



Leap Confronting Conflict

**Report and Financial Statements
For the year ended
31 December 2022**

**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 2022**

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**LEAP CONFRONTING CONFLICT
TRUSTEES' REPORT
For the year ended 31 December 2022**

The Board of Trustees presents its report and the audited financial statements for the year ended 31 December 2022.

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 – Resigned December 2022
Rachel Sandby-Thomas	Vice Chair – Resigned December 2022
Debbie Beaven	Treasurer
Chantal Chang	Resigned July 2022
Reece Dopson	
Kanchan Jadeja	
Aaron Jean-Baptiste	
Deborah O'Neill	
Ashish Prashar	
Jan Levy	
Nina Ma	

Company Secretary

Ruth Chapple

Chief Executive (Key Management Personnel)

Ben Kernighan (until May 2022)
Gabin Sinclair-Constance (from July 2022)
Tracey Fletcher (from July 2023)

Senior Management Team

Stephanie Papapavlou (resigned October 2022)
Ruth Chapple
Gabin Sinclair-Constance (until June 2022)
Lydie Saint-Marc Powell (resigned December 2022)
Kayleigh Thornton (appointed December 2022)
Laurena Robinson (appointed December 2022)

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

**LEAP CONFRONTING CONFLICT
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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, impactful, high-quality training and support programmes which enable young people and the adults in their lives to navigate conflict effectively.

Leap's objective is to work with young people to help them to navigate conflict effectively, to improve relationship and communications skills, build self-esteem and self-confidence and improve social and emotional wellbeing. Leap works with adults supporting young people to enable them to approach working with young people in conflict with enhanced empathy, self-reflection and connection. 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 for young people to enable them to navigate conflict effectively, foster healthy relationships, make positive decisions and inspire self-growth.
2. The delivery of training and consultancy programmes to adult practitioners who work with young people to increase their confidence and skills in managing youth conflict and developing the emotional wellbeing, resilience, 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.

As a charity, our business model relies on donations to fund the delivery of high-quality programmes, which are evaluated both internally and externally together with external accredited qualifications.

To measure success the charity monitors the number of young people and adults trained and benchmarks those figures against targets set in the operational plan at the beginning of the year. The charity also monitors and measures qualitative changes in participants using their "Theory of Change" and "Journey of Change" evaluation tools.

In 2022, Leap's main delivery programmes were:

- **Improving Prospects:** a community-based conflict navigation 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
- **Under our Roof:** a programme that supports young people in care and their carers to navigate 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 develop London's youth sector leaders
- **Progression Routes:** a tailored 1:1 programme supporting young people to achieve their goals and access employment and training opportunities.

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Achievements and Performance

Throughout 2022, Leap continued the delivery of its core programmes: Improving Prospects, Leadership and Enterprise and Under our Roof; delivering a total of 516 training sessions throughout the year.

A total of 1,382 young people engaged with our programmes in 2022, and of those, 515 young people completed our programmes; a significant 165% increase on 2021. It also marked a return to predominantly face to face training further to the move to virtual engagement during the disruption of the pandemic.

A further 205 adults completed Leap training. This includes adult practitioners working with young people and adult professionals working across different sectors to develop self-awareness and tools to deescalate and manage conflict in the workplace including continued work with prison officers.

Key achievements in 2022:

Under our Roof engaged 108 adults and young people through its training sessions and co-production initiatives including the podcast group, and partnership with Playing On to launch Raising the Roof, a live production where care experienced young people were able to showcase their real life lived experience through performance in October at the Omnibus Theatre (and within the performance space, we were able to incorporate Leap's conflict tools to a live audience). Under our Roof celebrated several achievements including the adoption of online platforms to ensure that young people who would not have previously engaged in 'in-person' social settings were able to be included in the programme. Furthermore, during Care Leavers Week, participants from Raising the Roof also took part in a filming production at Lewisham College highlighting issues that young people in care face.

Leadership & Enterprise supported 94 young people, a 21% increase from 2021. L&E has also been leading the Tulse Hill consortium; partnering with a range of organisations across Southwark and Lambeth to engage with local young people. With the continued funding from National Lottery Community Fund, L&E will continue to impact a further 600 young people over the next 3 years.

Improving Prospects, Leap's longest running programme impacted 260 young people through school partnerships. The young people have had very positive things to say about the leadership courses:

'The games helped me become more patient and better at communicating'

'My attitude and how I present myself and not judge others so quickly'

'I benefitted from being able to reveal what my thoughts were and being heard'

Take the Leap supported 255 young people, and as a result of completing the summer programme:

- 1 in 3 young people had an increased comfort in going to secondary school
- 1 in 5 had an increase in self-confidence
- 1 in 3 had an increased confidence in making friends
- 1 in 4 felt equipped with the tools and strategies to support themselves in stressful situations

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Organisational Development

There have been a number of changes in the leadership since 2022 as we responded to cultural challenges and a need for us to strengthen our core leadership capabilities and behaviours. Following Ben Kernighan's departure in 2022, Gabin Sinclair-Constance was promoted from Director of London Programmes to Chief Executive in June 2022, a post he held until June 2023. We are now seeking to appoint a CEO who will lead the organisation to its full potential in delivering increased impact to the communities and individuals Leap supports. An interim CEO has been appointed to review the organisational design, support our continued fundraising and to secure effective delivery of our programmes through a cohesive and capable senior management team.

In November 2022, Leap appointed Laurena Robinson as Director of Income and External Affairs, and Kayleigh Thornton joined as Director of Delivery in December. These appointments completed the senior leadership team and started a process of review and recommendation for change to implement efficiencies and processes and achieve greater impact through 2023 and into next year. As we move towards our 40th birthday we will be refreshing our strategy, adapting to be more relevant and known, to ensure long term sustainability and impact.

The economic conditions have challenged the team to be creative in exploring new opportunities for income generation. We recognise some funders and individuals have withdrawn or reduced funding so we have used this opportunity to revisit lapsed funders and to be candid with loyal and prospect supporters about the impact of the current financial pressures.

Leap continued to work with The Social Business Trust to develop its social enterprise model and develop a new core narrative, better adapted to its new brand and business model.

The Paul Hamlyn Foundation sponsored the return of the Leap pledge dinner which also marked a close to their long-term support as they seek to expand their support to other grantees next year. The dinner was a success in raising over £45,000 and securing a grant of £35,000 from a new corporate foundation.

Development of Leap's profile and influence

Leap strengthened its profile across parts of London where dedicated teams have been leading our key programmes. We have been particularly present in Lambeth, Southwark and Islington where we have been able to develop hyper local partnerships addressing local priorities and needs. This has also allowed us to gain greater trust and respect from the local community partners which in turn strengthens our position with young people and the communities.

We delivered a second podcast series of Let's Talk Conflict and we plan to expand on more youth led opportunities such as podcasts in 2023.

The charity is looking to strengthen its social media presence in 2023 with the appointment of a dedicated communications team member. The aim is to look ahead to opportunities for raised profile which will come with Leap's 40th anniversary in 2027.

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Performance of fundraising activities

In 2022, Leap achieved a total income of just over £1,511,809 a decrease of 10% from 2021. The search for a new Chief Executive limited the focus on fundraising activities in the first half of 2022. Cultural challenges and a number of personnel changes coupled with a challenging economic environment meant fundraising didn't perform as well as expected for the year.

Leap was able to celebrate some significant funding wins towards the end of the year such as a 3-year grant from National Lottery Community Fund, and the team are positive about the pipeline of funding opportunities available in 2023. Although the charity predominantly still relied on significant grants from trusts and foundations as our greatest source of income, in order to work towards greater financial sustainability, the team also:

- Researched and applied to varying levels of grant funders (to divert focus from high value, high risk funders, increase probability of success and build new relationships with new funders)
- Developed the online presence to attract new supporters such as those who may partake in challenge events via the 'Get involved' section on our website
- Took part in The Big Give Christmas Challenge for the second year– a national campaign aimed at securing new individual donors. This raised £51,530 plus gift aid (an increase of over 50% on 2021).
- Continued to work with Social Business Trust and pro-bono support from EY to develop the professional training offer to corporates and adult practitioners working with young people as an income stream which has huge potential for Leap.

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.

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TRUSTEES' REPORT
For the year ended 31 December 2022**

Plans for Future Periods

Our Board has agreed the following key priorities for 2023:

- To continue delivering and developing our existing programmes, working with young people who have been challenged by conflict situations and supporting adults who interact with them. As part of this, we plan to expand on our partnerships across London to create new referral pathways for young people via partners who align with Leap's values and mission.
- To create more direct engagement with young people. As such, we have developed a pathway for self-referrals for young people who have completed our programmes in their community or in-school and want to continue their self-development.
- To be the expert voice in conflict navigation for young people. To achieve this, we are building our brand profile through greater online presence and communicating the partnerships we have secured (such as National Lottery Community Fund), and the work we do which brings enormous credibility. We are also investing in strategic advertising and event attendance at the likes of The Health and Wellbeing at Work exhibition at NEC Birmingham to raise our public profile and engagement.
- To consider how we adapt our brand and 'core narrative' to be more attractive to young people to approach us directly (self-refer). We have been fortunate to receive pro-bono support from Interbrand, a highly regarded brand agency to produce a potential new visual identity for Leap which would be more representative of Leap as a youth focused charity. We will continue to apply research and testing throughout 2023 to consider a brand refresh in 2024.
- To create a culture for young people to be involved in, influence and co-create opportunities. Further to an external review to understand our strengths and areas of improvement on co-production, we are committed to invite co-production across all elements of delivery at Leap. We will re-launch our Youth Ambassadors Programme and Youth Involvement Group to engage young people to support our strategic direction, how we develop existing and new programmes, inform our decisions on the likes of brand refresh and senior appointments at Leap, and explore opportunities to be trained and work with us as trainers to impact the next gen of young people attending Leap programmes.
- To make sure we maintain strong organisational health with priority on achieving financial stability and a sustainable income model by diversifying existing income streams. Diversification will be focused on corporate partnerships and foundations, committee led philanthropy and community support particularly exploring our Quaker heritage. There is also greater potential in grants and statutory income with more dedicated resource. It is also about having a culture where the Leap community (our staff, freelance trainers and young people) feels valued and supported.

The Board is mindful of the ongoing economic challenges that have resulted in a "cost of living" crisis in the UK. Leap is encouraged at the regard from some funders to offer a cost of living uplift on existing grants, however, the impact of the crisis on Leap will continue to be closely assessed regularly to ensure the long-term sustainability of the charity in order that it can deliver on its objectives.

**LEAP CONFRONTING CONFLICT
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Financial Review

Overview of Financial Position

Income remained a challenge for Leap in 2022. The funding environment is challenging for the whole sector and Leap's income reduced by 10% to £1,511,809. Net expenditure (deficit) in 2022 was £205,595 compared to 2021 net deficit of £77,116. The Board accepted the deficit in 2022 but has tasked the incoming management team to set a budget for surplus in 2023.

Total income of £1.51m in 2022 represents a decrease of £177,873 from 2021. Total restricted income was £734,198 (2021: £776,748). Total unrestricted income was £777,611 (2021: £1.38m). The charity received unrestricted grants, donations and legacies totalling £626,929 (2021: £805,595). Sales and fees amounted to £149,556 (2021: £107,287).

The Balance Sheet at 31 December 2022 showed cash balances of £546,668 (2021: £757,558) and net assets of £647,568 (2021: £853,162). This is represented by unrestricted funds amounting to £412,916 (2021: £619,053) and restricted funds of £234,651 (2021: £203,715).

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 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 2022, the charity's free reserves (excluding fixed assets) of £401,054 is below this target amounting to 2.45 months expenditure and £50,000 in addition. The trustees will be aiming to rebuild these to the target level over the coming two years.

Risk Management

Policies and procedures are in place to manage the charity's risks. 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 2022 no serious safeguarding issues arose.

The recruitment of a new CEO in 2022, and a change of other member of the senior management team later in the year have bought a period of change to Leap. The new team is undertaking a full review of our delivery and income strategies to ensure we maximise the number of young people we support whilst reducing the cost per head of delivery.

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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TRUSTEES' REPORT
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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 Leaveners - 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 2022 the Board had nine 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.

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 2022, 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.

The Board's governance is supported by subcommittees, which comprise trustees, expert volunteers and members of the senior management team. These are the Impact & Co-production Committee, Inclusion & Diversity Committee Safer Leap and the Risk, Audit & Governance Committee.

**LEAP CONFRONTING CONFLICT
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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 2022, a team of 23 full-time equivalent, permanent staff with access to a flexible resource of more than 30 freelance specialist trainers delivered the direct programme work.

The Trustees had regular oversight with the Senior Management Team throughout the changes in CEO and took assurance from their ability to work together to ensure continuity of fundraising and delivery in support of the purpose of the charity throughout some challenges periods.

The Director of Finance and Resources and the Senior Finance 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.

**LEAP CONFRONTING CONFLICT
TRUSTEES' REPORT
For the year ended 31 December 2022**

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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

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

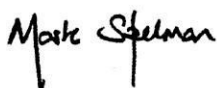
Exemption statement

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 13 July 2023 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 2022 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 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

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

13 July 2023

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 2022

	Notes	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Total £
Income and endowments from:					
Donations and legacies	2	626,929	-	626,929	805,595
Charitable activities	3	149,556	734,198	883,754	884,035
Investments	4	1,126	-	1,126	52
		<u>777,611</u>	<u>734,198</u>	<u>1,511,809</u>	<u>1,689,682</u>
Expenditure on:					
Raising funds	5	241,106	-	241,106	223,326
Charitable activities	6	773,036	703,262	1,476,298	1,543,472
		<u>1,014,142</u>	<u>703,262</u>	<u>1,717,404</u>	<u>1,766,798</u>
Net Income/ (Expenditure)	7	(236,531)	30,936	(205,595)	(77,116)
Transfer between funds		-	-	-	-
Net movement in funds		(236,531)	30,936	(205,595)	(77,116)
Total funds brought forward		649,447	203,715	853,162	930,278
Total funds carried forward	18	<u>412,916</u>	<u>234,651</u>	<u>647,567</u>	<u>853,162</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 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		11,862		30,395
CURRENT ASSETS					
Stock of publications		-		-	
Debtors	10	168,041		155,857	
Cash at bank		<u>546,668</u>		<u>757,558</u>	
		714,709		913,415	
CREDITORS					
Amounts falling due within one year	11	<u>(76,084)</u>		<u>(86,093)</u>	
NET CURRENT ASSETS			638,625		827,322
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>650,487</u>		<u>857,717</u>
CREDITORS					
Amounts falling due after more than one year	12		(2,920)		(4,555)
NET ASSETS	19		<u><u>647,567</u></u>		<u><u>853,162</u></u>
Represented by:					
Unrestricted Funds	18		412,916		649,447
Restricted Funds	18		<u>234,651</u>		<u>203,715</u>
			<u><u>647,567</u></u>		<u><u>853,162</u></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 13 July 2023.



Mark Spelman
Chair

LEAP CONFRONTING CONFLICT
CASH FLOW STATEMENT
For the year ended 31 December 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net income per statement of financial activities	(205,595)	(77,116)
Adjustments for:		
Depreciation charges	18,533	20,066
Interest receivable	(1,126)	(52)
Decrease in stocks	-	430
(Increase)/decrease in debtors	(12,184)	(43,128)
Decrease/increase in creditors	(11,644)	(12,090)
Net cash (used in) / provided by operating activities	(212,016)	(111,890)
Cash flows from investing activities		
Interest received	1,126	52
Purchase of tangible fixed assets	-	(22,900)
Net cash (used in) investing activities	1,126	(22,848)
Change in cash and cash equivalents in the year	(210,890)	(134,738)
Cash and cash equivalents brought forward	757,558	892,296
Cash and cash equivalents carried forward	<u>546,668</u>	<u>757,558</u>
Analysis of cash and cash equivalents	2022	2021
		£
Cash at bank	<u>546,668</u>	<u>757,558</u>

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

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 2022

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	2022	2021
	£	£
Core support grants	402,950	563,678
Donations	223,979	241,917
Legacies	-	-
	<u>626,929</u>	<u>805,595</u>

Income from donations and legacies is comprised entirely of unrestricted funds in 2022 and 2021.

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

3 INCOME FROM CHARITABLE ACTIVITIES	2022	2021
	£	£
Sales of Training and Publications	149,556	107,287
Grants		
Improving Prospects	170,000	162,566
Leadership & Enterprise	181,833	200,811
Rise Up	115,214	120,565
Under Our Roof	125,350	125,000
Take the Leap	50,000	50,000
Progression Routes	-	40,015
Co-production Support	23,000	23,000
Leap Growth and Development	68,801	400
Expert Advice	-	54,391
	<u>883,754</u>	<u>884,035</u>

Of the £883,754 recognised in 2022 (2021: £884,035), £734,198 was restricted funds (2021 £776,748) and £149,556 (2021: £107,287) unrestricted funds.

Income from investments is comprised entirely of unrestricted funds in 2022 and 2021.

5 EXPENDITURE ON RAISING FUNDS	2022	2022	2022	2021
	Direct	Support	Total	
	Costs	Costs	Total	Total
	£	£	£	£
Staff costs	193,857	12,768	206,625	178,813
Events & development	16,002	18,479	34,481	44,513
	<u>209,859</u>	<u>31,247</u>	<u>241,106</u>	<u>223,326</u>

Expenditure on raising funds is comprised entirely of unrestricted funds in 2022 and 2021.

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

6 EXPENDITURE ON CHARITABLE ACTIVITIES	2022	2022	2022	2021
	Direct	Support	Total	Total
	Costs	Costs	£	£
	£	£		
Analysed by activity:				
Improving Prospects	241,661	56,131	297,792	385,191
Leadership & Enterprise	254,142	49,586	303,728	263,976
Rise Up	111,116	33,180	144,296	174,383
Under Our Roof	147,817	38,540	186,357	207,200
Take the Leap	95,118	27,493	122,611	61,943
Conflict Management Programmes	214,806	45,826	260,632	245,221
Fear & Fashion	-	-	-	64,577
Progression Routes	38,271	18,146	56,417	33,225
Programme Development	86,644	17,821	104,465	107,756
	<u>1,189,575</u>	<u>286,723</u>	<u>1,476,298</u>	<u>1,543,472</u>
Analysed by nature:				
			2022	2021
			£	£
Direct Costs				
Delivery staff salaries			730,618	857,367
Trainer fees			194,845	153,042
Other delivery costs			112,237	114,745
Curriculum & evaluation development			15,942	29,020
Policy, events and reports			37,274	42,576
Recruitment, HR and staff training			72,902	34,455
Consultancy fees			25,757	19,114
			<u>1,189,575</u>	<u>1,250,319</u>
Support Costs				
Premises costs			102,594	66,181
Office & IT costs			63,720	77,774
Core staff salaries			100,480	124,206
Governance				
Staff costs			14,430	18,623
Audit fees			4,680	4,560
Trustees' expenses, inc. recruitment & strategy development			819	4,486
			<u>286,723</u>	<u>293,153</u>
			<u>1,476,298</u>	<u>1,543,472</u>

Of the £1,476,298 expenditure in 2022 (2021: £1,543,472), £703,262 was restricted funds (2021: £777,463) and £773,036 was unrestricted funds (2021: £766,009).

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

7 NET INCOME

	2022	2021
	£	£
This is stated after charging:		
Depreciation	18,631	20,066
Audit fees	4,680	4,560
Operating lease rentals	<u>51,707</u>	<u>46,530</u>

8 TOTAL STAFF COSTS

	2022	2021
	£	£
Salaries	903,387	1,021,951
Employer's National Insurance	91,811	99,604
Employer's Pension Costs	56,954	60,789
Pension Deficit Costs	-	-
Recruitment, Training and Travel	76,979	41,628
Temps and Agency Staff	-	-
	<u>1,129,131</u>	<u>1,223,972</u>

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

	2022	2021
	No.	No.
£60,000 - £70,000	1	-
£70,000 - £80,000	-	-
£80,000 - £90,000	<u>-</u>	<u>1</u>

The number of staff (full-time equivalent) during the year

	2022	2021
	No.	No.
Charitable Activities	16.0	18.0
Fundraising and publicity	4.0	5.0
Support	3.0	5.0
	<u>23.0</u>	<u>28.0</u>

Average monthly number of staff

	2022	2021
	No.	No.
	<u>34</u>	<u>33</u>

Total employee benefits* of key management personnel

	2022	2021
	£	£
	<u>118,981</u>	<u>85,766</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 2022

9 FIXED ASSETS

Fixtures, fittings and equipment

	2022	2021
	£	£
Cost		
At 1 January 2022	139,778	116,879
Additions in year	-	22,899
At 31 December 2022	139,778	139,778
Depreciation		
At 1 January 2022	109,383	89,317
Charge for the year	18,533	20,066
At 31 December 2022	127,916	109,383
Net book values at 31 December 2022 & 2021	11,862	30,395

10 DEBTORS

	2022	2021
	£	£
Trade debtors	76,411	10,135
Staff loans	-	958
Prepayments & other debtors	42,155	41,530
Accrued income	49,475	103,234
	168,041	155,857

11 CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	34,853	41,480
Deferred Income	2,321	6,715
Accrued expenses	7,240	5,247
Payroll creditors	31,670	32,651
Other creditors	-	-
	76,084	86,093

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

	2022
	£
Opening deferred income	6,715
Amounts deferred in the year	2,321
Released to income	6,715
	2,321

12 CREDITORS: Amounts falling due after one year

	2022	2021
	£	£
Pension liability (refer to note 14)	2,920	4,555

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

13 OPERATING LEASE - MINIMUM LEASE PAYMENTS

	2022	2021
	£	£
Minimum lease payments due:		
Within 1 year	51,707	44,964
Between 2 and 5 years	-	77,560
Total minimum lease payments	<u>51,707</u>	<u>122,524</u>

14 CONTINGENT LIABILITIES

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 £27,885 (effective date September 2021).

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

15 CONTINGENT ASSETS - GRANT FUNDING

	2022	2021
	£	£
Total grant funding awarded but not recognised as income as at 31 December 2022 & 2021	<u>1,164,000</u>	<u>1,197,667</u>

16 RELATED PARTIES TRANSACTIONS

No trustee received remuneration for their trusteeship in 2022 or 2021. £819 of travel and subsistence was reimbursed in 2022 to four trustees.

	2022	2021
	£	£
Unrestricted donations from related parties	<u>16,443</u>	<u>16,471</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 2022	Income	Expenditure	31-Dec 2022
	£	£	£	£
RESTRICTED FUNDS				
Improving Prospects	-	170,000	135,000	35,000
Leadership & Enterprise	79,660	181,833	222,063	39,428
Rise Up	14,641	115,214	110,587	19,270
Under Our Roof	33,062	125,350	87,077	71,335
Take the Leap	42,081	50,000	42,834	49,247
Progression Routes	20,015	-	20,015	-
Co-production Support	8,856	23,000	17,529	14,327
Wellbeing grant	400	-	-	400
Zeta Global	5,000	-	5,000	-
Capacity Building Consultancy	-	40,000	40,000	-
Expert Advice	-	6,927	3,857	3,070
Capacity Building Fund	-	21,874	19,300	2,574
Total Restricted Funds	<u>203,715</u>	<u>734,198</u>	<u>703,262</u>	<u>234,651</u>
UNRESTRICTED FUNDS				
General fund	649,447	777,611	1,014,142	412,916
Total Unrestricted Funds	<u>649,447</u>	<u>777,611</u>	<u>1,014,142</u>	<u>412,916</u>
Total Project Funds	<u>853,162</u>	<u>1,511,809</u>	<u>1,717,404</u>	<u>647,567</u>

Details relating to the funds listed above can be found in the Trustees' Report.

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

18 FUNDS STATEMENT / Cont.

Comparative information for the movement in funds is as follows:

	01-Jan 2021	Income	Expenditure	31-Dec 2021
	£	£	£	£
RESTRICTED FUNDS				
Improving Prospects	75,007	162,566	237,573	-
Leadership & Enterprise	57,379	200,811	178,530	79,660
Rise Up	22,656	120,565	128,579	14,642
Power Up!	21,686	125,000	113,624	33,062
Under Our Roof	16,527	-	16,527	-
Fear & Fashion	-	50,000	7,919	42,081
Expert Advice and Support Fund	-	40,015	20,000	20,015
Evaluation Capacity Fund	-	23,000	14,144	8,856
Co-production Support	-	400	-	400
Zeta Global	5,000	-	-	5,000
My Best Life	-	15,000	15,000	-
Digital Development	-	39,391	39,391	-
Capacity Building Fund	6,175	-	6,175	-
Total Restricted Funds	204,430	776,748	777,463	203,715
UNRESTRICTED FUNDS				
General fund	724,848	912,934	989,335	649,447
Total Unrestricted Funds	724,848	912,934	989,335	649,447
Total Project Funds	930,278	1,689,682	1,766,798	853,162

LEAP CONFRONTING CONFLICT
NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2022

19 ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

	2022 Unrestricted £	2022 Restricted £	2022 Total £
Fixed Assets			
Tangible fixed assets	<u>11,862</u>	<u>-</u>	<u>11,862</u>
Current Assets			
Stock	-	-	-
Debtors	168,041	-	168,041
Cash and bank	<u>312,017</u>	<u>234,651</u>	<u>546,668</u>
	<u>480,058</u>	<u>234,651</u>	<u>714,709</u>
Liabilities			
Creditors falling due within one year	76,084	-	76,084
Creditors falling due after one year	<u>2,920</u>	<u>-</u>	<u>2,920</u>
	<u>79,004</u>	<u>-</u>	<u>79,004</u>
Net assets	<u>412,916</u>	<u>234,651</u>	<u>647,567</u>

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

	2021 Unrestricted £	2021 Restricted £	2021 Total £
Fixed Assets			
Tangible fixed assets	<u>30,395</u>	<u>-</u>	<u>30,395</u>
Current Assets			
Stock	-	-	-
Debtors	155,857	-	155,857
Cash and bank	<u>553,843</u>	<u>203,715</u>	<u>757,558</u>
	<u>709,700</u>	<u>203,715</u>	<u>913,415</u>
Liabilities			
Creditors falling due within one year	86,093	-	89,093
Creditors falling due after one year	<u>4,555</u>	<u>-</u>	<u>4,555</u>
	<u>90,648</u>	<u>-</u>	<u>90,648</u>
Net assets	<u>649,447</u>	<u>203,715</u>	<u>853,162</u>