

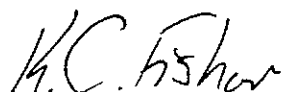
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF:
LEAP CONFRONTING CONFLICT**

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



Kevin Fisher BA FCA CTA (Senior Statutory Auditor)
For and on behalf of Myrus Smith
Chartered Accountants and Statutory Auditor

26 April 2021

Norman House
8 Burnell Road
Sutton, Surrey
SM1 4BW

LEAP CONFRONTING CONFLICT
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income and Expenditure Account)
For the year ended 31 December 2020

	Notes	2020 Unrestricted £	2020 Restricted £	2020 Total £	2019 Total £
Income and endowments from:					
Donations and legacies	2	1,225,699	-	1,225,699	1,039,221
Charitable activities	3	154,700	553,843	708,543	1,003,210
Investments	4	427	-	427	851
		<u>1,380,826</u>	<u>553,843</u>	<u>1,934,669</u>	<u>2,043,282</u>
Expenditure on:					
Raising funds	5	212,143	-	212,143	253,678
Charitable activities	6	893,460	675,284	1,568,744	1,781,963
		<u>1,105,603</u>	<u>675,284</u>	<u>1,780,887</u>	<u>2,035,641</u>
Net Income/ (Expenditure)	7	275,223	(121,441)	153,782	7,641
Transfer between funds		-	-	-	-
Net movement in funds		275,223	(121,441)	153,782	7,641
Total funds brought forward		450,625	325,871	776,496	768,855
Total funds carried forward	18	<u>725,848</u>	<u>204,430</u>	<u>930,278</u>	<u>776,496</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

The accompanying notes form part of these Financial Statements.

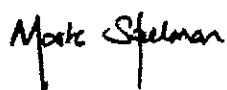
LEAP CONFRONTING CONFLICT
BALANCE SHEET
As at 31 December 2020

	Notes	2020		2019	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		27,562		42,403
CURRENT ASSETS					
Stock of publications		430		430	
Debtors	10	112,728		195,789	
Cash at bank		<u>892,296</u>		<u>632,397</u>	
		1,005,454		828,616	
CREDITORS					
Amounts falling due within one year	11	<u>(96,627)</u>		<u>(86,607)</u>	
NET CURRENT ASSETS			908,827		742,009
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>936,389</u>		<u>784,412</u>
CREDITORS					
Amounts falling due after more than one year	12		(6,111)		(7,916)
NET ASSETS	19		<u>930,278</u>		<u>776,496</u>
Represented by:					
Unrestricted Funds	18		725,848		450,625
Restricted Funds	18		<u>204,430</u>		<u>325,871</u>
			<u>930,278</u>		<u>776,496</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The accompanying notes form part of these Financial Statements

Approved by the Board of Trustees on 22 April 2021



Mark Spelman
Chair

LEAP CONFRONTING CONFLICT
CASH FLOW STATEMENT
For the year ended 31 December 2020

	2020 £	2019 £
Cash flows from operating activities		
Net income per statement of financial activities	153,782	7,641
Adjustments for:		
Depreciation charges	16,491	26,019
Interest receivable	(427)	(851)
(Increase) / decrease in stocks	-	414
Decrease in debtors	83,061	858
Increase / (decrease) in creditors	8,215	(160,424)
Net cash (used in) / provided by operating activities	261,122	210,221
Cash flows from investing activities		
Interest received	427	851
Purchase of tangible fixed assets	(1,650)	(49,584)
Net cash (used in) investing activities	(1,223)	(5,509)
Change in cash and cash equivalents in the year	259,899	(175,076)
Cash and cash equivalents brought forward	632,397	807,473
Cash and cash equivalents carried forward	<u>892,296</u>	<u>632,397</u>
 Analysis of cash and cash equivalents	 2020	 2019
	£	£
Cash at bank	<u>892,296</u>	<u>632,397</u>

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

1 ACCOUNTING POLICIES

a) Basis of accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) Company status

The charity is also a private company (no. 03628271), limited by guarantee, has no share capital and is registered in England and Wales. In the event of the company being wound up, each member is liable to contribute an amount not exceeding £1. The registered office of the company is given in the Reference and Administrative Details on page 3.

c) Stock

Stocks of publications are shown at the lower of cost or net realisable value.

d) Capital items & depreciation

Office equipment and fixtures and fittings costing more than £500 are capitalised and depreciated using the straight-line method over four years. Project assets that are fully grant funded are written off in the year of purchase.

e) Income

Items of income are recognised in the Statement of financial Activities (SOFA) when all of the following criteria are met:

- The charity is entitled to the funds;
- any performance conditions have been met;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Donations, legacies and grants are recognised when the charity has been notified of the amount and the settlement date in writing or, if earlier, when the funds are received. If there are conditions which require a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

In the case of multi-year grants, income is recognised in accordance with agreed budgets and specified or implied timeframes. Amounts received but which relate to future accounting periods are accounted for as deferred income. The aggregate of future grant instalments not yet received or accrued for is disclosed as a contingent asset.

Fees earned from the sale of training courses and publications are measured at the fair value of the consideration receivable. For training courses, a sale is recognised once a training course has been provided. For publications, a sale is recognised when the goods have been delivered to the customer.

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

f) Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as a cost against the associated expense heading.

Expenditure on raising funds includes those costs incurred on attracting donations and grant funding.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Expenditure is allocated under the principal categories of the SOFA on a basis designed to reflect the use of the resource. Direct costs relating to a particular activity are allocated directly, support costs are allocated on the basis of staff time.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

g) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

h) Operating leases

Rentals under operating leases are charged on a straight-line basis over the term of the lease or until the next review date if earlier.

i) Pension costs

The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the SOFA in the year to which they relate.

2 INCOME FROM DONATIONS AND LEGACIES	2020	2019
	£	£
Core support grants	955,635	635,500
Donations	240,064	356,780
Legacies	30,000	46,941
	<u>1,225,699</u>	<u>1,039,221</u>

The charity received government support through the Coronavirus Job Retention Scheme which is accounted for on an accruals basis.

Income from donations and legacies is comprised entirely of unrestricted funds in 2020 and 2019.

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

3 INCOME FROM CHARITABLE ACTIVITIES	2020	2019
	£	£
Sales of Training and Publications	154,700	282,484
Grants		
Improving Prospects	180,624	231,502
Leadership & Enterprise	160,333	94,166
Rise Up	48,062	-
Power Up!	-	57,464
Under Our Roof	41,000	226,490
Fear & Fashion	12,000	20,000
Expert Advice and Support Fund	27,632	31,104
Evaluation Capacity Fund	-	15,000
Delivery Capacity Fund	150	20,000
Zeta Global	5,000	-
My Best Life	4,360	-
Digital Development	74,682	-
Capacity Building Fund	-	15,000
Programmatic Support Fund	-	10,000
	<u>708,543</u>	<u>1,003,210</u>

Of the £708,543 recognised in 2020 (2019: £1,003,210), £553,843 was restricted funds (2019: £720,726) and £154,700 (2019: £282,484) unrestricted funds.

4 INCOME FROM INVESTMENT	2020	2019
	£	£
Bank interest	<u>427</u>	<u>851</u>
	<u>427</u>	<u>851</u>

Income from investments is comprised entirely of unrestricted funds in 2020 and 2019.

5 EXPENDITURE ON RAISING FUNDS	2020	2020	2020	2019
	Direct	Support	Total	Total
	Costs	Costs		
	£	£	£	£
Staff costs	151,279	24,781	176,060	198,411
Events & development	<u>4,952</u>	<u>31,131</u>	<u>36,083</u>	<u>55,267</u>
	<u>156,231</u>	<u>55,912</u>	<u>212,143</u>	<u>253,678</u>

Expenditure on raising funds is comprised entirely of unrestricted funds in 2020 and 2019.

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

6 EXPENDITURE ON CHARITABLE ACTIVITIES	2020	2020	2020	2019
	Direct	Support	Total	Total
	Costs	Costs		
	£	£	£	£
Analysed by activity:				
Improving Prospects	272,708	74,796	347,504	395,041
Leadership & Enterprise	226,334	67,903	294,237	342,033
Rise Up	45,477	12,803	58,280	97,551
Under Our Roof	162,451	40,574	203,025	229,094
Power Up!	68,051	14,928	82,979	65,724
Conflict Management Programmes	263,947	74,616	338,563	456,229
Fear & Fashion	26,894	8,034	34,928	19,300
Programme Development	174,562	34,666	209,228	176,991
	<u>1,240,424</u>	<u>328,320</u>	<u>1,568,744</u>	<u>1,781,963</u>
Analysed by nature:			2020	2019
			£	£
Direct Costs				
Delivery staff salaries			916,523	887,858
Trainer fees			182,727	254,210
Other delivery costs			29,647	45,629
Curriculum & evaluation development			71,382	99,240
Policy, events and reports			7,295	37,074
Recruitment, HR and staff training			25,275	55,470
Consultancy fees			7,575	16,103
			<u>1,240,424</u>	<u>1,395,584</u>
Support Costs				
Premises costs			88,368	103,753
Office Expansion & IT Upgrade			-	37,829
Office & IT costs			71,694	70,997
Core staff salaries			135,150	142,341
Governance				
Staff costs			20,584	17,592
Audit fees			4,020	4,635
Trustees' expenses, inc. recruitment & strategy development			8,504	4,486
			<u>328,320</u>	<u>386,379</u>
			<u>1,568,744</u>	<u>1,781,963</u>

Of the £1,568,744 expenditure in 2020 (2019: £1,781,963), £675,284 was restricted funds (2019: £751,120) and £893,460 was unrestricted funds (2019: £1,030,843).

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

7 NET INCOME

	2020	2019
	£	£
This is stated after charging:		
Depreciation	16,491	26,019
Audit fees	4,440	4,635
Operating lease rentals	<u>72,984</u>	<u>76,674</u>

8 TOTAL STAFF COSTS

	2020	2019
	£	£
Salaries	1,079,162	1,078,702
Employer's National Insurance	106,029	98,737
Employer's Pension Costs	65,827	60,886
Pension Deficit Costs	-	-
Recruitment, Training and Travel	25,790	49,452
Temps and Agency Staff	-	10,981
	<u>1,276,808</u>	<u>1,298,758</u>

Details of employees who received total employee benefits (excluding employer pension costs) in excess of £60,000 are as follows:

	2020	2019
	No.	No.
£70,000 - £80,000	-	-
£80,000 - £90,000	<u>1</u>	<u>1</u>

	2020	2019
	No.	No.
The number of staff (full-time equivalent) during the year		
Charitable Activities	20.6	21.9
Fundraising and publicity	2.7	3.0
Support	<u>4.9</u>	<u>5.1</u>
	<u>28.2</u>	<u>30.0</u>

	2020	2019
	No.	No.
Average monthly number of staff	<u>32</u>	<u>33</u>

	2020	2019
	£	£
Total employee benefits* of key management personnel	<u>97,008</u>	<u>99,669</u>

*employee benefits are comprised of gross pay, employer NI and employer pension contributions.

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

9 FIXED ASSETS

Fixtures, fittings and equipment

	2020	2019
	£	£
<u>Cost</u>		
At 1 January 2020	115,229	65,645
Additions in year	1,650	49,584
At 31 December 2020	<u>116,879</u>	<u>115,229</u>
<u>Depreciation</u>		
At 1 January 2020	72,826	46,807
Charge for the year	16,491	26,019
At 31 December 2020	<u>89,317</u>	<u>72,826</u>
Net book values at 31 December 2020 & 2019	<u>27,562</u>	<u>42,403</u>

10 DEBTORS

	2020	2019
	£	£
Trade debtors	11,000	30,482
Prepayments & other debtors	41,234	56,164
Accrued income	60,494	109,143
	<u>112,728</u>	<u>195,789</u>

11 CREDITORS: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	23,733	25,735
Deferred income	20,000	5,945
Accrued expenses	11,683	15,911
Payroll creditors	29,773	39,016
Other creditors	11,438	-
	<u>96,627</u>	<u>86,607</u>

Deferred income relates to grants and donations received in advance of the next financial year and invoiced sales of training, the delivery of which takes place in the next financial year. An analysis of movements is shown below:

Deferred income

	2020
	£
Opening deferred income	5,945
Amounts deferred in the year	20,000
Released to income	(5,945)
	<u>20,000</u>

12 CREDITORS: Amounts falling due after one year

	2020	2019
	£	£
Pension liability (refer to note 14)	<u>6,111</u>	<u>7,916</u>

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 December 2020

13 OPERATING LEASE - MINIMUM LEASE PAYMENTS	2020 £	2019 £
Minimum lease payments due:		
Within 1 year	46,530	67,134
Between 2 and 5 years	129,267	25,567
Total minimum lease payments	175,797	92,701

14 CONTINGENT LIABILITIES

Website Services Agreement

In 2020 the charity entered into a website services agreement with a software provider to develop our website. The project will end in 2021 for which the charity is contracted to pay £12,500 on completion.

The Pension Trust – The Growth Plan

The charity participates in the above multi-employer pension scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This actuarial valuation showed assets of £795m, liabilities of £926m and a deficit of £131m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid to the scheme as follows:

From 1 April 2019 to 31 January 2025, £11.24m per annum (payable monthly and increasing by 3% each on 1st April). The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

The charity's share of the recovery plan contributions amounts to £1,757 per annum, increasing by 3% each year up to 31 January 2025.

The full amount of the contributions due under the original recovery plan which commenced in April 2013 totalling £11,741, was recognised as an expense in the year ended 31 December 2013. The recovery plan was subsequently amended with effect from 1 April 2016 and this resulted in an additional liability of £4,581 which was recognised as an expense in the year ended 31 December 2016.

As a result of the most recent change to the recovery plan, effective from 1 April 2019, an additional liability of £1,670 was recognised as an expense in the year ended 31 December 2018.

The estimated debt on withdrawal from the scheme is £55,521 (effective date September 2019).

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

15 CONTINGENT ASSETS - GRANT FUNDING

	2020 £	2019 £
Total grant funding awarded but not recognised as income as at 31 December 2020 & 2019	<u>890,110</u>	<u>1,785,390</u>

16 RELATED PARTIES TRANSACTIONS

No trustee received remuneration for their trusteeship in 2020 or 2019. There was no reimbursement of travel and subsistence to trustees in 2020. Travel and subsistence expenses of £73.60 were reimbursed to one trustee in 2019. Training fees of £400 were paid to Chantal Chang (trustee) in 2019 as permitted by the charity's governing document.

	2020 £	2019 £
Unrestricted donations from related parties	<u>15,885</u>	<u>22,232</u>

17 TAXATION

No Corporation Tax has been provided in these financial statements because the company, a registered charity, is within the exemption granted by Part 11 of the Corporation Tax Act, 2010.

18 FUNDS STATEMENT

	01-Jan 2020 £	Income £	Expenditure £	31-Dec 2020 £
RESTRICTED FUNDS				
Improving Prospects	28,802	180,624	134,419	75,007
Leadership & Enterprise	59,633	160,333	162,587	57,379
Rise Up	-	48,062	25,406	22,656
Power Up!	52,118	-	52,118	-
Under Our Roof	136,009	41,000	155,323	21,686
Fear & Fashion	16,537	12,000	12,010	16,527
Expert Advice and Support Fund	-	27,632	27,632	-
Evaluation Capacity Fund	3,750	-	3,750	-
Co-production Support	17,772	150	17,922	-
Zeta Global	-	5,000	-	5,000
My Best Life	-	4,360	4,360	-
Digital Development	-	74,682	74,682	-
Capacity Building Fund	11,250	-	5,075	6,175
Total Restricted Funds	<u>325,871</u>	<u>553,843</u>	<u>675,284</u>	<u>204,430</u>
UNRESTRICTED FUNDS				
General fund	450,625	1,380,826	1,105,603	724,848
Total Unrestricted Funds	<u>450,625</u>	<u>1,380,826</u>	<u>1,105,603</u>	<u>724,848</u>
Total Project Funds	<u>776,496</u>	<u>1,934,669</u>	<u>1,780,887</u>	<u>930,278</u>

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

18 FUNDS STATEMENT / Cont.

Comparative information for the movement in funds is as follows:

	01-Jan 2019 £	Income £	Expenditure £	31-Dec 2019 £
RESTRICTED FUNDS				
Improving Prospects	29,685	231,502	232,385	28,802
Leadership & Enterprise	148,293	94,166	182,826	59,633
Peaceful Prisons Project	43,107	-	43,107	-
Power Up!	36,533	57,464	41,879	52,118
Under Our Roof	78,033	226,490	168,514	136,009
Fear & Fashion	-	20,000	3,463	16,537
Expert Advice and Support Fund	-	31,104	31,104	-
Evaluation Capacity Fund	3,750	15,000	15,000	3,750
Co-production Support	14,863	20,000	17,091	17,772
Digital Development	2,001	-	2,001	-
Capacity Building Fund	-	15,000	3,750	11,250
Programmatic Support Fund	-	10,000	10,000	-
Total Restricted Funds	356,265	720,726	751,120	325,871
UNRESTRICTED FUNDS				
General fund	412,590	1,322,556	1,284,521	450,625
Total Unrestricted Funds	412,590	1,322,556	1,284,521	450,625
Total Project Funds	768,855	2,043,282	2,035,641	776,496

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

19 ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

	2020 Unrestricted £	2020 Restricted £	2020 Total £
Fixed Assets			
Tangible fixed assets	<u>27,562</u>	<u>-</u>	<u>27,562</u>
Current Assets			
Stock	430	-	430
Debtors	93,965	18,763	112,728
Cash and bank	<u>677,802</u>	<u>214,494</u>	<u>892,296</u>
	<u>772,197</u>	<u>233,257</u>	<u>1,005,454</u>
Liabilities			
Creditors falling due within one year	67,800	28,827	96,627
Creditors falling due after one year	<u>6,111</u>	<u>-</u>	<u>6,111</u>
	<u>73,911</u>	<u>28,827</u>	<u>102,738</u>
Net assets	<u>724,848</u>	<u>204,430</u>	<u>930,278</u>

Comparative information for the net assets and liabilities between funds is as follows:

	2019 Unrestricted £	2019 Restricted £	2019 Total £
Fixed Assets			
Tangible fixed assets	<u>42,403</u>	<u>-</u>	<u>42,403</u>
Current Assets			
Stock	430	-	430
Debtors	151,634	44,155	195,789
Cash and bank	<u>323,416</u>	<u>308,981</u>	<u>632,397</u>
	<u>475,480</u>	<u>353,136</u>	<u>828,616</u>
Liabilities			
Creditors falling due within one year	59,342	27,265	86,607
Creditors falling due after one year	<u>7,916</u>	<u>-</u>	<u>7,916</u>
	<u>67,258</u>	<u>27,265</u>	<u>94,523</u>
Net assets	<u>450,625</u>	<u>325,871</u>	<u>776,496</u>

LEAP CONFRONTING CONFLICT

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

21 SUPPORTERS & DONORS

We are grateful for the positive response and flexibility we received to help our organisation face the pandemic. This played vital role in ensuring Leap could direct support where it was most urgently needed and adapt our programmes to support young people.

Everyone involved in all of Leap Confronting Conflict's projects would like to thank all those who have supported our work in 2020, including many individuals and the following organisations.

29th May 1961 Charitable Trust
Anonymous Donor Trust
Battersea Power Station Foundation
BBC Children in Need
Berkeley Foundation
Blagrove Trust
Bloomberg
CB & HH Taylor 1984 Trust
Charles Hayward Foundation
Chesterhill Charitable Trust
CHK Foundation
City Bridge Trust
Clothworkers' Foundation
Esmée Fairbairn Foundation
Expat Foundation
Fidelity Foundation UK
Home Office
J.E. Hawes Charitable Trust
John Armitage Charitable Trust
John Laing Charitable Trust
Kurt and Magda Stern Foundation
London Borough of Camden
London Quaker Service Trust
National Lottery Community Fund
Oliver Morland Trust
Paul Hamlyn Foundation
Porticus UK
Progress Foundation
Rayne Foundation
Sherborne in the Community
Stone Family Foundation
Tony & Sheelagh Williams Foundation
Treebeard Trust
Tuixen Foundation
Utley Foundation

