

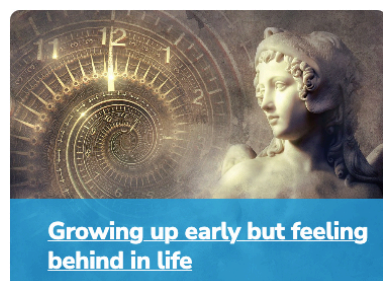


## Exposure Organisation Limited

### REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS For the year ended 31 March 2024

Report of the trustees	Pages 2 to 11
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Statement of financial activities	Page 13
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Registered company number 03455480  
Registered charity number 1073922



# 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 2024. The trustees have adopted the provisions of the 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.

### 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

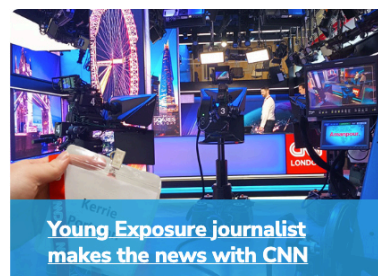
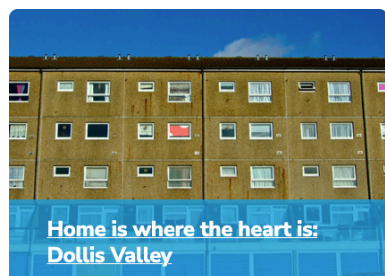
### Overview

Founded by young people in north London in 1996, Exposure is a multi-award-winning grassroots youth communications charity giving young people a voice. Exposure empowers 15 to 25-year-olds from diverse and challenging backgrounds to enjoy the benefits of volunteering. They strive for positive change on issues vital to their wellbeing. Long-established partnerships in education and the charity sector ensure Exposure is able to reach those most marginalised.

During the year Exposure engaged with 127 young people, delivering youth communications workshops in local schools and colleges, through other charitable partners and via additional blended one-to-one support using email, phone and videoconferencing. Young people were nurtured to harness digital technology meaningfully, intelligently and positively, applying their knowledge, experiences, vitality and idealism in the service of others. They were guided and trained to produce and share a wide range of compelling creative content, including articles, poetry, fiction, graphics, podcasts and short films for the charity's youth communications website [exposure.org.uk](https://exposure.org.uk) and associated social media.

Campaigns included tackling online grooming by extremists, celebrating difference, expressing gratitude to improve wellbeing, highlighting issues faced by young females, and giving LGBTQ+ young people and their allies a voice.

During the year Exposure also involved its most dedicated beneficiaries in a comprehensive review of its mission, values and approach to communications. This included discussing and agreeing the design and content-headings of a rebooted website for Exposure, subsequently launched in February 2024.



Report of the trustees and financial statements  
For the year ended 31 March 2024

# 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 22 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.

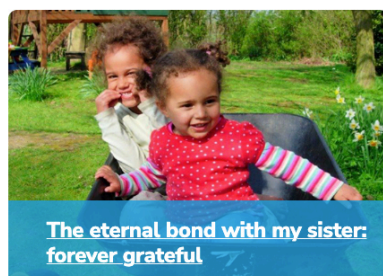
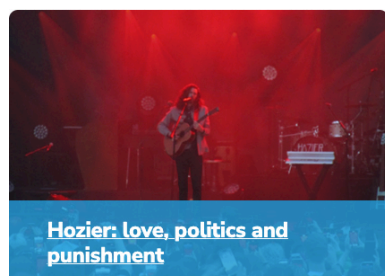
On 18 October 2023, Vivien Hanney and Jonathan Bloch retired as trustees, stood for re-election and were duly re-appointed by the members. None of the trustees had any beneficial interests in the charity or were paid for their duties during the year.

### 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.



Report of the trustees and financial statements  
For the year ended 31 March 2024

# Exposure Organisation Limited

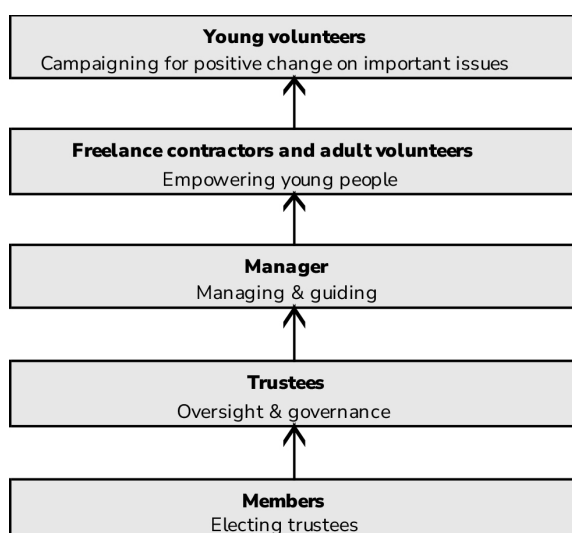
## Structure

Material matters of policy and strategy are decided at regular meetings of Exposure's board of trustees. 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 people 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*
- Jamie Aldridge *Campaigns Assistant*
- Frini Bitzeni *Campaigns Assistant*

Exposure places young people at the top of its organisational structure, reflecting the charity's approach of undertaking campaigns 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 creative campaign work which they inspire and initiate. Exposure is open to all young people and many are from diverse and challenging backgrounds. On joining, they sign up to Exposure's charter, a document detailing young people's rights and responsibilities, and highlighting the charity's mission, values and 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, equality and diversity, and safeguarding policies, and to undertake a DBS check. During the year, adult volunteers were involved in supporting young people to express themselves through Exposure's campaign work.

## Main sources of funding

Exposure's main source of funding during the year was from John Lyon's Charity, which provided a grant worth £40,000. Exposure also received smaller amounts from a range of charitable trusts, foundations and local organisations, as well as local government.

As Exposure's income is generated primarily 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.

[Report of the trustees and financial statements](#)  
[For the year ended 31 March 2024](#)

# 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, financial reserves and cash resources, 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
- 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, complaints and whistleblowing
- donation acceptance and expenditure approval
- information security, data protection, AI risk management
- code of conduct for young freelance professionals
- business continuity, succession planning and winding down.

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

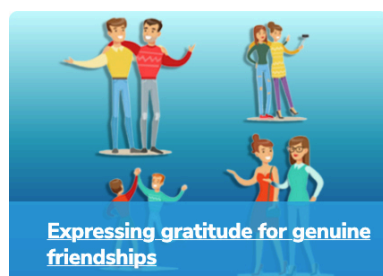
Experienced editorial personnel review all outputs published on the Exposure website and/or shared on social media. Cash balances held at banks are within government deposit protection limits.

## Objects, aims and activities

### Objects

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

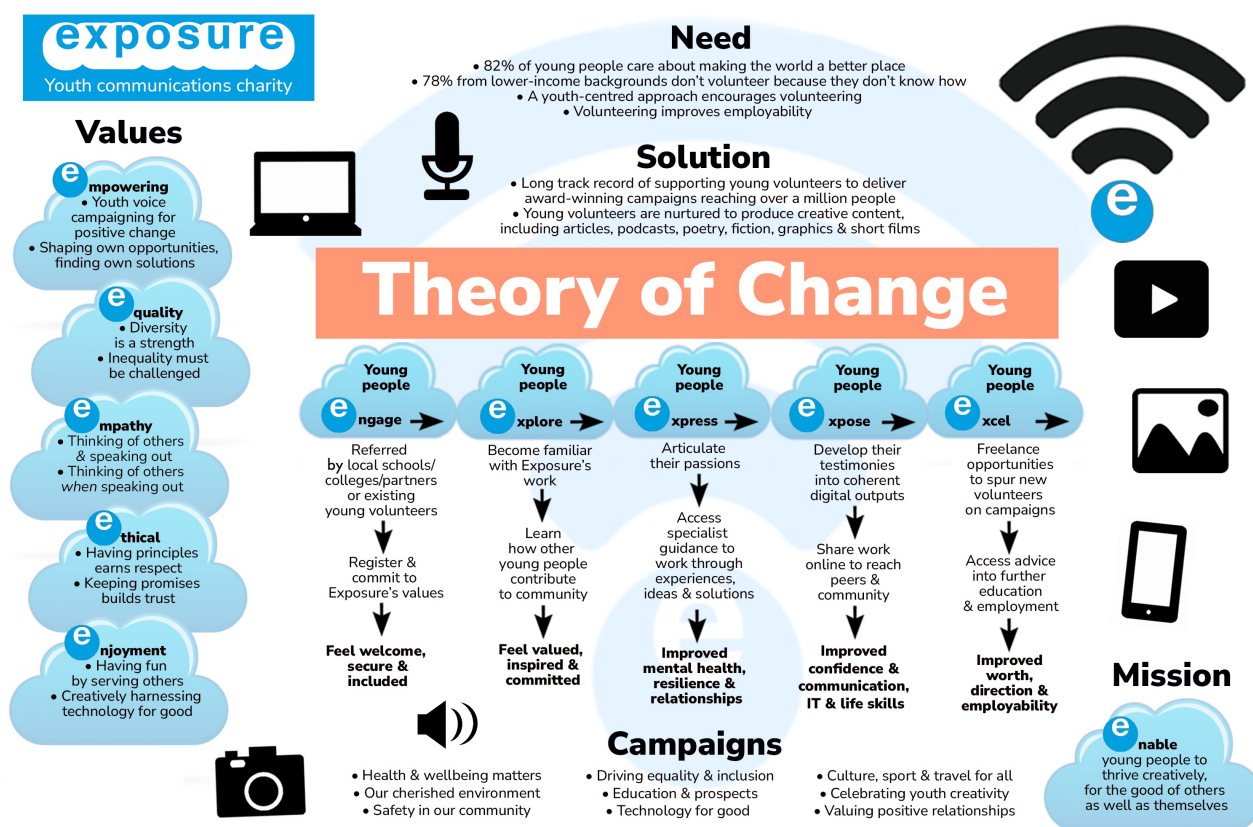
## Aims

Exposure empowers 15 to 25-year-olds from diverse and challenging backgrounds to enjoy the benefits of volunteering. Young people campaign for positive change on issues vital to their wellbeing, through [exposure.org.uk](https://exposure.org.uk) and associated social media. They are guided and trained to produce a wide range of compelling creative content, including articles, poetry, fiction, graphics, podcasts and short films.

While developing life-changing work-based skills, opportunities and contacts, and a personal portfolio of their creative work hosted on an independent online platform, young people also experience narrative therapy. They help themselves through helping others, raising consciousness, tackling stigma, breaking taboos and hence improving their confidence, mental health, resilience and relationships.

## Theory of Change

The Theory of Change schematic below illustrates 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 young people to campaign for positive change on issues they are passionate about
- Engaging 127 young people directly, with most contributing tangibly to Exposure's youth communications work, demonstrating and reporting improvements in their skills and confidence
- Disseminating young people's 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
- Involving its most dedicated beneficiaries in a comprehensive review of its mission, values and approach to communications, culminating in the reboot of its youth communications website.

Report of the trustees and financial statements  
For the year ended 31 March 2024

# Exposure Organisation Limited

## Achievements and performance

### Achievements

Young people were supported to address a range of important issues. These included tackling online grooming by extremists, celebrating difference, expressing gratitude to improve wellbeing, highlighting issues faced by young females and giving LGBTQ+ young people and their allies a voice.

Exposure was able to secure additional funding from Lady Ryder Memorial Trust, My Little Grants, Marsh Charitable Trust, The Worshipful Company of Chartered Secretaries and Administrators, Albert Hunt Trust, Young Barnet Foundation, The Progress Foundation, Philip Gibson, Rotary Club of Islington, Highgate and Muswell Hill and Barnet Council to support its work. Some Exposure's young contributors secured an Exposure Achievement Award for their outstanding contributions, others had work published in local newspapers and other publications and were supported into higher education and work.

### Performance

#### Exposure website reboot

Exposure involved its most dedicated beneficiaries in a comprehensive review of its mission, values and approach to communications. They discussed and agreed the design and content-headings of Exposure's new youth communications website, subsequently launched in February 2024, with outputs now configured within the following broad themes, important to young people:

- |                              |                                   |                                  |
|------------------------------|-----------------------------------|----------------------------------|
| - Health & wellbeing matters | - Driving equality & inclusion    | - Valuing positive relationships |
| - Education & prospects      | - Safety in our community         | - Our cherished environment      |
| - Technology for good        | - Culture, sport & travel for all | - Celebrating youth creativity   |

Additionally, each young volunteer now has a personal online portfolio to host their creative work, demonstrating their worth and improving their CVs and employability.

Updated three times a week, Exposure's website [exposure.org.uk](https://exposure.org.uk) receives an average of 3,000 active users per month. Exposure has over 6,000 followers on social media, mainly local young people, parents, teachers and other supporters.

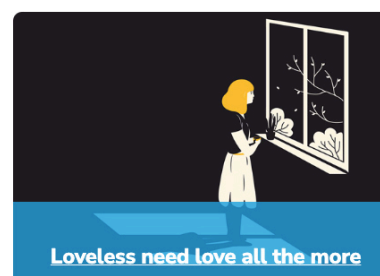
#### General activities

Exposure worked face-to-face with students in local schools, colleges and other venues, as well as remotely with young people, directly and through the charity's partnership work. They were provided with a range of tailored questionnaires to prompt responses within the broad themes detailed above, as well as production tips and comprehensive guidelines to develop their testimonies into coherent digital outputs.

Young volunteers developed compelling content for Exposure's website and social media – reports, features, articles, reviews, interviews, poetry, fiction, graphics, photographs, podcasts and short films – to inform, inspire and reassure their peers, families and wider community. Young people produced over 90 posts for the Exposure website and social media during the year.

#### Extreme Caution

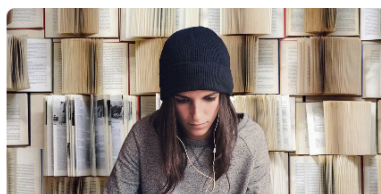
Young people completed a campaign, termed Extreme Caution, to tackle online grooming, abuse and fake news by extremists, giving tips on online resilience and safety. The campaign was profiled by Young Barnet Foundation to demonstrate effective partnership work at a conference of London youth foundations.



Report of the trustees and financial statements  
For the year ended 31 March 2024



**Justice? Care Experienced youth over-criminalised**



**Ten pointers to successful independent study**



**Anti-social behaviour laws hammer the vulnerable**

### **Celebrate Difference**

Leading on from and inspired by Extreme Caution, young people completed a campaign, termed Celebrate Difference, to combat hate by promoting their diverse cultures and identities and celebrating their differences.

### **Grateful Project**

Work commenced on the Grateful Project, designed to build young people's resilience during difficult times through reminding themselves, and by extension their friends, families and community, what they have to be grateful for. Young people shared positive and valued aspects of their lives, including maintaining health and wellbeing, relationships, hobbies, identity, culture and overcoming difficulties.

### **LGBTQ+ friends**

Work commenced on the new LGBTQ+ friends campaign, designed to raise awareness of and address issues faced by LGBTQ+ young people, including coming to terms with and celebrating who they are, the challenges of 'coming out' and how to be a good ally to LGBTQ+ young people.

### **#HerTake**

Work commenced on the new #HerTake campaign, enabling young women and their male allies to voice concerns, share experiences and campaign for positive change around safety, inequality, misogyny and toxic masculinity, as well as broader issues around young women's relationships, identity, culture, mental health and wellbeing.

### **Partnership work**

Exposure maintained effective partnerships with a range of organisations, to ensure Exposure reached especially marginalised young people, offering them a voice and creative outlet to campaign for positive change. Partners included:

- Leighton College Elfrida Rathbone to support students with mild to moderate learning disabilities
- Harington to support young adults with learning disabilities and/or difficulties
- Coram Voice children's rights charity, publishing the stories and experiences of care-experienced young people
- Young Barnet Foundation to support young people to tackle online grooming and hatred by extremism.
- SPID youth theatre to publish a review written by a young contributor, of a play highlighting housing injustice
- Friends of the Earth to produce a short video promoting home insulation for health as well as environmental reasons.

### **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 people. Young people report on the impact Exposure has on their health, resilience, confidence, relationships, ability to express themselves, skills, attitudes to work and future aspirations.



**Short story about loneliness: Cornucopia**



**Tackling grooming: amazing response by Exposure youth**



**Coram 'Voices Through Time' inspires future voices**



## Exposure Organisation Limited



### Financial review

#### Financial performance

Total income for the year was £82,553, up from £72,668 last year. Total expenditure was £89,543, down from £91,063, last year due. The net deficit for the year was £6,990 compared with a net deficit of £18,395 last year. Net assets decreased from £90,578 to £83,588. The cash balance at year-end was £98,908 compared with £109,491 last year.

#### Reserves and investment policy

The trustees review Exposure's reserves and investment policy annually with a view to enabling the charity to meet its plans and 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 through the pandemic, austerity, the cost of living crisis and the increasingly uncertain funding environment. 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 delayed grants and creative service fees. Reserves also allow the charity to continue serving its young beneficiaries during periods when available funding does not fully cover operating costs. For the forthcoming year, the trustees have designated funds totalling £50,000 towards realising the plans outlined in this report, as follows:

- £25,000 towards celebrating and sharing youth creativity by populating the charity's new website
- £25,000 towards further campaign work addressing equality issues.

The remaining reserves ensure that, for at least six months, the charity can continue to:

- provide uninterrupted services to existing beneficiaries, before having to consider withdrawing, in a careful and appropriate way, and transitioning beneficiaries to new sources of support
- fulfil its obligations to partner organisations that refer young people to the charity, such as schools, colleges, youth charities and local authorities.

A winding down procedure has been drawn up to be triggered in the hopefully unlikely event that unrestricted reserves fall to £15,000, so as to leave enough funds for orderly winding down and dissolution, including redundancy payments. Cash resources are deposited in separate banks to ensure protection under the Financial Services Compensation Scheme.



## Exposure Organisation Limited



### Future developments

#### Meet the needs and demands of young people

Exposure's first priority for the coming year will be to meet its charitable objectives through delivering youth communications work in response to the needs and demands of its young people.

In particular, Exposure is looking to celebrate and share youth creativity – in accordance with its renewed values and mission – by populating the charity's rebooted website, within the following nine homepage content-headings, as discussed and agreed by its young people:

- |                              |                                   |                                  |
|------------------------------|-----------------------------------|----------------------------------|
| - Health & wellbeing matters | - Driving equality & inclusion    | - Valuing positive relationships |
| - Education & prospects      | - Safety in our community         | - Our cherished environment      |
| - Technology for good        | - Culture, sport & travel for all | - Celebrating youth creativity   |

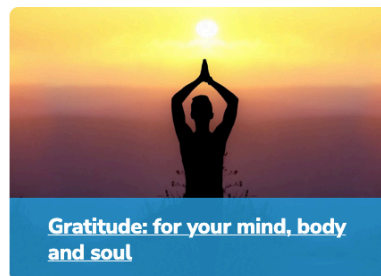
Exposure is also looking to continue delivering specific campaign work in support of:

- young people's mental health and resilience during difficult times
- LGBTQ+ young people and their allies, raising awareness of and addressing issues they face
- young women and their allies, voicing concerns and sharing experiences around safety, inequality and misogyny.

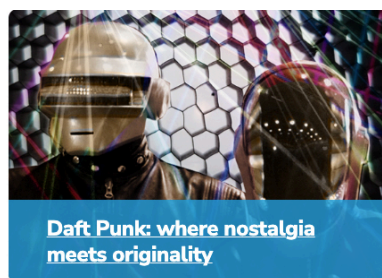
#### Fundraising opportunities

Additionally, with support from external expertise, Exposure is looking to explore new opportunities to fundraise through:

- pursuing support from philanthropic high-net-worth individuals and family offices
- marketing to media corporates interested in charitable giving as part of their commitment to social responsibility
- establishing strategic partnerships with trusted and professional youth organisations that share Exposure's values as detailed in the charity's Theory of Change on page 6.



## 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 Statement of Recommended Practice for accounting and reporting by charities
- 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

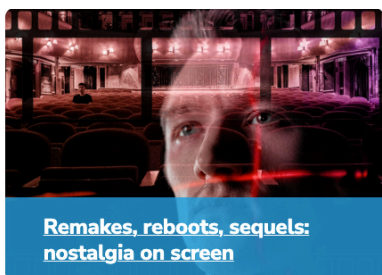
Exposure thanks all funders, clients, staff, freelance contractors, suppliers, members and volunteers for their continued support, in particular John Lyon's Charity, Lady Ryder Memorial Trust, My Little Grants, Marsh Charitable Trust, The Worshipful Company of Chartered Secretaries and Administrators, Albert Hunt Trust, Young Barnet Foundation, The Progress Foundation, Philip Gibson, Rotary Club of Islington, Highgate and Muswell Hill and Barnet Council all of whom gave generous grants.

On behalf of the board

11 September 2024

David Hill

**David Hill Chairman**





# Exposure Organisation Limited

## 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 2024.

### 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

### Anthony Epton BA, FCA, CTA, FCIE

Goldwins Limited  
Chartered Accountants  
75 Maygrove Road  
London NW6 2EG

11 September 2024



Report of the trustees and financial statements  
For the year ended 31 March 2024



# Exposure Organisation Limited

## STATEMENT OF FINANCIAL ACTIVITIES For the year ended 31 March 2024

	Unrestricted funds	Restricted funds	2024 Total funds	Unrestricted funds	Restricted funds	2023 Total funds
	£	£	£	£	£	£
<b>Income from</b>						
Charitable activities (see Note 2)	5,000	75,050	80,050	1,805	56,000	57,805
Other income (commissions)	2,000	-	2,000	14,385	-	14,385
Investment income	503	-	503	478	-	478
<b>Total income</b>	<b>7,503</b>	<b>75,050</b>	<b>82,553</b>	<b>16,668</b>	<b>56,000</b>	<b>72,668</b>
<b>Expenditure on</b>						
Charitable activities (see Note 3)	2,460	87,548	90,008	1,640	89,423	91,063
<b>Total resources expended</b>	<b>2,460</b>	<b>87,548</b>	<b>90,008</b>	<b>1,640</b>	<b>89,423</b>	<b>91,063</b>
<b>Net incoming resources</b>	<b>5,043</b>	<b>(12,498)</b>	<b>(7,455)</b>	<b>15,028</b>	<b>(33,423)</b>	<b>(18,395)</b>
<b>Transfer between funds</b>	<b>(12,498)</b>	<b>12,498</b>	<b>-</b>	<b>(33,423)</b>	<b>33,423</b>	<b>-</b>
<b>Net movements in funds</b>	<b>(7,455)</b>	<b>-</b>	<b>(7,455)</b>	<b>(18,395)</b>	<b>-</b>	<b>(18,395)</b>
<b>Reconciliation of funds</b>						
Total funds brought forward	90,578	-	90,578	108,973	-	108,973
<b>Total funds carried forward</b>	<b>83,123</b>	<b>-</b>	<b>83,123</b>	<b>90,578</b>	<b>-</b>	<b>90,578</b>

The attached notes form part of these financial statements.

# Exposure Organisation Limited

## BALANCE SHEET At 31 March 2024

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>Fixed assets</b>				
Tangible assets (see Note 5)	-	239	239	696
<b>Current assets</b>				
Cash at bank and in hand	92,322	6,586	98,908	109,491
	92,322	6,586	98,908	109,491
<b>Creditors</b>				
Amount falling due within one year				
– other creditors (see Note 6)	(9,199)	(6,825)	(16,024)	(19,609)
<b>Net current assets</b>	83,123	(239)	82,884	89,882
<b>Net assets</b>	83,123	-	83,123	90,578
<b>Funds</b> (see Note 7)				
Unrestricted funds:				
Undesignated			33,123	40,578
Designated			50,000	50,000
			83,123	90,578
Restricted funds			-	-
<b>Total funds</b>			83,123	90,578

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

For the financial year ended 31 March 2024, 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 the 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).

The financial statements were approved by the board on 11 September 2024.

*David Hill*

**David Hill Chairman**

[Report of the trustees and financial statements](#)  
[For the year ended 31 March 2024](#)

# Exposure Organisation Limited

## NOTES TO THE FINANCIAL STATEMENTS

### 1 Accounting policies

#### Accounting convention

The financial statements have been prepared in accordance with the 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) 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. 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

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### 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 2024 and 31 March 2023.

## 2 Income from charitable activities

			2024	2023
	Unrestricted	Restricted	Total	Total
	£	£	£	£
<b>Grant and donation income</b>				
John Lyon's Charity	-	41,800	41,800	36,000
Barnet Community Fund	-	5,250	5,250	5,000
Lady Ryder of Warsaw Memorial Trust	-	3,000	3,000	-
National Lottery	-	-	-	10,000
Albert Hunt Trust	-	2,000	2,000	-
The Progress Foundation	-	10,000	10,000	-
Barnet Council	-	10,000	10,000	-
Jack Petchey Foundation	-	-	-	6,800
Other grants	5,000	3,000	8,000	5
<b>Total income</b>	<b>5,000</b>	<b>75,050</b>	<b>80,050</b>	<b>57,805</b>



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## 3 Expenditure

	Restricted				2024 Total £	2023 Total £
	Unrestricted £	National Lottery £	John Lyon's Charity £	Other £		
Staff	-	-	37,828	5,102	42,930	42,931
Freelance	-	-	-	33,630	33,630	41,466
Communications	-	-	-	7,764	7,764	813
Equipment & stationery	-	-	-	-	-	429
Insurance	276	-	-	-	276	306
Independent examination	-	-	-	2,448	2,448	2,280
Payroll services	900	-	-	-	900	-
Depreciation	-	-	-	776	776	1,504
Sundry	1,284	-	-	-	1,284	1,334
<b>Total expenditure</b>	<b>2,460</b>	<b>-</b>	<b>37,828</b>	<b>49,720</b>	<b>90,008</b>	<b>91,063</b>

### 3a Expenditure (prior year)

	Restricted				2023 Total £	2022 Total £
	Unrestricted £	National Lottery £	John Lyon's Charity £	Other £		
Staff	-	-	31,912	11,019	42,931	42,579
Freelance	-	11,064	-	30,402	41,466	27,449
Communications	-	-	511	302	813	892
Equipment & stationery	-	-	-	429	429	1,419
Insurance	306	-	-	-	306	267
Independent examination	-	-	-	2,280	2,280	2,150
Payroll services	-	-	-	-	-	468
Depreciation	-	-	-	1,504	1,504	1,273
Sundry	1,334	-	-	-	1,334	2,641
<b>Total expenditure</b>	<b>1,640</b>	<b>11,064</b>	<b>32,423</b>	<b>45,936</b>	<b>91,063</b>	<b>79,146</b>

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## 4 Staff costs and trustee remuneration and expenses

	2024	2023
	£	£
Salaries and wages including social security	38,595	38,705
Employer's contribution to defined contribution pension schemes	4,335	4,335
	<b>42,930</b>	43,040

No employee earned more than £60,000.

The total employee remuneration and benefits including pension contributions of key personnel were: £42,930 (2023: £43,400).

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 (2023: 1).

## 5 Tangible fixed assets

	Equipment
	£
<b>Cost</b>	
At 1 April 2023	6,017
Additions	319
Disposals	-
At 31 March 2024	<b>6,336</b>
<b>Depreciation</b>	
At 1 April 2023	5,321
Charge for year	776
Disposals	-
At 31 March 2024	<b>6,097</b>
<b>Net book value</b>	
At 31 March 2024	<b>239</b>
At 31 March 2023	696

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## 6 Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals	9,199	11,609
Deferred income	6,825	8,000
	<b>16,024</b>	<b>19,609</b>
<b>Deferred income</b>		
Balance at the beginning of the year	8,000	48,200
Amount released to income in the year	(4,000)	(44,200)
Amount deferred in the year	2,825	4,000
Balance at the end of the year	<b>6,825</b>	<b>8,000</b>
<b>Deferred income comprises</b>		
John Lyon's Charity	6,825	
Balance at the end of the year	<b>6,825</b>	

## 7 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds
	Undesignated	Designated		
	£	£	£	£
Tangible fixed assets	239	-	-	239
Net current assets	32,884	50,000	-	82,884
<b>Net assets at 31 March 2024</b>	<b>33,123</b>	<b>50,000</b>	<b>-</b>	<b>83,123</b>

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

	Unrestricted funds		Restricted funds	Total funds
	Undesignated	Designated		
	£	£	£	£
Tangible fixed assets	696	-	-	696
Net current assets	39,882	50,000	-	89,882
Net assets at 31 March 2023	40,578	50,000	-	90,578

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## 8 Movement in funds

	At 1 April 2023 £	Net movement in funds £	Transfer between funds £	At 31 March 2024 £
<b>Unrestricted funds</b>				
Undesignated	40,578	5,043	(12,498)	33,123
Designated	50,000	-	-	50,000
	<b>90,578</b>	<b>5,043</b>	<b>(12,498)</b>	<b>83,123</b>
<b>Restricted funds</b>				
John Lyon's Charity	-	3,972	(3,972)	-
Other	-	(16,470)	16,470	-
	-	(12,498)	12,498	-
<b>Total funds</b>	<b>90,578</b>	<b>(7,455)</b>	<b>-</b>	<b>83,123</b>

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

	At 1 April 2022 £	Net movement in funds £	Transfer between funds £	At 31 March 2023 £
<b>Unrestricted funds</b>				
Undesignated	8,973	15,028	16,577	40,578
Designated	100,000	-	(50,000)	50,000
	108,973	15,028	(33,423)	90,578
<b>Restricted funds</b>				
John Lyon's Charity	-	3,577	(3,577)	-
National Lottery	-	(1,064)	1,064	-
Other	-	(35,936)	35,936	-
	-	(33,423)	33,423	-
<b>Total funds</b>	<b>108,973</b>	<b>(18,395)</b>	<b>-</b>	<b>90,578</b>

## 9 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).