



# **Leap Confronting Conflict**

## **Report and Financial Statements For the year ended 31 December 2024**

**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 2024**

<b>Contents</b>	<b>Page</b>
Report of the Board of Trustees	3 - 13
Independent Auditors' Report	15 - 17
Statement of Financial Activities	18
Balance Sheet	19
Cash Flow Statement	20
Notes Forming Part of the Financial Statements	21 - 30

**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

The Board of Trustees presents its report and the audited financial statements for the year ended 31 December 2024.

**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
Adam Hurst (appointed November 2024)	Treasurer (from January 2025)
Debbie Beaven (until January 2025)	Treasurer (until January 2025)
Reece Dopson	
Kanchan Jadeja	
Alex Hayes (appointed May 2024)	
Jan Levy	
Quinnie Osei (appointed May 2024)	
Susannah Drury	
Chi Kavindele	

**Company Secretary**

Jo Broadwood

**Chief Executive (Key Management Personnel)**

Jo Broadwood

**Senior Management Team**

Laura Johnson

**Auditors**

Kingston Burrowes Audit Ltd, 308 Ewell Road, Surbiton, KT6 7AL

**Bankers**

National Westminster Bank plc, 490 Holloway Road, London, N7 6JB

**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**Chair's Statement.**

Leap's purpose is to give young people the skills to navigate conflict in their lives and help lead society. The needs of young people today are critical to the wellbeing of the UK, but the multiple pressures on them mean there is a growing demand for help to foster healthy relationships, build self-awareness and inspire personal growth. Leap helps young people deal with conflict in schools, in the care system, at home and in their neighbourhoods.

Leap's work in 2024 was notable for six main reasons:

1. **Reach:** despite the difficult economic and social climate, Leap reached a record number of young people and adults in 2024. We supported 1780 young people and 709 adults through our programmes and webinars and estimate that through our work with adults nearly 24,000 young people will indirectly benefit.
2. **Fostering Connections:** this was Leap's flagship programme in 2024 providing trauma informed training for 218 social workers and foster carers across 8 local authorities. Its aim was to improve the emotional well-being and behaviour of young people aged 10-17 in foster care. The programme has improved the conditions for an estimated 2180 care experienced young people across England.
3. **The Leap Pledge:** in 2024 we launched the Leap pledge 2027 which focuses on expanding the reach and impact of our conflict resolution programmes across the UK. By our 40th anniversary in 2027 Leap is looking to develop a scalable delivery model to ensure young people have access to essential skills for navigating and resolving conflicts. Our aim is to expand our reach by working collaboratively with partners using the Leap curriculum to help young people across the UK.
4. **New Chief Executive:** Jo Broadwood joined as CEO in February 2024 and has made an immediate positive impact to the organisation. She has brought her deep knowledge of the Leap curriculum, her commercial acumen and leadership skills to strengthen the Leap organisation. She has strengthened the management team, launched a strategy refresh and improved operational performance
5. **Restructuring:** Leap decided early in 2024 to undertake a strategic restructuring to address the financial uncertainties in the sector and strengthen its delivery focus. Laura Johnson joined Leap as the Director of Delivery to enhance programme effectiveness and measurable impact. The decisions taken have improved Leaps resilience, aligned resources more effectively with strategic priorities, removed back office roles and focussed efforts on submitting more bids and strengthening the quality of delivery.
6. **Financial stability:** the Leap Board and Executive team have focussed specifically in 2024 on strengthening the underlying financial position of the charity. Unrestricted reserves rose by £40k in the year showing the success of fundraising for Leap's suite of conflict programmes.

The year of 2024 has been about reaching more and more young people, whilst improving the underlying operations of the charity. The management team and financial position have strengthened through the year. We have a clear strategy and an ambitious pledge to reach more young people. All this is only possible thanks to our supporters, funders, excellent staff and trainers, and trustees. It has required collaboration and lots of teamwork but the end results are always worthwhile; as one young person commented at the end of a Leap programme:

"It was an eye opening experience; it helped me understand conflict resolution and how to deal with conflict in everyday life. The only race is the human race. Everyone needs to be treated fairly as human beings"

Mark Spelman  
Chair of Trustees  
Leap Confronting Conflict



**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**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.

As a charity, our business model relies on donations and sales of our training to fund the delivery of high-quality programmes, which are evaluated both internally and externally and includes 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 2024, 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 to develop London's youth sector leaders
- **Fostering Connections:** a programme supporting social workers and supervising social workers who work with foster carers, that builds on our Under our Roof programme delivered in partnership with National Children's Bureau.
- **Kickback Project:** a hyperlocal programme working in the Finsbury Park area of London Borough of Islington. Leap is part of a local consortium to reduce violence impacting children and young people.

**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**Achievements and Performance**

This has been a pivotal year for Leap where despite some challenges and a difficult economic environment we have substantially achieved both against our delivery and income generation targets.

Throughout 2024 Leap supported 1,780 young people, and 709 adults. This significantly exceeds the numbers of young people (1,006) and adults (447) supported in 2023, and the targets set in our operational plans (1,200 young people, 500 adults). In addition, we estimate we reached a further 23,979 young people via our work with adult professionals, parents and caregivers. The data collated throughout 2024 highlights the significant influence of Leap's programmes on conflict management skills, communication, and decision-making abilities for both young people and adults.

For young people, the outcomes of programme deliveries indicate tangible benefits in helping them to navigate conflict more effectively and constructively.

- 76% of young people have a better understanding of conflict.
- 82% of young people understand their conflict triggers.
- 81% of young people have learned the tools/ skills to support them in conflict situations.

Similarly, adult programme participants benefited from Leap's deliveries:

- 91% of adults have a better understanding of their conflict triggers.
- 95% of adults understand how their experience of conflict can affect their approach to it.
- 100% of adults have developed strategies for working in a trauma-informed way.
- 91% of adults have developed the confidence to apply the conflict navigation tools and strategies to their work with young people.

Leap worked with a total of 36 delivery partners including Young Minds, London Youth and Prospex, and worked in 24 boroughs across England including Buckinghamshire, Somerset, Tower Hamlets and Camden, increasing its reach significantly outside of London.

Leap continued to develop its online and digital presence, reaching a total of 26,591 LinkedIn impressions, 6,300 YouTube views and 460,000 website views.

Of the young people we worked with 88% were under 18. 32% described their ethnicity as Black or Black British - African/ Caribbean/ Other Black Background; 32% as White British/ Irish/ Other White Background; 11% as Asian or Asian British - Indian/ Pakistani/ Bangladeshi/ Chinese/ Other Asian Background and 10% as Mixed - Black African and White/ Black Caribbean. In terms of gender 66% described themselves as female, 31% as male, and 2% as non-binary.

For the second year, Leap ran its annual Confronting Conflict Week, a campaign dedicated to showcasing the positive impact of effective conflict navigation on young people. Shaped by young people, the campaign focused on race and conflict, a significant topic given the events in the UK over the summer of 2024. During this week, Leap received 37,000 views on the website, significantly increasing our online reach.



**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**Organisational Development**

To maintain the excellence of Leap's delivery and to increase the charity's financial sustainability a strategic restructuring programme was implemented in April 2024. The aim has been to align our resources with the charity's strategic delivery priorities so that we could grow our reach and impact with young people in the long term.

We therefore strengthened our focus on delivery whilst reducing some support and back-office roles. As a result, despite a smaller team, we delivered against all our funded projects and programmes on target and on schedule. Indeed, on many programmes we exceeded our targets, reaching more young people and adults than in previous years.

As Leap approaches its 40th anniversary in 2027 we are looking to the future. We believe that the skills and confidence to navigate sometimes complex conflict situations have never been more needed, and that every young person should have access to these essential skills. Working together with our funders, young people, delivery partners and key stakeholders we are developing a sustainable scale-able delivery model to ensure our transformational programmes are available for young people right across the UK.

As a part of this Leap has developed the Leap Pledge, an ambitious promise that by the end of Leap's 40th anniversary year (2027) all young people across the UK will have access to conflict navigation skills and tools.

**The Leap Pledge and our longer-term vision**

***We want every young person in the UK to have access to essential conflict navigation skills to apply in their own lives, and to foster stronger relationships between different societal groups in their communities to bridge divides.***

The most recent Youth Endowment Fund report tells us that 16% of young people have been a perpetrator of violence with many citing reactive motivations such as annoyance, humiliation or feeling threatened. Others report retaliation to previous violence, bullying or self-defence due to rivalries related to gangs, neighbourhoods or schools as the reason for violent behaviour. Half (49%) of all children who perpetrated violence in the past year have also been a victim themselves.

We know that the economic costs of youth violence are huge: serious youth violence has cost the UK £11bn since 2008. Furthermore, the emotional and psychological costs, and the harm done to individuals, families and communities is incalculable. We also know the risks for young people are increasing. In an interconnected world lived increasingly online young people are prey to all kinds of misinformation, hatreds and violence. From the extreme misogyny of Andrew Tate to the lies of the Far Right the hearts and minds of young people are under siege like never before.

As we look ahead at a world where the dangers posed by harmful conflict and societal divisions are on the rise, young people having the skills and confidence to navigate the different challenges and conflict facing them to build positive constructive relationships with others is going to become ever more crucial.

We urgently need to equip young people with the skills and confidence to become the conflict navigators, bridge builders and mediators of tomorrow able to facilitate groups and communities to live well together in this increasingly divided and fractured world.

**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**Strategic Goals 2025-2028**

Leap's previous strategic plan focused in particular on reaching those young people most at risk of being caught up in harmful conflict either because of background circumstances, location, social marginalisation or disadvantage. We will continue to focus on those young people most in need of Leap's interventions in our next Strategic plan. Not least because it is often these young people with their lived experience of harmful conflict and violence who have the most aptitude and capability to become expert conflict navigators and transformers.

However, we also want to expand our reach and impact. As the world becomes a more uncertain and challenging place for more young people, we want to ensure that all young people have access to these essential life skills.

1. **For Young People:** We will give more young people the skills to manage conflict in their lives and to make a positive difference to their communities by continuing to work with young people who are most marginalised and most vulnerable
2. **For Adults:** We will change the conditions and contexts that young people exist within by training adults who are influential in the lives of young people to better support them to manage conflict, building their confidence and skills across different sectors and in different communities.
3. **For Places:** We will seek to substantially strengthen our place-based work both within and beyond London.
4. **Using Digital:** We will digitalise and develop our online offer to help substantially increase our reach and impact and to share learning and good practice. We will also develop a digital platform where young people's voices are centred - credible, inspiring and resourceful young leaders who will be able to offer alternative positive stories to the misinformation, hatred and violence spread by bad actors.
5. **Using Evidence:** Our work will help to build the evidence base for what works to build resilience to conflict and violence with different groups and communities across the UK. We will build our capacity for excellent and informative evaluation, learning from what we do.
6. **Using Influence and Collaborate:** We need advocates, supporters and champions across the private, public, academic, and civic sectors to provide a broad-based movement for change and access to different sectors and communities to scale impact.
7. **Building our Organisation:** We will build a sustainable, purposeful and inclusive organisation that is rooted in anti-racist and anti-discriminatory approaches and practices, that seeks to develop an inclusive sense of belonging for all.



**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**Plan for 2025**

1. **Overall, we aim to reach 1,500 young people** via our youth programmes work including Leadership and Enterprise, Improving Prospects, and the Kickback Project. We will reach young people through a combination of online and in person interventions.
2. **Overall, we aim to reach 500 adults in 2025** via our place-based programmes and sales and commissioned work. We will expand and grow our pool of expert facilitators and trainers to include young trainers and facilitators
3. Leap will have a presence in 5 different local places across the UK, with three of those places being outside London.
4. Leap will develop its digital offer; secure appropriate partners and identify additional resources to develop the platform
5. Leap will have revised its Theory of Change and established mechanisms for gathering and analysing data and evidence from young people on how different forms of conflict impacts their everyday life.
6. Leap's Youth Advisory Group will input into the development of policy and strategy discussions within the organisation influencing what we say about the needs of young people. Our input will also be influenced by what we learn from our action research activities with young people.
7. We will diversify our income generation strategy. We will seek new partnerships and collaborations in areas outside London to establish place-based programmes with Leap as a key specialist organisation. We will improve staff and trainer satisfaction and wellbeing on 2024 levels, providing leadership and growth opportunities for staff. We will develop young trainers and facilitators and accelerate their progression into the Leap training pool. We will continue to develop our anti-racist approach and practices, ensuring it is embedded throughout the organisation.

**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**Financial Review**

**Overview of Financial Position**

Despite the challenging economic environment and the impact on the charitable sector Leap largely achieved its income generation targets in 2024, which were set following the restructure in April. Leap's income increased slightly to £1,212,311, compared to £1,138,281 in 2023. Net expenditure in 2024 was £10,874 compared to £323,967 in 2023 and £205,595 in 2022. The small deficit in 2024 was a result of expenditure in restricted funds and it is pleasing to note that Leap managed to increase its level of unrestricted funds in the year by over £40,000.

Total income of £1.21m in 2024 included restricted income of £733,158 (2023: £594,040) and unrestricted income of £479,153 (2023: £544,241). The charity received unrestricted grants, donations and legacies totalling £416,164 (2023: £503,976). Sales and fees amounted to £61,749 (2023: £37,910).

The Balance Sheet at 31 December 2024 showed cash balances of £308,875 (2023: £319,473) and net assets of £312,726 (2023: £323,600). This is represented by unrestricted funds amounting to £258,222 (2023: £217,823) and restricted funds of £54,505 (2023: £105,776).

**Performance of fundraising activities**

In 2024 Leap achieved a total income of just over £1.2m. 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.

**Reserves Policy**

The Board of Trustees has examined the charity's requirements for reserves in the context of the risks to the organisation. The policy is unchanged from last year, with free reserves (excluding fixed assets) held by the charity being 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 2024, the charity's free reserves (excluding fixed assets) were above the policy level at £258,222. This is a substantial improvement on the 2023 FYE when free reserves ended the year below the policy level, and demonstrates that the programme to regain financial stability, implemented throughout 2024 has had a positive impact. Trustees will continue to regularly review the free reserves position with the aim of building towards a more sustainable and resilient organisation.

**Risk Management**

Policies and procedures are in place to manage the charity's risks. The charity's risk register is reviewed regularly at 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. As a part of the restructure process in May 2024 the SMT reviewed the major risks facing the organisation following the proposed restructure and considered mitigations. 3 major risks were identified. A review of risks was carried out in November 2024 and as a result although Income generation remains as a major risk, the other risks were downgraded.

- **Income generation & pipeline:** Although we are ending 2024 in a much stronger financial position than in previous years income generation continues to be a major risk particularly given the tough external funding environment and the continuing difficult and volatile economic situation. Mitigations include: CEO now has direct control of this area working closely with the contractors who are supporting income generation; monthly RAG meetings; stronger financial controls including regular review of unrestricted income and closure costs; regular review of opportunities and likely ROI with limited resources in team; allocation of some resources and staff time to income generation opportunities. Appointment of a senior trainer with sales experience to boost sales of commissioned and contracted programmes and work.



**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

- **Capacity to Deliver:** Following the restructure and with an ambitious programme of work to deliver there were concerns that we may not be able to deliver on some of our contracted programmes. Mitigations included: Analysis of capacity of freelance trainers; redundant staff taken into the Leap freelance training pool; Improving communications between Leap staff and leadership and freelance trainer pool, including regular online check ins, a facilitated day for trainers, development of a young trainer development programme; progressing trainers through Leap's competency framework. With the result we substantially exceeded our targets for 2024 and with overall excellent high-quality delivery. This risk was downgraded although we will continue to monitor quality assurance processes, trainer morale and retention, and plans are in place for further development of our delivery team.
- **Staff performance and capacity:** Concern about staff morale following the restructure; capacity to work more efficiently and manage more projects. Mitigations included: Wellbeing programme put into place for all staff. Individual professional and personal development programmes. Annual workplans aligned to overall strategic objectives for the year. Regular awaydays, celebration of achievements. Alignment of purpose, vision and values. Appraisal process. Team culture and morale are much improved and therefore this risk was downgraded.

**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.

**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

**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 2024 the Board had nine members; they had access to advice on the progress of the work from the CEO, Director of Delivery, individual project managers, 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 Trustee Board met eight times in 2024 to assist the leadership team in their strategic management of the restructure, monitor the delivery of the business plan, oversee and review financial and risk management, and measure progress in capacity building, diversity, human resources and staff development.

With a substantially smaller staff team the subcommittee system was suspended in April 2024 with just the Risk, Audit and Governance Committee being retained. The RAG committee continued to meet monthly throughout 2024 to monitor the financial system and the income generation pipeline.



**LEAP CONFRONTING CONFLICT  
TRUSTEES' REPORT  
For the year ended 31 December 2024**

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 Director of Delivery. In 2024, after the restructure in April a team of 7 full-time equivalent, permanent staff with access to a flexible resource of more than 30 freelance specialist trainers delivered the direct programme work.

The CEO working closely with the Director of Delivery, Leap's freelance finance officer and Leap's Operations and Office Manager oversees the day-to-day financial and administrative management of the organisation. The Director of Delivery undertakes line management and supervision of staff and volunteers and ensure that the teams develop their skills and working practices are 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 2024**

**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**

Kingston Burrowes was 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 25<sup>th</sup> April 2025 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 2021 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 of 31 December 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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](http://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 Kingston Burrowes Audit Ltd  
Statutory Auditors

308 Ewell Road  
Surbiton  
Surrey  
KT6 7AL

28 April 2025

**LEAP CONFRONTING CONFLICT**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
(Incorporating Income and Expenditure Account)  
For the year ended 31 December 2024

	Notes	2024 Unrestricted £	2024 Restricted £	2024 Total £	2023 Total £
<b>Income and endowments from:</b>					
Donations and legacies	2	416,164	-	416,164	503,976
Charitable activities	3	61,749	733,158	794,907	631,950
Investments	4	1,240	-	1,240	2,355
		<u>479,153</u>	<u>733,158</u>	<u>1,212,311</u>	<u>1,138,281</u>
<b>Expenditure on:</b>					
Raising funds	5	116,610	-	116,610	216,446
Charitable activities	6	322,144	784,431	1,106,575	1,245,802
		<u>438,754</u>	<u>784,431</u>	<u>1,223,185</u>	<u>1,462,248</u>
<b>Net Income/ (Expenditure)</b>	7	40,399	(51,273)	(10,874)	(323,967)
Transfer between funds		-	-	-	-
<b>Net movement in funds</b>		<u>40,399</u>	<u>(51,273)</u>	<u>(10,874)</u>	<u>(323,967)</u>
Total funds brought forward		217,823	105,777	323,600	647,567
<b>Total funds carried forward</b>	18	<u>258,222</u>	<u>54,504</u>	<u>312,726</u>	<u>323,600</u>

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

All income and expenditure derive from continuing activities.

The accompanying notes form part of these Financial Statements.

**LEAP CONFRONTING CONFLICT**  
**BALANCE SHEET**  
**As at 31 December 2024**

	Notes	2024		2023	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible fixed assets	9		-		5,725
<b>CURRENT ASSETS</b>					
Debtors	10	59,983		81,195	
Cash at bank		<u>308,875</u>		<u>319,473</u>	
		368,858		400,668	
<b>CREDITORS</b>					
Amounts falling due within one year	11	<u>(55,077)</u>		<u>(81,430)</u>	
<b>NET CURRENT ASSETS</b>			313,781		319,238
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>313,781</u>		<u>324,963</u>
<b>CREDITORS</b>					
Amounts falling due after more than one year	12		(1,055)		(1,363)
<b>NET ASSETS</b>	19		<u><u>312,726</u></u>		<u><u>323,600</u></u>
Represented by:					
Unrestricted Funds	18		258,222		217,823
Restricted Funds	18		<u>54,504</u>		<u>105,777</u>
			<u><u>312,726</u></u>		<u><u>323,600</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 25<sup>th</sup> April 2025.

*Mark Spelman*

Mark Spelman  
Chair

**LEAP CONFRONTING CONFLICT**  
**CASH FLOW STATEMENT**  
For the year ended 31 December 2024

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities</b>		
Net income per statement of financial activities	(10,874)	(323,967)
<b>Adjustments for:</b>		
Depreciation charges	5,725	6,137
Interest receivable	(1,240)	(2,355)
(Increase)/decrease in debtors	21,212	86,847
(Decrease)/increase in creditors	(25,297)	3,788
<b>Net cash (used in) / provided by operating activities</b>	<b>(10,474)</b>	<b>(229,550)</b>
<b>Cash flows from investing activities</b>		
Interest received	1,240	2,355
Purchase of tangible fixed assets	-	-
<b>Net cash (used in) investing activities</b>	<b>1,240</b>	<b>2,355</b>
<b>Change in cash and cash equivalents in the year</b>	<b>(10,598)</b>	<b>(227,195)</b>
Cash and cash equivalents brought forward	319,473	546,668
<b>Cash and cash equivalents carried forward</b>	<b><u>308,875</u></b>	<b><u>319,473</u></b>
<b>Analysis of cash and cash equivalents</b>	<b>2024</b>	<b>2023</b>
		<b>£</b>
<b>Cash at bank</b>	<b><u>308,875</u></b>	<b><u>319,473</u></b>



**LEAP CONFRONTING CONFLICT**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31 December 2024**

**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 2024

**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.

<b>2 INCOME FROM DONATIONS AND LEGACIES</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Core support grants	291,495	390,847
Donations	124,669	113,129
Legacies	-	-
	<b><u>416,164</u></b>	<b><u>503,976</u></b>

Income from donations and legacies is comprised entirely of unrestricted funds in 2024 and 2023.



**LEAP CONFRONTING CONFLICT**  
**NOTES TO THE FINANCIAL STATEMENTS**  
For the year ended 31 December 2024

<b>3 INCOME FROM CHARITABLE ACTIVITIES</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Sales of Training	61,749	37,910
Grants		
Improving Prospects	65,000	69,500
Leadership & Enterprise	150,000	187,000
Rise Up	60,827	92,191
Under Our Roof	-	112,000
Fostering Connections	399,835	48,349
Co-production Support	-	25,000
Leap Growth and Development	-	60,000
My Endz	57,496	-
	<b><u>794,907</u></b>	<b><u>631,950</u></b>

Of the £794,907 recognised in 2024 (2023: £631,950), £733,158 was restricted funds (2023: £594,040) and £61,749 (2023: £37,910) unrestricted funds.

<b>4 INCOME FROM INVESTMENT</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank interest	1,240	2,355
	<b><u>1,240</u></b>	<b><u>2,355</u></b>

Income from investments is comprised entirely of unrestricted funds in 2024 and 2023.

<b>5 EXPENDITURE ON RAISING FUNDS</b>	<b>2024</b>	<b>2024</b>	<b>2024</b>	<b>2023</b>
	Direct Costs £	Support Costs £	Total £	Total £
Staff costs	82,015	24,015	106,030	198,292
Events & development	-	10,580	10,580	18,154
	<b><u>82,015</u></b>	<b><u>34,595</u></b>	<b><u>116,610</u></b>	<b><u>216,446</u></b>

Expenditure on raising funds is comprised entirely of unrestricted funds in 2024 and 2023.

**LEAP CONFRONTING CONFLICT**  
**NOTES TO THE FINANCIAL STATEMENTS**  
For the year ended 31 December 2024

<b>6 EXPENDITURE ON CHARITABLE ACTIVITIES</b>	<b>2024</b>	<b>2024</b>	<b>2024</b>	<b>2023</b>
	Direct	Support	Total	Total
	Costs	Costs		
	£	£	£	£
<b>Analysed by activity:</b>				
Improving Prospects	74,479	26,910	101,389	155,897
Leadership & Enterprise	173,784	62,790	236,574	335,931
Rise Up	57,928	20,930	78,858	138,751
Under Our Roof	16,551	5,980	22,531	203,538
Take the Leap	-	-	-	72,452
Conflict Management Programmes	24,826	8,970	33,796	137,211
Fostering Connections	153,816	62,790	216,606	33,418
My Endz	74,479	26,910	101,389	-
Programme Development	231,711	83,721	315,432	168,604
	<b>807,574</b>	<b>299,001</b>	<b>1,106,575</b>	<b>1,245,802</b>
<b>Analysed by nature:</b>			<b>2024</b>	<b>2023</b>
			£	£
<b>Direct Costs</b>				
Delivery staff salaries			365,552	647,724
Trainer fees			345,431	150,081
Other delivery costs			27,760	34,845
Curriculum & evaluation development			88	29,085
Policy, events and reports			1,944	15,448
Recruitment, HR and staff training			3,286	16,421
Consultancy fees			63,513	59,320
			<b>807,574</b>	<b>952,924</b>
<b>Support Costs</b>				
Premises costs			71,741	87,010
Office & IT costs			38,933	53,933
Core staff salaries			61,142	122,374
Governance				
Staff costs			102,081	15,716
Audit fees			5,040	4,812
Trustees' expenses, inc. recruitment & strategy development			20,064	4,486
			<b>299,001</b>	<b>292,878</b>
			<b>1,106,575</b>	<b>1,245,802</b>

Of the £1,106,575 expenditure in 2024 (2023: £1,245,802), £784,431 was restricted funds (2023: £722,914) and £322,144 was unrestricted funds (2023: £522,888).



**LEAP CONFRONTING CONFLICT**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31 December 2024**

<b>7 NET INCOME</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
This is stated after charging:		
Depreciation	5,725	6,137
Audit fees	5,040	4,812
Operating lease rentals	<u>51,707</u>	<u>51,707</u>
<b>8 TOTAL STAFF COSTS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Salaries	501,280	830,243
Employer's National Insurance	46,329	69,670
Employer's Pension Costs	28,185	50,205
Ex-gratia payment	1,793	1,154
Recruitment, Training and Travel	8,708	12,179
Temps and Agency Staff	<u>102,347</u>	<u>32,675</u>
	<b><u>688,642</u></b>	<b><u>996,126</u></b>
Details of employees who received total employee benefits (excluding employer pension costs) in excess of £60,000 are as follows:	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
£60,000 - £70,000	1	-
£70,000 - £80,000	1	2
£80,000 - £90,000	-	-
£90,000 - £100,000	<u>-</u>	<u>2</u>
The number of staff (full-time equivalent) during the year	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Charitable Activities	6.6	11.5
Fundraising and publicity	1.4	4.4
Support	<u>2.4</u>	<u>3.2</u>
	<b><u>10.4</u></b>	<b><u>19.1</u></b>
Average monthly number of staff	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
	<u>14</u>	<u>22</u>
Total employee benefits* of key management personnel	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
	<b><u>81,628</u></b>	<b><u>93,736</u></b>

\*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 2024

**9 FIXED ASSETS**

**Fixtures, fittings and equipment**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b><u>Cost</u></b>		
At 1 January 2024	139,779	139,778
Additions in year	-	-
<b>At 31 December 2024</b>	<b>139,779</b>	<b>139,778</b>
<b><u>Depreciation</u></b>		
At 1 January 2024	134,054	127,916
Charge for the year	5,725	6,137
<b>At 31 December 2024</b>	<b>139,779</b>	<b>134,053</b>
<b>Net book values at 31 December 2024 &amp; 2023</b>	<b>0</b>	<b>5,725</b>

**10 DEBTORS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade debtors	21,600	7,346
Staff loans	0	-
Prepayments & other debtors	27,239	41,445
Accrued income	11,144	32,404
	<b>59,983</b>	<b>81,195</b>

**11 CREDITORS:** Amounts falling due within one year

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	36,493	33,576
Deferred Income	-	20,396
Accrued expenses	5,340	4,812
Payroll creditors	13,244	22,646
Other creditors	-	-
	<b>55,077</b>	<b>81,430</b>

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**

	<b>2024</b>
	<b>£</b>
Opening deferred income	20,396
Amounts deferred in the year	-
Released to income	20,396
	<b>-</b>

**12 CREDITORS:** Amounts falling due after one year

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Pension liability (refer to note 14)	1,055	1,363



**LEAP CONFRONTING CONFLICT**  
**NOTES TO THE FINANCIAL STATEMENTS**  
For the year ended 31 December 2024

<b>13 OPERATING LEASE - MINIMUM LEASE PAYMENTS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Minimum lease payments due:</b>		
Within 1 year	51,707	51,707
Between 2 and 5 years	-	51,707
<b>Total minimum lease payments</b>	<b>51,707</b>	<b>103,414</b>

**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 £10,162 (effective date September 2023).

**LEAP CONFRONTING CONFLICT**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31 December 2024**

**15 CONTINGENT ASSETS - GRANT FUNDING**

	2024 £	2023 £
Total grant funding awarded but not recognised as income as at 31 December 2024 & 2023	<u>640,475</u>	<u>938,710</u>

**16 RELATED PARTIES TRANSACTIONS**

No trustee received remuneration for their trusteeship in 2024 or 2023. £290 of travel and subsistence was reimbursed in 2024 to one trustee.

	2024 £	2023 £
Unrestricted donations from related parties	<u>43,700</u>	<u>9,963</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 2024 £	Income £	Expenditure £	31-Dec 2024 £
<b>RESTRICTED FUNDS</b>				
Improving Prospects	4,167	65,000	69,167	-
Leadership & Enterprise	20,000	150,000	135,805	34,195
Rise Up	-	60,827	49,577	11,250
Under Our Roof	43,501	-	43,500	1
Take the Leap	6,180	-	6,180	-
Fostering Connections	17,606	399,835	417,442	-
Co-production Support	14,323	-	13,671	652
My Endz	-	57,496	49,089	8,407
<b>Total Restricted Funds</b>	<u>105,777</u>	<u>733,158</u>	<u>784,431</u>	<u>54,504</u>
<b>UNRESTRICTED FUNDS</b>				
General fund	217,823	479,153	438,754	258,222
<b>Total Unrestricted Funds</b>	<u>217,823</u>	<u>479,153</u>	<u>438,754</u>	<u>258,222</u>
<b>Total Project Funds</b>	<u>323,600</u>	<u>1,212,311</u>	<u>1,223,185</u>	<u>312,726</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 2024**

**18 FUNDS STATEMENT / Cont.**

Comparative information for the movement in funds is as follows:

	<b>01-Jan 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>31-Dec 2023</b>
	£	£	£	£
<b>RESTRICTED FUNDS</b>				
Improving Prospects	35,000	69,500	100,333	4,167
Leadership & Enterprise	39,429	187,000	206,430	20,000
Rise Up	19,270	92,191	111,461	-
Under Our Roof	71,334	112,000	139,834	43,501
Take the Leap	49,247	-	43,067	6,180
Fostering Connections	-	48,349	30,743	17,606
Co-production Support	14,327	25,000	25,004	14,323
Wellbeing grant	400	-	400	-
Capacity Building Consultancy	-	60,000	60,000	-
Expert Advice	3,070	-	3,070	-
Capacity Building Fund	2,574	-	2,574	-
<b>Total Restricted Funds</b>	<b>234,651</b>	<b>594,040</b>	<b>722,914</b>	<b>105,777</b>
<b>UNRESTRICTED FUNDS</b>				
General fund	412,916	544,241	739,334	217,823
<b>Total Unrestricted Funds</b>	<b>412,916</b>	<b>544,241</b>	<b>739,334</b>	<b>217,823</b>
<b>Total Project Funds</b>	<b>647,567</b>	<b>1,138,281</b>	<b>1,462,248</b>	<b>323,600</b>

**LEAP CONFRONTING CONFLICT**  
**NOTES TO THE FINANCIAL STATEMENTS**  
For the year ended 31 December 2024

**19 ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS**

	<b>2024</b>	<b>2024</b>	<b>2024</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fixed Assets</b>			
Tangible fixed assets	-	-	-
<b>Current Assets</b>			
Stock	-	-	-
Debtors	59,983	-	59,983
Cash and bank	254,371	54,504	308,875
	<u>314,354</u>	<u>54,504</u>	<u>368,858</u>
<b>Liabilities</b>			
Creditors falling due within one year	56,132		56,132
Creditors falling due after one year	1,055	-	1,055
	<u>57,187</u>	<u>-</u>	<u>57,187</u>
<b>Net assets</b>	<u><b>257,167</b></u>	<u><b>54,504</b></u>	<u><b>311,671</b></u>

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

	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fixed Assets</b>			
Tangible fixed assets	5,725	-	5,725
<b>Current Assets</b>			
Stock	-	-	-
Debtors	81,195	-	81,195
Cash and bank	213,696	105,777	319,473
	<u>294,892</u>	<u>105,777</u>	<u>400,668</u>
<b>Liabilities</b>			
Creditors falling due within one year	81,430		81,430
Creditors falling due after one year	1,364	-	1,364
	<u>82,794</u>	<u>-</u>	<u>82,794</u>
<b>Net assets</b>	<u><b>217,823</b></u>	<u><b>105,777</b></u>	<u><b>323,600</b></u>