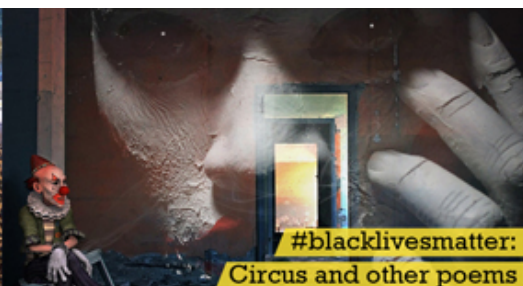


Exposure alumna wins  
international writing contest



#blacklivesmatter:

Circus and other poems



Crisis for children's  
mental health



## Exposure Organisation Limited

### REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS For the year ended 31 March 2022

|                                    |                |
|------------------------------------|----------------|
| Report of the trustees             | Pages 2 to 11  |
| Report of the independent examiner | Page 12        |
| Statement of financial activities  | Page 13        |
| Balance sheet                      | Page 14        |
| Notes to the financial statements  | Pages 15 to 20 |

Registered company number 03455480  
Registered charity number 1073922

The magic of music:  
its power to stimulate change



How the language of  
gender has evolved



Green therapy: nurturing  
plants for mental wellbeing



# Exposure Organisation Limited

## REPORT OF THE TRUSTEES

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015 in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2015.

## Reference and administrative details

### Registered company number

03455480

### Registered charity number

1073922

### Registered office

The Bigger Shoe Box, Muswell Hill Centre, Hillfield Park, London N10 3QJ

### Trustees

David Hill *Chairman*, Jonathan Bloch, Rebecca Burns, Vivien Hanney, Iacovos Koumi

### Company secretary

Andreas Koumi *Manager & Secretary*

### Accountants

Goldwins Limited, Chartered Accountants, 75 Maygrove Road, London NW6 2EG

## Overview

Founded by young people in north London in 1996, Exposure is a longstanding grassroots youth communications charity. Exposure gives young people aged 15-25 from diverse and often challenging backgrounds a platform to express themselves through its interactive youth website [exposure.org.uk](https://exposure.org.uk) and associated social media. Exposure enables beneficiaries to develop their resilience, confidence and sense of purpose, and to gain valuable work experience and life-changing communication skills that improve their future and employment prospects.

During the year Exposure engaged with 148 young people by delivering youth communications activities in local schools/colleges and the Exposure office, through other charitable partners and via additional blended one-to-one support using email, phone and videoconferencing, enabling beneficiaries to explore issues affecting their mental health and wellbeing as a form of narrative therapy.

A particular focus was getting through the pandemic by promoting positive activities, as well as addressing identity, culture, technology, relationships, equality, discrimination, women's rights, LGBTQ+ issues, creativity, careers and climate change.

As a result, Exposure was commended for its work and continues to attract funding from a range of sources to help meet costs while maintaining an appropriate level of financial reserves.



# Exposure Organisation Limited

## Structure, governance and management

### Governance

Exposure is the marketing name of the registered charity Exposure Organisation Limited, which is governed by its memorandum and articles of association dated 25 January 1999, as amended on 17 October 2001 to allow for current governance arrangements. The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £10.

Membership of the charity is open to any individual aged 18 or over who has contributed to Exposure's work and who supports its objectives. In the case of volunteers, eligibility is established by active involvement over a six-month period. There are currently 16 members of Exposure. Beneficiary involvement in Exposure's commissioned creative production activities obviates the need for the charity to have a trading subsidiary.

### Recruitment, appointment and retirement of trustees

The charity's articles of association require the appointment of not less than three trustees. New trustees are appointed for a term of three years by invitation of existing trustees. This is subject to election by existing trustees at a board meeting and approval by charity members at the subsequent annual general meeting.

Appointed a trustee of the charity on 19 April 2000, Iacovos Koumi is the brother of Andreas Koumi. Andreas Koumi gained his position as Manager & Secretary by virtue of his former employment at Haringey Council's Youth Service, which was instrumental in supporting the establishment of the charity as a company limited by guarantee on 27 October 1997 and as a registered charity on 11 February 1999. Iacovos Koumi was not involved in Andreas Koumi's appointment, nor is he involved in any decisions concerning Andreas Koumi's remuneration. The board has established appropriate arrangements for dealing with situations where conflicts of interest may arise. The Charity Commission approved these arrangements on 21 February 2003.

On 20 October 2021, David Hill and Iacovos Koumi retired as trustees, stood for re-election and were duly re-appointed by the members. None of the trustees had any beneficial interests in the charity or were paid for their duties during the year.

### Induction and training of new trustees

Prior to appointment, new trustees are required to demonstrate a sound knowledge of the charity's purpose and activities, to study its annual report and accounts, and to read and adhere to all its policies and procedures. New trustees are also required to provide two professional references to vouch for their suitability and also to undertake a Disclosure and Barring Service (DBS) check.

New trustees are required to understand that they have overall responsibility for overseeing the charity's management and administration, for making decisions on its behalf in conjunction with their fellow trustees, and for advising on fundraising and other income generation activities ensuring that monies are properly spent and accounted for.

New trustees are made aware that they must always act in the best interests of the charity and are not able to benefit directly or indirectly from its activities. If employed, they are required to clear their involvement in Exposure with their employer to ensure there is no conflict of interest.



## Exposure Organisation Limited

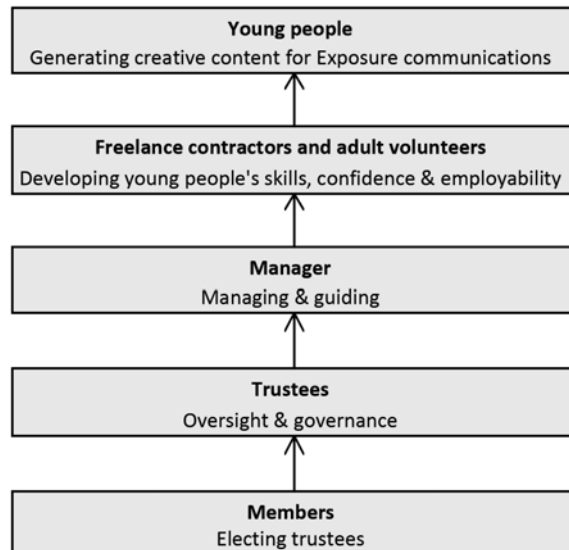
### Structure

Material matters of policy and strategy are decided at regular meetings of Exposure's board of trustees, while day to day management of the charity is delegated to the Manager & Secretary who is responsible for operational matters including finance, appointing freelance contractors and adult volunteers, development of young volunteers and all youth communications related activities. The Manager & Secretary reports to the board on Exposure's activities, achievements, financial position and plans at regular board meetings. All expenditure over £1,500 must be approved by the Chairman or, in his absence, another trustee.

The following staff and freelance contractors are involved in Exposure's work:

- Andreas Koumi *Manager & Secretary (member of staff)*
- Fran O'Connell *Project Manager/Creative Trainer*
- Angela Mascolo *Project Coordinator*
- Jamie Aldridge *Project Coordinator*
- Levin Pfeufer *Film Trainer*

Exposure places young people at the top of its organisational structure, reflecting the charity's approach of undertaking activities initiated or inspired by young people, with support and guidance from experienced adults.



### Volunteers

All Exposure's direct beneficiaries are also young volunteers, contributing to Exposure's work. While Exposure is open to all young people, most are from diverse and often challenging backgrounds. On joining, beneficiaries go through a health and safety induction and sign up to Exposure's charter, a document detailing young people's rights and responsibilities, and highlighting the charity's complaints procedure.

Adult volunteers, like Exposure's trustees, staff and freelance contractors, are required to adhere to all Exposure's policies and procedures, in particular its volunteering and safeguarding policies, and to undertake a DBS check. During the year, adult volunteers were involved in supporting young people to build confidence, develop their skills and sense of purpose, and to express themselves through Exposure's youth communications activities.

### Main sources of funding

Exposure's main source of funding during the year was from John Lyon's Charity, which provided a grant worth £35,000. Exposure also received smaller amounts from the National Lottery and a range of charitable trusts, foundations and local organisations.

As Exposure's income is generated through grant applications to institutional funding bodies and commissions by other organisations seeking to engage and benefit young people the charity is not a member of the Fundraising Standards Board.



## Exposure Organisation Limited

### Risk management

Major risks identified by the trustees are:

- harm to young people while in Exposure's care
- economic uncertainty leading to a sustained lack of funding opportunities
- reputational damage of accepting donations from an inappropriate source
- loss or reputational damage arising from the dissemination of copyright or defamatory material
- loss or misappropriation of data or resources
- using grants other than in line with funder requirements
- interruption of services due to an incident such as fire, flood, power failure or epidemic
- reputational damage due to young freelance professionals not providing creative services as required

These risks are mitigated by maintaining adequate insurance cover and by having appropriate policies, procedures and guidance, reviewed regularly and available to all staff and freelance contractors via the Exposure internet file hosting service, for:

- safeguarding young people, health and safety at the Exposure office and at other locations
- guidance for indoor and outdoor working during a pandemic
- equality and diversity
- electronic communication with young people
- young people's rights and responsibilities (Exposure charter), anti-bullying and complaints
- donation acceptance and expenditure approval
- information security and data protection
- code of conduct for young freelance professionals
- business continuity planning and winding up

New grant applications are submitted regularly to progress operations in accordance with the evolving needs and interests of young people. Plans for progress operations are detailed in the section on 'Future developments' on page 10.

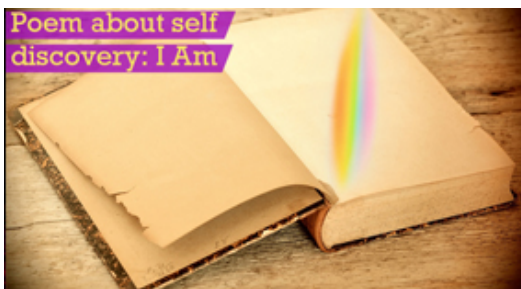
Experienced editorial personnel review all published and broadcast material. Cash balances held at banks are within government deposit protection limits.

## Objectives, aims and activities

### Objectives

In accordance with its memorandum, the charity's objects are to:

- advance the education and development of children and young people and in so doing provide and assist in the provision of training for children and young people in subjects which may include publishing, printing, journalism and broadcasting; and
- provide and assist in the provision of facilities for the recreation and other leisure-time occupation of children and young people so as to assist them in growing to full maturity as individuals of society.



## Exposure Organisation Limited

### Aims

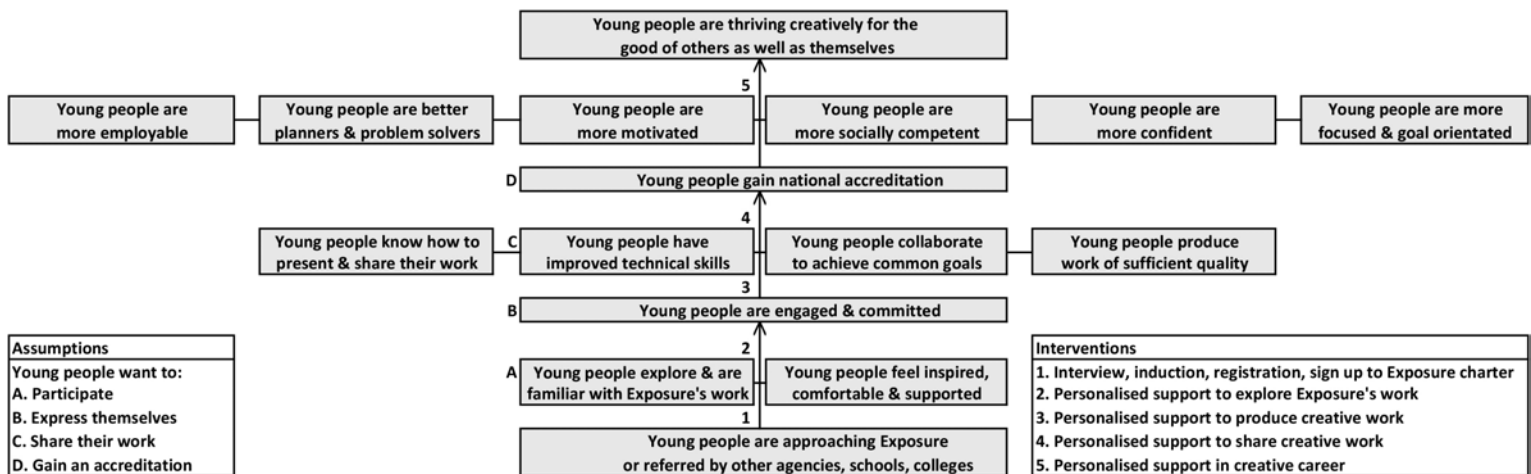
Exposure guides and trains young people to use digital technology and social media positively and intelligently. Beneficiaries produce compelling creative content – features, news stories, reviews, interviews, poetry, fiction, graphics, photographs, podcasts, music and short films – on important youth issues, before widely disseminating this content as a learning resource. Exposure delivers youth communications workshops online, in the Exposure office and through local schools, colleges and a range of charities in the youth sector. Through these long-established and effective partnerships, Exposure is able to reach those most in need, including young people with disabilities, learning difficulties, mental health issues, in or leaving care, and those who are refugees and asylum seekers.

Young volunteers are nurtured by inspiring and responsive adults to raise aspirations and broaden horizons through:

- exploring Exposure’s youth communications activities, motivated by how previous young volunteers have shared creative content contributing to their community;
- ‘exposing’ their own experiences, thoughts, feelings and creativity, as a form of narrative therapy, tackling stigma by talking openly about issues that matter to them;
- generating meaningful creative content for Exposure’s website and sharing widely through social media and other professional media outlets, educating and informing their peers, families and wider community;
- developing important skills: communication, IT, teamwork, time keeping, planning, production/creative industry expertise and knowledge of interviewing, editing, writing, recording, photography and image manipulation;
- establishing an online creative portfolio, on a respected independent platform, demonstrating their worth and improving their CVs and prospects;
- receiving practical support, advice, guidance and a fair reference when applying for higher education, apprenticeships, volunteering and employment.

### Theory of change

Exposure has developed a ‘Theory of change’ schematic, illustrating how Exposure’s interventions support young people to thrive creatively for the good of others as well as themselves.



### Activities

Having regard to the Charity Commission’s guidance on public benefit, Exposure’s significant activities during the year were:

- Delivering youth communications workshops enabling young people recruited through local schools, colleges, other youth organisations or recommendation by existing beneficiaries to explore and address issues important to them;
- Engaging 148 young people directly, with most contributing tangibly to Exposure’s youth communications activities, gaining a nationally recognised accreditation, demonstrating and reporting improvements in their key skills and confidence;
- Disseminating young volunteers’ creative work – through the Exposure website, social media and other professional media – providing thousands of other young people and the wider community with information, advice and guidance from a youth perspective.

# Exposure Organisation Limited

## Achievements and performance

### Achievements

Beneficiaries were supported to produce outputs addressing their responses to the pandemic, mental health and wellbeing generally, as well as culture, identity, discrimination, relationships, creativity, careers and the environment.

Exposure developed new writing tips and detailed guidelines for constructing output, as well as tailored questionnaires to prompt responses in 12 subject areas related to improving young people's inner, outer and future world.

Exposure was able to secure additional funding from National Lottery Awards for All, Jack Petchey Foundation, Community Barnet, UK Youth, Hornsey Parochial Charities and Your Best Friend Fund in support of its work.

Exposure's manager & Secretary received an invitation to attend a Garden Party at Buckingham Palace, having been recommended by the Queen's Lord Lieutenant of Greater London, in recognition of the charity's outstanding services to the community. Sadly, he was unable to attend.

Exposure was selected to participate in a strategic partnership with the Centre for Innovation in Voluntary Action on Make My Mark, a project supporting more experienced and dedicated beneficiaries by offering small grants in support of their career progression.

A number of Exposure's young contributors had their work published in the local newspapers, including one piece appearing in the *Metro*. Others were supported into higher education and to secure their first job in the media.

### Performance

#### *Exposure online*

Exposure's youth news, views, reviews and interviews website [exposure.org.uk](https://exposure.org.uk) and social media presence offers an immediate, accessible and interactive platform for young people to express and share their ideas, feelings, experiences and creativity, through generating meaningful creative content: articles, interviews, poetry, fiction, graphics, photographs, podcasts, music and short films. Updated at least twice a week, Exposure's website receives an average of 4,600 active users per month. Exposure has over 6,000 followers on social media, mainly local young people, parents, teachers and other supporters. Young people produced over 150 posts for the Exposure website and social media during the year.

#### *Improving young people's inner, outer and future world*

Beneficiaries were provided with a range of detailed questionnaires, writing tips and guidance for generating material, and offered one-to-one support through workshops in the Exposure office, local schools/colleges, through other charitable partners and via additional, blended one-to-one support using email, text, phone and videoconferencing, enabling them to explore issues affecting their mental health and wellbeing as a form of narrative therapy. A particular focus has been getting over the pandemic by promoting positive activities, as well as addressing identity, culture, technology, relationships, equality, discrimination, women's rights, LGBT+ issues, creativity, careers and climate change.

#### *'Exposure Youth Get Active' summer project*

During the summer of 2021 Exposure produced and distributed 'Exposure Youth Get Active' t-shirts, designed by one of the charity's young illustrators, and encouraged its young contributors to take photographs of themselves and provide testimonies about how there were getting active, as they emerged from the pandemic, to reassure and inspire their friends and families. This material was turned into a series of engaging, positive posts for social media.







### **Christmas gift**

Exposure rewarded all its dedicated young contributors with a branded, environmentally friendly tote bag to carry with pride their Exposure credentials and commitment to a sustainable planet. This led to a series of positive posts on social media, with photographs of young people sporting their bags.

### **Partnership work**

Remote working has enabled partnership work to be developed with a range of other youth organisations, across London, looking to promote their services and offer beneficiaries a voice and creative opportunities. During the year Exposure has supported young people from the following organisations:

- Coram, a charity supporting young refugees and young people in and leaving care;
- BreadnButter, nutritionists supporting youth to prepare and distribute healthy food and recipes;
- Journey to Justice, a social justice and human rights charity;
- The Orfanage, a network of online artists in north London;
- K3PLR, a sustainable fashion brand set up by sixth-form students, promoting their work up-cycling discarded clothing;
- Harington, a charity supporting young adults with learning disabilities and/or difficulties;
- Leighton College Elfrida Rathbone, supporting students with mild to moderate learning disabilities;
- Write By You, a social enterprise supporting disadvantaged/underrepresented young females to develop their creativity, confidence and writing skills.

### **Measuring impact**

Exposure has developed the 'Exposure Star' outcomes chart, a guided self-assessment tool, to track impact, measure progress and identify future goals of young volunteers. Each young volunteer is asked to report on the impact Exposure has had on their attitude to eight key aspects of their life:

1. Looking after yourself (attitudes to health and safety)
2. Coping with life (getting over problems, managing change)
3. Confidence (feelings towards yourself and your abilities)
4. Relating to others (getting on with peers, colleagues and supportive adults)
5. Expressing yourself (sharing feelings, ideas and creativity)
6. Engaging with learning (gaining skills and positive experiences)
7. Experiencing work (appreciating what it means to be professional)
8. Looking ahead (future plans, prospects, career aspirations)







### Financial review

#### Financial performance

Total income for the year was £69,673, down from £76,987 last year. Total expenditure was £79,146, up from £75,671 last year. The reduction in income was down to curtailed fundraising opportunities caused by the pandemic, its aftermath, continued austerity and the cost of living crisis. Net deficit was £9,473 compared with net surplus of £1,316 last year. Net assets decreased from £118,446 to £108,973. The cash balance at year-end was £164,331.

#### Reserves and investment policy

The trustees review Exposure's reserves and investment policy annually with a view to enabling the charity to meet its obligations to address the needs and safeguard the wellbeing of its beneficiaries, should core funding be reduced substantially or any other exceptional event occur.

Reserves have enabled Exposure to remain resilient in the face of the pandemic, austerity and the increasingly uncertain funding environment for youth charities. Reserves may be drawn upon for exceptional payments, for example to cover sickness or redundancy, to repair or replace broken or obsolete computer hardware and software, or to provide working capital to cover grants and creative service fees that are delayed. Reserves also allow the charity to continue serving its young beneficiaries during hopefully temporary periods when available funding does not fully cover operating costs.

The trustees have agreed that a Designated Fund of £100,000 be held so that, even in the face of a drying up of further funding support to worthy youth projects of this kind, the charity can prudently:

- realise its plans, as outlined in this report, for the forthcoming year and ideally beyond, so that the charity's young beneficiaries can continue to develop vital communication skills; and
- guarantee to provide uninterrupted services, for at least 12 months, to existing beneficiaries, before having to consider withdrawing, in a careful and appropriate way, and transitioning beneficiaries to new sources of support;
- guarantee to fulfil its obligations, for at least 12 months, to partner organisations that refer young people to the charity, such as schools, colleges, youth charities and local authorities.

A winding up procedure has been drawn up to be triggered in the hopefully unlikely event that unrestricted reserves fall to £12,000, so as to leave enough funds for orderly winding down and dissolution, including redundancy payments.

Reserves and cash resources are deposited in separate banks to ensure protection under the Financial Service Compensation Scheme.





## Future developments

### Meet current commitments

Exposure's first priority over the coming year will be to meet its charitable objectives through delivering outcomes and output targets for its current funders. In particular, we have secured some funding from Hornsey Parochial Charities and Your Best Friend Fund in support of work enabling young females to address issues important to them, for which there is growing demand from existing and recently recruited beneficiaries.

### Review current activities and develop new business plan

Additionally, Exposure has secured a grant from John Lyon's Charity, worth £40,000 to 31 March 2023. This fund is earmarked specifically to review the charity's current fundraising activities, services, theory of change and delivery model, including online and social media activities, promotion and partnership work, with specialist external support where appropriate.

From this review, Exposure will then look to develop a renewed strategy and costed business plan. This may include inter alia the following actions:

- refocus on work that helps meet its charitable objectives while appealing to existing and new funders, including the National Lottery;
- commission an upgrade of the Exposure website and guidance to enhance further its social media presence, in consultation with young beneficiaries;
- market its charitable work to media corporates looking to make donations as part of their commitment to social responsibility, in consultation with young beneficiaries;
- where possible, deliver worthwhile, income generating partnership work.

The intention is to redefine, rejuvenate and then, all being well, sustain Exposure's core offer while diversifying and strengthening its income generation capabilities in an increasingly difficult and unforgiving funding environment.





## Exposure Organisation Limited



### Statement of trustees' responsibilities

The trustees (who are also the directors of Exposure Organisation Limited for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

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

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

### Thank you

Exposure thanks all funders, clients, supporters, staff, freelance contractors, suppliers, members and volunteers for their continued support.

On behalf of the board

David Hill

David Hill *Chairman*

7 September 2022



### REPORT OF THE INDEPENDENT EXAMINER

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022.

#### Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

#### Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination'; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



**Anthony Epton BA, FCA, CTA, FCIE**

Goldwins Limited  
Chartered Accountants  
75 Maygrove Road  
London NW6 2EG

7 September 2022



## Exposure Organisation Limited

### STATEMENT OF FINANCIAL ACTIVITIES For the year ended 31 March 2022

|                                    | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 2022<br>Total<br>funds<br>£ | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 2021<br>Total<br>funds<br>£ |
|------------------------------------|----------------------------|--------------------------|-----------------------------|----------------------------|--------------------------|-----------------------------|
| <b>Income from</b>                 |                            |                          |                             |                            |                          |                             |
| Charitable activities (see Note 2) | 1,993                      | 66,487                   | 68,480                      | 500                        | 74,815                   | 75,315                      |
| Other income (commissions)         | 1,150                      | -                        | 1,150                       | 1,600                      | -                        | 1,600                       |
| Investment income                  | 43                         | -                        | 43                          | 72                         | -                        | 72                          |
| <b>Total income</b>                | <b>3,186</b>               | <b>66,487</b>            | <b>69,673</b>               | <b>2,172</b>               | <b>74,815</b>            | <b>76,987</b>               |
| <b>Expenditure on</b>              |                            |                          |                             |                            |                          |                             |
| Charitable activities (see Note 3) | 1,194                      | 77,952                   | 79,146                      | 88                         | 75,583                   | 75,671                      |
| <b>Total resources expended</b>    | <b>1,194</b>               | <b>77,952</b>            | <b>79,146</b>               | <b>88</b>                  | <b>75,583</b>            | <b>75,671</b>               |
| <b>Net incoming resources</b>      | <b>1,992</b>               | <b>(11,465)</b>          | <b>(9,473)</b>              | <b>2,084</b>               | <b>(768)</b>             | <b>1,316</b>                |
| <b>Transfer between funds</b>      | <b>(11,465)</b>            | <b>11,465</b>            | <b>-</b>                    | <b>(768)</b>               | <b>768</b>               | <b>-</b>                    |
| <b>Net movements in funds</b>      | <b>(9,473)</b>             | <b>-</b>                 | <b>(9,473)</b>              | <b>1,316</b>               | <b>-</b>                 | <b>1,316</b>                |
| <b>Reconciliation of funds</b>     |                            |                          |                             |                            |                          |                             |
| Total funds brought forward        | 118,446                    | -                        | 118,446                     | 117,130                    | -                        | 117,130                     |
| <b>Total funds carried forward</b> | <b>108,973</b>             | <b>-</b>                 | <b>108,973</b>              | <b>118,446</b>             | <b>-</b>                 | <b>118,446</b>              |

*The attached notes form part of these financial statements.*

# Exposure Organisation Limited

## BALANCE SHEET At 31 March 2021

|   | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 2022<br>Total<br>funds<br>£ | 2021<br>Total<br>funds<br>£ |
|---|----------------------------|--------------------------|-----------------------------|-----------------------------|
| <b>Fixed assets</b>                                 |                            |                          |                             |                             |
| Tangible assets (see Note 5)                        | -                          | 1,272                    | 1,272                       | 2,545                       |
| <b>Current assets</b>                               |                            |                          |                             |                             |
| Debtors – prepayments                               | -                          | -                        | -                           | -                           |
| Cash at bank and in hand                            | 112,621                    | 51,710                   | 164,331                     | 171,583                     |
|   | 112,621                    | 51,710                   | 164,331                     | 171,583                     |
| <b>Creditors</b>                                    |                            |                          |                             |                             |
| Amount falling due within one year                  |                            |                          |                             |                             |
| – other creditors (see Note 6)                      | (3,648)                    | (52,982)                 | (56,630)                    | (55,682)                    |
|   |                            |                          |                             |                             |
| <b>Net current assets</b>                           | 108,973                    | (1,272)                  | 107,701                     | 118,446                     |
|   |                            |                          |                             |                             |
| <b>Net assets</b>                                   | 108,973                    | -                        | 108,973                     | 118,446                     |
| <b>Funds</b> (see Note 7)                           |                            |                          |                             |                             |
| Unrestricted funds:                                 |                            |                          |                             |                             |
| Undesignated  |                            |                          | 8,973                       | 18,446                      |
| Designated as contingency for core management costs |                            |                          | 100,000                     | 100,000                     |
|   |                            |                          | 108,973                     | 118,446                     |
| Restricted funds                                    |                            |                          | -                           | -                           |
| <b>Total funds</b>                                  |                            |                          | 108,973                     | 118,446                     |

*The attached notes form part of these financial statements.*

For the financial year ended 31 March 2022, the company was entitled to exemption from audit under Section 477 of the Companies Act 2006, and no notice has been deposited under Section 476.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Companies Act 2006 and preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the period and of its profit or loss for the financial period, in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006, so far as applicable to the company. The financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The financial statements were approved by the board on 7 September 2022.

*David Hill*

**David Hill Chairman**  
7 September 2022

## NOTES TO THE FINANCIAL STATEMENTS

### 1 Accounting policies

#### Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) – (Charities SORP FRS 102) and the Charities Act 2011.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

#### Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

#### Incoming resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

#### Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

#### Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised and references is made to the trustees' annual report for more information about their contribution (page 4).

#### Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

#### Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

#### Tangible fixed assets

All fixed assets are initially recorded at cost. Depreciation is provided at the following annual rates in order to write off each fixed asset over its estimated useful life:

Equipment – 25% on cost

## Exposure Organisation Limited

### Taxation

The charity is exempt from corporation tax on its charitable activities as all its income is charitable and is applied for charitable purposes.

### Pension costs and other post-retirement benefits

The charity has implemented a scheme through NEST, the workplace pension set up by the government.

### Trustees' remuneration and benefits

There were no trustees' remuneration, expenses paid or other benefits for the years ended 31 March 2022 and 31 March 2021.

## 2 Income from charitable activities

|                                     | Unrestricted | Restricted    | 2022<br>Total | 2021<br>Total |
|-------------------------------------|--------------|---------------|---------------|---------------|
|                                     | £            | £             | £             | £             |
| <b>Grant and donation income</b>    |              |               |               |               |
| John Lyon's Charity                 | -            | 35,000        | 35,000        | 55,040        |
| Community Barnet                    | -            | 2,457         | 2,457         |               |
| Lady Ryder of Warsaw Memorial Trust | -            | 5,000         | 5,000         | -             |
| National Lottery                    | -            | 13,200        | 13,200        | 7,800         |
| Young Barnet Foundation             | -            | 273           | 273           | 2,000         |
| UK Youth                            | -            | 2,115         | 2,115         | 7,225         |
| Hornsey Parochial Charities         | -            | 3,000         | 3,000         | -             |
| Schroder Charity Trust              | -            | 2,000         | 2,000         | -             |
| Jack Petchey Foundation             | 1,500        | 1,750         | 3,250         | 1,000         |
| Thrive LDN                          | -            | 400           | 400           | 1,600         |
| Other grants                        | 493          | 1,292         | 1,785         | 650           |
| <b>Total income</b>                 | <b>1,993</b> | <b>66,487</b> | <b>68,480</b> | <b>75,315</b> |



# Exposure Organisation Limited

## 3 Expenditure

|                          | Unrestricted | Restricted          |                           |               | 2022<br>Total | 2021<br>Total |
|--------------------------|--------------|---------------------|---------------------------|---------------|---------------|---------------|
|                          |              | National<br>Lottery | John<br>Lyon's<br>Charity | Other         |               |               |
|                          | £            | £                   | £                         | £             | £             | £             |
| Staff                    | -            | 7,410               | 17,890                    | 17,279        | 42,579        | 44,128        |
| Freelance                | -            | 2,776               | 16,694                    | 7,979         | 27,449        | 24,477        |
| Communications           | -            | -                   | -                         | 892           | 892           | 1,168         |
| Equipment & stationery   | -            | -                   | 152                       | 1,267         | 1,419         | 984           |
| Insurance                | -            | -                   | -                         | 267           | 267           | 259           |
| Independent examination  | -            | -                   | -                         | 2,150         | 2,150         | 2,000         |
| Payroll services         | -            | -                   | 468                       | -             | 468           | 468           |
| Depreciation             | -            | -                   | -                         | 1,273         | 1,273         | 1,272         |
| Sundry                   | 1,194        | -                   | -                         | 1,447         | 2,641         | 914           |
| <b>Total expenditure</b> | <b>1,194</b> | <b>10,176</b>       | <b>35,204</b>             | <b>32,572</b> | <b>79,146</b> | <b>75,670</b> |

### 3a Expenditure (prior year)

|                          | Unrestricted | Restricted          |                           |               | 2021<br>Total | 2020<br>Total |
|--------------------------|--------------|---------------------|---------------------------|---------------|---------------|---------------|
|                          |              | National<br>Lottery | John<br>Lyon's<br>Charity | Other         |               |               |
|                          | £            | £                   | £                         | £             | £             | £             |
| Staff                    | -            | 5,785               | 31,877                    | 6,466         | 44,128        | 44,026        |
| Freelance                | -            | 1,527               | 13,492                    | 9,458         | 24,477        | 37,877        |
| Printing                 | -            | -                   | -                         | -             | -             | 535           |
| Communications           | -            | 498                 | 220                       | 450           | 1,168         | 1,177         |
| Rent                     | -            | -                   | -                         | -             | -             | 4,438         |
| Equipment & stationery   | -            | -                   | 447                       | 537           | 984           | 294           |
| Insurance                | -            | -                   | -                         | 259           | 259           | 382           |
| Independent examination  | -            | -                   | 2,000                     | -             | 2,000         | 1,900         |
| Payroll services         | -            | -                   | 468                       | -             | 468           | 498           |
| Membership               | -            | -                   | -                         | -             | -             | 125           |
| Depreciation             | -            | -                   | -                         | 1,272         | 1,272         | 1,272         |
| Sundry                   | 88           | -                   | 746                       | 10            | 914           | 1,728         |
| <b>Total expenditure</b> | <b>88</b>    | <b>7,810</b>        | <b>49,250</b>             | <b>18,452</b> | <b>75,670</b> | <b>94,252</b> |

## Exposure Organisation Limited

### 4 Staff costs and trustee remuneration and expenses

|   | 2022          | 2021          |
|---|---------------|---------------|
|   | £             | £             |
| Salaries and wages including social security                    | 38,596        | 39,793        |
| Employer's contribution to defined contribution pension schemes | 3,983         | 4,335         |
|   | <u>42,579</u> | <u>44,128</u> |

No employee earned more than £60,000.

The total employee remuneration and benefits including pension contributions of key personnel were: £42,579 (2021: £44,128).

The trustees were not paid and did not receive any other benefits from employment with the charity in the year, neither were they reimbursed expenses during the year. No trustee received payment for professional or other services supplied to the charity.

The average number of employees (head count based on number of staff employed) during the year was 1 (2021: 1)

### 5 Tangible fixed assets

|                       | Equipment<br>£      |
|-----------------------|---------------------|
| <b>Cost</b>           |                     |
| At 1 April 2021       | 5,089               |
| Additions             | -                   |
| Disposals             | -                   |
| At 31 March 2022      | <u>5,089</u>        |
| <b>Depreciation</b>   |                     |
| At 1 April 2021       | 2,545               |
| Charge for year       | 1,272               |
| Disposals             | -                   |
| At 31 March 2022      | <u>3,817</u>        |
| <b>Net book value</b> |                     |
| At 31 March 2022      | <u><u>1,272</u></u> |
| At 31 March 2021      | <u><u>2,545</u></u> |

## Exposure Organisation Limited

### 6 Creditors: amounts falling due within one year

|                                       | 2022          | 2021          |
|---------------------------------------|---------------|---------------|
|                                       | £             | £             |
| Accruals                              | 8,430         | 5,991         |
| Deferred income                       | 48,200        | 47,242        |
|                                       | <u>56,630</u> | <u>55,682</u> |
| <b>Deferred income</b>                |               |               |
| Balance at the beginning of the year  | 47,242        | 43,225        |
| Amount released to income in the year | (47,242)      | (43,225)      |
| Amount deferred in the year           | 48,200        | 47,242        |
| Balance at the end of the year        | <u>48,200</u> | <u>47,242</u> |
| <b>Deferred income comprises</b>      |               |               |
| John Lyon's Charity                   | 40,000        |               |
| Jack Petchey Foundation               | 5,000         |               |
| Other grants                          | 3,200         |               |
| Balance at the end of the year        | <u>48,200</u> |               |

### 7 Analysis of net assets between funds

|                             | Unrestricted funds |                | Restricted funds | Total funds    |
|-----------------------------|--------------------|----------------|------------------|----------------|
|                             | Undesignated       | Designated     |                  |                |
|                             | £                  | £              | £                | £              |
| Tangible fixed assets       | 1,273              | -              | -                | 1,273          |
| Net current assets          | 7,700              | 100,000        | -                | 107,700        |
| Net assets at 31 March 2022 | <u>8,973</u>       | <u>100,000</u> | <u>-</u>         | <u>108,973</u> |

#### 7a Analysis of net assets between funds (prior year)

|                             | Unrestricted funds |                | Restricted funds | Total funds    |
|-----------------------------|--------------------|----------------|------------------|----------------|
|                             | Undesignated       | Designated     |                  |                |
|                             | £                  | £              | £                | £              |
| Tangible fixed assets       | 2,545              | -              | -                | 2,545          |
| Net current assets          | 15,901             | 100,000        | -                | 115,901        |
| Net assets at 31 March 2021 | <u>18,446</u>      | <u>100,000</u> | <u>-</u>         | <u>118,446</u> |

## Exposure Organisation Limited

### 8 Movement in funds

|                                       | At 1 April<br>2021<br>£ | Net<br>movement<br>in funds<br>£ | Transfer<br>between<br>funds<br>£ | At 31 March<br>2022<br>£ |
|---------------------------------------|-------------------------|----------------------------------|-----------------------------------|--------------------------|
| <b>Unrestricted funds</b>             |                         |                                  |                                   |                          |
| Undesignated                          | 18,446                  | 2,084                            | (768)                             | 18,446                   |
| Contingency for core management costs | 100,000                 | -                                | -                                 | 100,000                  |
|                                       | <u>118,446</u>          | <u>2,084</u>                     | <u>(768)</u>                      | <u>118,446</u>           |
| <b>Restricted funds</b>               |                         |                                  |                                   |                          |
| John Lyon's Charity                   | -                       | (204)                            | 204                               | -                        |
| National Lottery                      | -                       | 824                              | (824)                             | -                        |
| Other                                 | -                       | (12,085)                         | 12,085                            | -                        |
|                                       | <u>-</u>                | <u>(11,465)</u>                  | <u>11,465</u>                     | <u>-</u>                 |
| <b>Total funds</b>                    | <u>118,446</u>          | <u>(9,473)</u>                   | <u>-</u>                          | <u>108,973</u>           |

### 8a Movement in funds (prior year)

|                                       | At 1 April<br>2020<br>£ | Net<br>movement<br>in funds<br>£ | Transfer<br>between<br>funds<br>£ | At 31 March<br>2021<br>£ |
|---------------------------------------|-------------------------|----------------------------------|-----------------------------------|--------------------------|
| <b>Unrestricted funds</b>             |                         |                                  |                                   |                          |
| Undesignated                          | 17,130                  | 2,084                            | (768)                             | 18,446                   |
| Contingency for core management costs | 100,000                 | -                                | -                                 | 100,000                  |
|                                       | <u>117,130</u>          | <u>2,084</u>                     | <u>(768)</u>                      | <u>118,446</u>           |
| <b>Restricted funds</b>               |                         |                                  |                                   |                          |
| John Lyon's Charity                   | -                       | 5,790                            | (5,790)                           | -                        |
| National Lottery                      | -                       | (10)                             | 10                                | -                        |
| Other                                 | -                       | (6,548)                          | 6,548                             | -                        |
|                                       | <u>-</u>                | <u>(768)</u>                     | <u>768</u>                        | <u>-</u>                 |
| <b>Total funds</b>                    | <u>117,130</u>          | <u>1,316</u>                     | <u>-</u>                          | <u>118,446</u>           |

### 9 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).