



ANNUAL REPORT & ACCOUNTS April 2020 – March 2021

BANG EDUTAINMENT LTD

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BANG
EDUTAINMENT

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TO OUR COMMUNITY, PARTNERS AND FUNDERS



Blessings everyone,

We are thankful for all your support in the last challenging year. Please find a summary of our highlights below, and our detailed annual report in the following.

Strategic Highlights

2020 has been an unexpected year for everyone. Despite a plan to review of our strategic goals due to our 20th organisational anniversary, we had to prioritise our focus around supporting our community through COVID-19.

We stepped up as a Borough anchor organisation in Brent as well as developing community leadership. As a result of COVID-19 and other events such as the Black Lives Matter movement, local community members approached us to assist them to develop their organizations and address needs in the community. Hence, we responded to this need and incubated several community organisations (see achievements section for further information).

Another strategic aspect I wish to highlight is that BANG Edutainment have started the process of transitioning from being a black-led organization to a youth-led organisation. We firmly believe that young people are not only our future but that we need them in the present to create a better and fairer world. Through our youth-voice project, we will capture young people's voices to impact decision making in the Borough of Brent.

The turbulent year 2020 highlighted once again what is key to move BANG forward strategically; healthy relationships and wellbeing are crucial and inform everything we do at BANG.

We matured as an organization and undertook our strategic review despite COVID-19 – please see our long-term strategies and ambitions in this our annual review.

Financial Highlights

The transition described above has been mostly achieved with the help from our own resources. However we did receive £40,000 in core funding to undertake an organizational repositioning, which was vital to remain a community anchor and respond to changing needs. Unfortunately, the sector has a massive challenge around core funding, and so we have been investing our time to develop ways to become more financially independent.

There is often only short term funding available for projects, and the speed at which some funders respond does not always keep up with the complex nature of issues emerging on the ground. For example, I was heartbroken to hear that a 15-year-old boy had been stabbed on the way to school in June 2021. He and his family have been involved with BANG in the past and they reached out to receive support in setting up a crowdfunding campaign. We responded and supported them but were unable to access any funding support.

As a front line, grassroots organization the short-term funding that is often available does not allow us to create systemic and sustainable change. We want to continue to explore and develop ways to break those cycles and seek ways to expand the support to achieve the change that is needed. This is because a key purpose of being a front-line organization is to share our experiences and create long-term change at a policy level.

An additional layer of difficulty we experience is institutional racism. As a grassroots organization and because we emerged as a black-led organization, we have been positioned without access to support networks. We must work twice as hard to influence strategic decisions, which are informed by our grassroots experience to create systemic change.

We welcome any requests to share our experiences and help you create change on a systemic level.

“We need long-term funding and sustainable partnerships to share our grassroots expertise and create systemic change on a policy level” Jennifer Ogole (BANG CEO)

Operating Highlights

As a result of organizational repositioning and responding to needs arising from the pandemic, we now focus on establishing digital excellence and delivery. Additionally, we concentrate on capturing and sharing knowledge effectively whilst working remotely, which has been a new experience for most of BANG’s staff. We are proud to say that those two key positions are occupied by young people.

Further, we expanded our team to create a pool of skillsets that will drive BANG forward. We have five new board members, of which three are young people. Our youth voice project will ensure that more young people will shape BANG. Additionally, our Chief Operational Officer and our Business Manager bring the expertise and stability we need to deliver our projects whilst creating space to develop strategically.

We developed partnerships in Jamaica, Nigeria, and Uganda to support emerging community leaders. Thus, the cultural exchange becomes a way of working just as youth leadership does, too.

Looking Ahead

We are proud to say that we used the pandemic to step back and review our services and strategic positioning. Please see our long-term strategies and ambitions further below to find out what we plan for the years to come.

One Love

Jennifer Ogole

CEO

ABOUT BANG EDUTAINMENT

BANG Board of Trustees

Paul Bragman (Chair)

Beverley Pearson (Trustee)

Ajenae Bignell (Trustee)

Jennifer Ogole (Trustee)

Nicholas Hawkins (Treasurer)

Emily Shu Lyn Ng (Trustee)- Resigned 1st October 2020

Linda Mngwali (Secretary) – Resigned 28th October 2020

Independent examiner

Community Accountancy Self Help, 1 Thorpe Close, London, W10 5XL

Governance and management

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated October 2000, as amended by special resolutions dated 21 April 2001, 5th January 2006, 16th April 2007 and 13th July 2013. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

Jennifer Ogole acts both as a Trustee and the CEO of the organisation. The Charity Commission gave its consent to Jennifer being employed in the role of CEO and to her continuing to serve as a trustee.

Our Values, Vision and Mission

Everything BANG does is embedded in our values, vision, and mission.

Vision

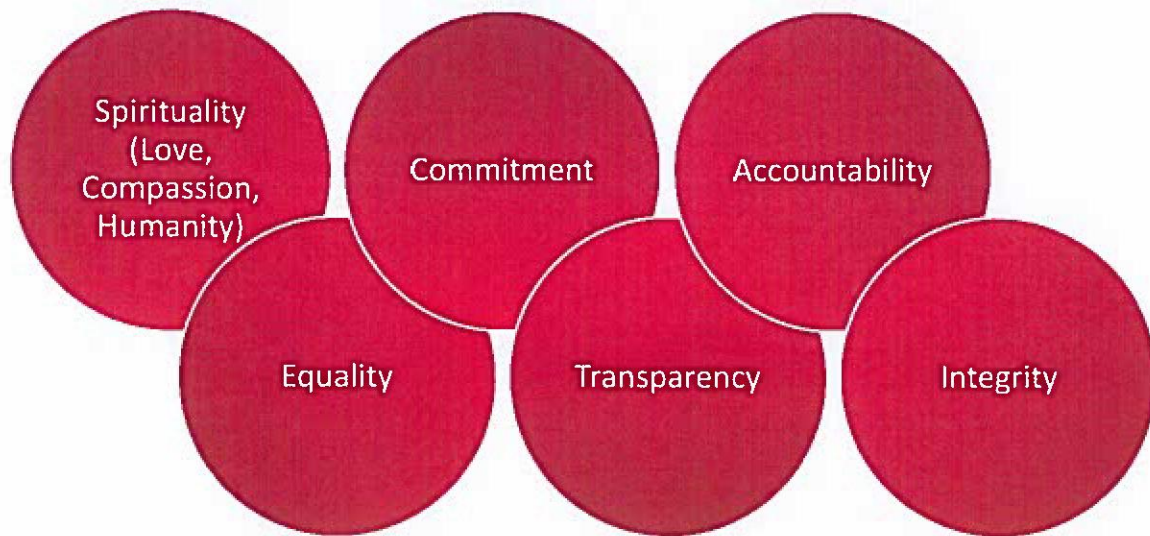
We have a bold vision; we dream of

"A world in which all young people are valued, thriving, and contributing positively to their communities."

Mission

Partnering globally to deliver world-class services for children and young people that develop skills for life and careers, and enable them to achieve individual and collective goals ensuring sustainable positive impact for them and their communities.

Our Values



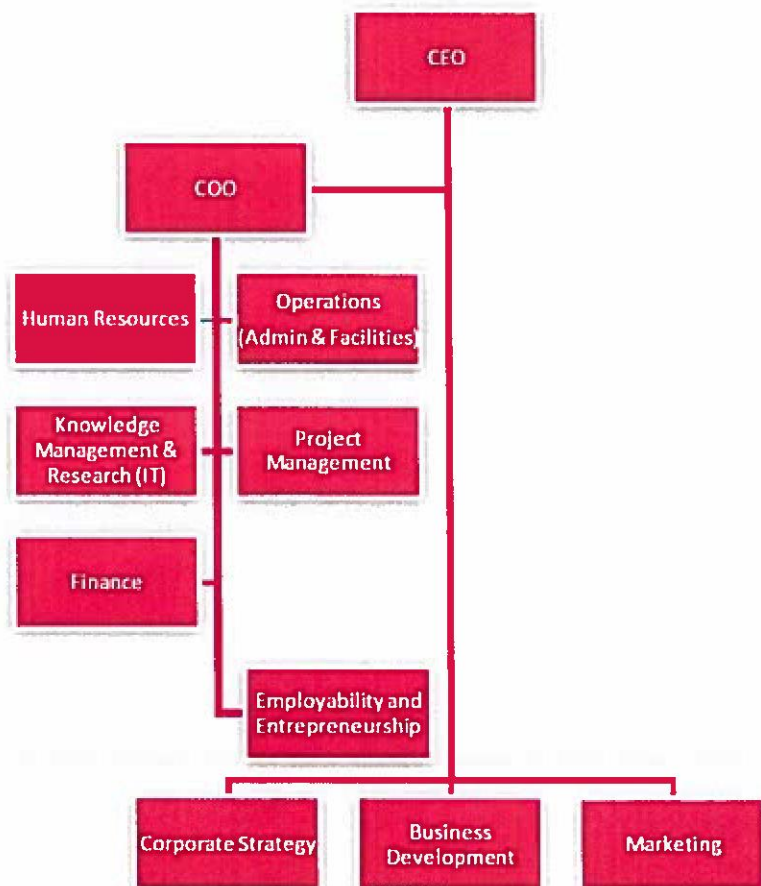
Methods and Principles

There are key principles, which underpin our work:

- Everyone can learn, and everyone can excel
- People are their best asset - value is based on what an individual loves and their progress on that
- Creativity and culture are the lifeblood of activities and projects
- We strive to deliver services that are of the highest quality
- We are responsive, user and needs-led in our approach
- We strive to be accessible and inclusive of service users, staff, and partners
- We do not compete – we collaborate. We are open to partnership, striving for win-win situations in all engagements
- We strive to deliver effective results against targets and in all our operations
- We are innovative and entrepreneurial, seeing opportunities even in adversity
- We create environments in which everyone is caring, learning, and growing

Our Organizational Structure

In addition to our staff filling the roles outlined in the department structure on the right, we have a



board of trustees overseeing our work.

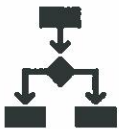
The BANG Board is the highest decision-making body of the organisation, and are responsible for overall policy direction and compliance with statutory, legal and regulatory compliance. The Chief Executive Officer (CEO) of BANG is responsible for policy implementation, and for effective and efficient operation of the organisation (supported by the Chief Operation Officer (COO)).

Our Priorities 2020

We used 2020 to step back and conduct an organizational and programme review. Further, we laid the groundwork to follow our long-term strategies and ambitions.



Priority 1: Conduct a **listening and discourse** exercise to find out what people in the community need post-Coronavirus and because of the contemporary highlighting of structural inequality and racism. Use the findings from the listening and discourse exercise to inform and strengthen BANG's pioneering **youth empowerment strategy**. Use the findings from the listening and discourse exercise to inform BANG's 'Way Forward' strategy, which is designed to **address structural inequality and racism**. This will involve the establishment of a small, dedicated team of staff, complemented by a pool of suitably trained and supported volunteers, comprised of young people drawn from Brent's diverse communities. These young people will have direct experience of the negative/traumatic effects of racism and therefore be ideally placed to redress it.



Priority 2: Review BANG's **internal systems**, processes, and policies to ensure that they are sufficiently robust and fit-for-purpose for the implementation of the charity's forward strategy.



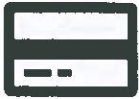
Priority 3: Strengthen **partnerships** with key stakeholders. This will include consolidating and strengthening existing strategic partnerships with Brent Council and Young Brent Foundation, alongside forging new collaborations with schools, universities, and other institutions.



Priority 4: Undertake a review of BANG's **core product**, NoLimitz, because this programme has been temporarily suspended due to the Coronavirus lockdown restrictions. This will involve consulting with both young people and schools, before the expected full resumption of NoLimitz from January 2021.



Priority 5: Roll out the '**Big BANG**' concept. This concept is a start-up accelerator model (BANG proactively facilitating the start-up of social enterprises) combined with 'fiscal sheltering' or 'auspicing', whereby the start-up can sit under BANG's financial umbrella for funding purposes, thus taking advantage of BANG's status as a long-established registered charity. It will become a social enterprise alongside BANG Edutainment to operate outside of Brent and globally.



Priority 6: Establish a new, Financial Reporting Council (FCR)-compliant **community accountancy unit**. Not only will this unit serve the everyday financial accounting needs of BANG and other civil society organisations, including the groups that BANG catalyses through its accelerator work, but will also build the essential financial capacity of the wider community. In practice, this will include the delivery of community-based workshops on e.g., financial literacy, budgeting, debt management/ avoidance. This will have a tangible positive impact on the local economy by improving the all-around capability of Brent's residents to safeguard, maintain and augment the financial resources at their disposal.

IMPACT & VALUE

Despite the pandemic, we delivered value and impact to young people and the community.

Responding to a Pandemic and Organizational Review

COVID-19 and the Lockdowns

The pandemic struck during a period when there was already significant change taking place within the charity. BANG had planned and started a restructure at the end of 2019, based around a skills audit, and the progress of this was significantly impacted by the pandemic. In March 2020, BANG closed its offices in adherence to the Coronavirus-related restrictions and began implementing remote working. Much of our normal work at BANG was impacted by the pandemic. However, we were still able to engage with young people and their families through different means, e.g. a COVID-19 impact survey, providing services and consulting with them to inform our programmes going forward.

Our programme “No Limitz” could not be delivered as it was dependent on a face-to-face delivery, and we offered support in a different form instead.

Further, our therapy service “Create Change” was significantly impacted because we could not deliver group therapy sessions in schools. However, the therapists offered support to young people by providing online therapy.

BANG as an organization has always excelled in building relationships and service delivery face-to-face. Much of BANG’s organizational culture also depended on face-to-face interaction. Thus, the lockdowns and year-long homeworking also required adapting internal communication patterns and ways of working.

Digital: Internal processes and external accessibility to programmes

Fortunately, BANG already had the infrastructure for Microsoft Office 365 in place. To utilize it effectively, we organized training sessions in Microsoft Office 365 with partners such as Black Thrive to increase our digital collaboration capabilities. As mentioned in our objectives, we looked at internal processes to streamline our working patterns.

Since delivery could only take place digitally during the lockdowns, BANG decided to expand its reach and engage in digitally safe delivery options and invested in an app. This links to our long-term forward strategy, please see further information below. Further, we are redeveloping our website and social media strategy to maximize engagement.

Organizational and Programme Review

Whilst reacting to the COVID-19 lockdowns, we undertook an organizational review to improve our internal processes and external engagement. This includes the recruitment of a Chief Operating Officer, Business Manager, Digital Marketing Lead and Research & Knowledge Management Coordinator. The Executive Leadership Team undertook a strategic review and repositioning, which we describe further below. By stepping back in 2020, we emerged stronger from the pandemic.

Activities, Achievements, Performance

Our Programmes: April 2020

- No Limitz, our service for young people at risk of becoming excluded from school or offending, was put on hold pending review before the pandemic, and during the year we have created a five-year plan for this service, which we are currently implementing and sourcing funding for.
- Create Change, our creative therapy service, delivered therapy sessions online throughout the lockdowns.

Making a difference

- We interviewed about 50 families through telephone consultation and a survey early in the pandemic as part of a COVID Needs / Impact assessment and supported them by providing advice or referring families to other services. Some of them shared their views on what support was most needed, which fed into our COVID-19 needs assessment support (priority 1). This included consultation of other agencies (CAMHS, Social Service, Housing, Benefits, Family Solution) to design our lockdown response.
- A free telephone helpline was set up during the first lockdown which was manned 24 hours a day. We conducted a focus group to further understand the community's needs after the first lockdown.
- During the year, 51 young people accessed Create Change, our therapy service – 33 of those received therapeutic treatment after the initial assessment stage. Many of these young people were supported online during the lockdown.
- BANG Evolution, our new mentoring and coaching programme (established to replace One-to-One component of NoLimitz) was established (see priority 6).
 - A steering group has been set up
 - Recruitment of mentors and mentees is ongoing
 - The Institute of Contemporary Music Performance came and spoke with the steering group to collaborate.

Case study

Family background

Mum works part time (16hours) as a keyworker and receives universal credit. However, this is not sufficient, and mum still struggles to pay the bills. Mum's eldest son is a paraplegic. She has reported that he often falls in the shower and has to sleep on the floor as his airbed has burst. This has resulted in him suffering from extreme back pains. Also, they lack IT equipment hence children are unable to do schoolwork, and children get bored easily due to lack of resources to entertain. As the neighbours play loud music particularly at night, this has resulted in children wetting the bed at night as they feel unsafe. Mum is in dire need of bedframe and mattress for paraplegic son to alleviate back pain and stress, as well as laptops so that children do not fall behind in their education any further. Due to her financial issues mum has difficulties to provide food for the family. She is relying on foodbank to feed her children. She did not have any alternative than to take the children with her to collect the food thus queuing for long periods with young children.

How have we supported the family?

The assigned Project Officer has supported the family in arranging for a Foodbank to deliver the food directly to the family home address thus avoiding for mum to bring the children with her and increase the risk of exposing them to the COVID-18 virus. The Project Officer helped by making regular phone calls during which mum had space to exchange and to share her worries. The Project Officer ensured mum and her children were receiving the support they need and assisted the families managing their anxiety. The Project Officer went beyond normal expectations and applied for grants from All about money and Family Fund two charitable organizations. The application was an attempt to garner financial support to buy a bed frame and appropriate mattress for the paraplegic child. Regarding the lack of IT equipment, the Project Officer made

- In March 2021, we connected with 10 young people so they could share their views on what really matters to them with Brent Council.
- We planned an Easter holiday club which took place during April 2021, introducing young people to website design, graphic design, event management and personal development.
- Groundwork began for our Youth Voice project, capturing the views of young people on issues that matter to them, and enabling them to create their digital content (see priority 2).
- Our new app was built and is available for download, providing information on community activity and providing a digital mentoring network.
- We were successful in a partnership to transform Brent's children's centres into family centres (Rise up Stonebridge). We are working together to support Brent with community engagement e.g., through our project GROW which is a programme to encourage young people's interest in STEM subjects by introducing them to urban farming, which we plan to deliver at the centres.
- Work started on BANGIN magazine; a youth-led publication.
- We partnered with our IT provider ITVET who made available used and refurbished 26 laptops that BANG donated to St Mary's school in Brent. The headteacher had commented she was extremely grateful and that the donations would make a huge difference to the lives of the pupils. ITvet commented, *"It is a pleasure to work with BANG - we are very proud of our collaboration and the benefit this brings to our local communities."*

Strengthening the charity

Like many other organisations, BANG had to furlough 2 members of staff during the pandemic, including the CEO, and several staff members had their days reduced. To deal with uncertainty, a decision was made to work with contractors and only employ staff where funding was confirmed. In April 2020 we had 12 permanent members of staff, and in March 2021 this had reduced to 8. Following the suspension of No Limitz and continued lockdown due to COVID-19, the management of BANG with approval of the board were compelled to make staff redundant and to place some on furlough. Due to COVID-19, the needs of our service users had changed which BANG could not meet directly due to delivery restrictions i.e., school closures. So, the time had to be used to redesign our services with a limited number of staff. Unfortunately, a lack of core funding made it very difficult to undertake this redesign because most funders only provide project delivery costs. This meant we had to lose very experienced staff to carry out the redesign and make it accessible to our service users.

However, as an organisation, we have also developed throughout this time. During the year we were successful in applying to the Time to shine programme of the Rank Foundation, which provided us with a Time to Shine Leader working on increasing BANG's digital presence through marketing initiatives. The postholder's main deliverables include creating a new, interactive website for BANG, a social media strategy as well as a digital engagement strategy. As part of the original restructuring plans, we also engaged an operations manager to take responsibility for accountability and compliance, and an organisation development manager to help reconfigure BANG services and delivery arrangements (see priority 4). Pro bono support was provided for digital strategy (Be-At Life Ltd), for business planning and strategy (Social Enterprise UK), and from Paddington Development Trust.

In June 2020 we agreed on a strategic action plan, which led on to our missions and values workshops which took place between Feb – April 2021.

Moving Forward – Our Programmes April 2021

- BANG Evolution – the mentoring and coaching project, one of our 'entry into BANG' projects (partly replacing No Limitz)
- Create Change – providing creative therapy to young people and support to parents
- Youth Voice – this is a project we are embarking on to co-design a youth strategy with Brent
- Grow Stonebridge – a Brent Go Wild project aimed at discovering why young people from disadvantaged backgrounds are disconnected from STEM projects

We are still in the process of completing our restructure and adapting to our new normal for project delivery. However, as we enter 2021/22 we are excited to continue our work through Create Change, BANG Evolution, GROW, Youth Voice, and digital development projects, launch a Brent summer of Health, and establish our partnership projects. As an organisation, we have learnt and grown through a challenging year, and feel we are well-positioned to continue delivering strong outcomes and embrace new opportunities.

Public Benefit – Incubation, Partnerships and Policy

In line with priority 7, BANG expands its reach by incubating community organizations and supporting emerging community leaders.

In 2020, we supported community leaders and social entrepreneurs across the Borough and incubated over 10 new organizations led by local people. Those include but are not limited to:

- Stacks (financial literacy and community accountancy enterprise, priority 8)
- Horizon Community Care (a CIC set up to tackle homelessness and to provide adult social care)
- VITAL Academy (Home school model to provide informal learning curriculum alongside core subjects)
- Rastafari Support Network (established to bring members of the local Rastafarian community together for mutual support, and to nurture social cohesion between the community and wider society)
- Keystone (which aims to provide a range of bespoke support services to members of the local Ugandan community)
- GROW (an environmentally progressive, socially beneficial food venture)
- Oxgate community group (supporting a local leader to develop this)

Some of these new social ventures are already starting to gain traction in the market. For instance, with BANG's support, Stacks has secured a rolling 6-month contract to deliver a programme of financial literacy skills in London schools.

Partnerships and Influencing Policy

To underscore our strategic development work over the next period, we have established a consortium of like-minded organisations and individuals, with BANG working alongside the likes of Community Regen, BeAt Life and Fortunate Consulting. By harnessing the unique assets of these different parties, this consortium, which we are calling 'Big BANG', will be greater than the sum of its parts. The Big BANG mission is to support and empower communities to strengthen their inherent resourcefulness and resilience.

Our strategic work over the last few months has also had a global focus. We have established strong links in Jamaica, developing a pipeline of youth-focused social enterprises and facilitating potentially ground-breaking partnerships. An example of the latter is the partnership we have inspired between Newham Catholic College in Brent and Marcus Garvey Technical High School in Jamaica. This will focus on joint delivery projects, cultural exchanges and sharing best practices.

During 2020/21 BANG has also played a significant role in influencing policy.

- We are a key partner to drive the Black Community Action Plan with Brent Council after Black Lives Matter and are now leading on accountability for the Black Community Action Plan (see priority 3).
- BANG participated in Brent council's Youth Service Strategy and will be part of the roll-out of youth services over the next 3 years.
- BANG's Chief Executive is part of the Government's (Department for Digital, Culture, Media, and Sport [DCMS]) BAME Working Group, working closely with the Minister for Civil Society, Baroness Diana Barran.

One of BANG's strengths is our collaborative approach to working and increased digital networking during the pandemic has led to several new partnerships being established (see priority 5).

- Community groups were brought together for consultation as part of our Health is Wealth consortium. We connected with community groups and Sport England to write a proposal together. This shows that we connect strategy with grassroots organizations and that all our work is informed by insights from the grassroots level.
- We raised £130k for community groups and submitted an Incubator bid to NCIL to continue this work. Funding achieved was for Keystone and HCC – both are community organizations that BANG helped to incubate. Keystone supports feeding elderly people in the Ugandan community whereas HCC supports young people not in education, employment, or training through their programme "Rebuild".
- As mentioned above, BANG has incubated social organisations like HCC, which are now delivering their programmes, such as "Rebuild". Through BANG's partnership approach, BANG increases its reach through incubating organizations and building a network of people that improve local communities.
- During Autumn 2020, we began a strategic partnership with Black Thrive, focusing on systemic change and therapeutic services for BAME communities, and looking together at how to share best practices and quality across the sector. We are now working with Black Thrive to develop and grow Create Change. First, we will continue to offer art therapy sessions in schools. This includes not only one-to-one sessions but also group therapy sessions and includes trauma-informed sessions for teachers. Secondly, we will provide training for other therapy-focused professionals and service providers in Brent and beyond. We are working and collaborating with Black Thrive to develop and deliver the training portfolio. This service will also be against a fee to make Create Change sustainable. Thirdly, we will offer art therapy in a physical space, where any person can access therapy by paying a fee.
- A successful joint bid from the Youth Endowment Fund with Young Brent Foundation and Brent Citizen's Advice Bureau. We will provide mentoring & coaching support as well as creative therapy to support young people's development of "self", managing emotions and reducing anxieties.
- In partnership with Voice 4 Change, Paddington Development Trust and a range of other community groups we made a bid to redevelop Picture Palace in Harlesden as a hub for the community. Since then, BANG Council have decided to award the redevelopment of Picture Palace to a consortium and BANG is one of six members to steer the development of the community centre.
- We were involved in the redevelopment and consultation around Moorland Gardens including supporting Brent Council to present plans to their Cabinet – approved.

We have also established partnerships with:

- Leopold Primary School and Newman Catholic College in Brent to ensure close collaboration with schools in the Borough
- Redo – Old Oak Common; OPDC work at Old Oak and plans for environment and climate work in the borough

- PDT and The Winch – to increase youth Employability and Entrepreneurship across Camden, Westminster, and Brent
- Brent Council departments, especially for Children and Young People, to ensure strategic positioning within the Borough
- CHOR: Chronixx Foundation - BANG is a partner for his Foundation and work in the UK. BANG has been appointed to establish the Chronixx Foundation (due July 2021). Chronixx and CHOR will be supporting Picture Palace and developing Harlesden as a centre for AfroCulture.
- Dola Bamgboye Foundation – BANG has been a partner in establishing DBF as youth development and youth leadership organisation in Nigeria with (cross-cultural) links in the UK and Jamaica
- We developed a partnership with Urban World in the US, who is a Digital Media leader specialising in urban content.
- Cornerstone has been developed as a network organisation - Global development and cultural exchange with indigenous communities in Nigeria, Uganda, and Jamaica to show intercultural connectedness and the benefits of cultural diversity – launch Autumn 2021
- Cornerstone Place, Foyer Federation and estate agents Humphrey and Co (have convened Black professionals and leaders to support his) starting to look at the issue of youth homelessness with plans to develop services and provision in Brent – this follows partnership development with Crisis Brent.
- We also developed our relationship with Sport England and the Wembley Stadium National Trust, submitting a bid to Sport England for £200,000.
- We also submitted a tender to the Youth Endowment Fund, which while unsuccessful, was beneficial in helping us further plan for our youth engagement work.

LONG-TERM STRATEGIES & AMBITIONS

This year allowed us to step back and review our services, programmes, and organizational direction. In the following section, we will illustrate our strategic way forward, including our objectives, organizational outcomes, and specific areas of focus for the next year.

A Values and Youth-Centred Organization

At the heart of everything we do are our values which are the anchor to everything we do. The values are where we find alignment, how we make decisions, e.g., in which partnerships we engage. They join everything together.

Right around that are young people. Young people are the key to rebuild a better world. We need them now to help us show the way forward and give them every support to contribute positively to their communities.

BANG's work stretches across specific areas (see below). All our engagement across those areas builds on our values and has young people at the heart.

1. Health is Wealth – supporting mental and physical wellbeing
2. Earth and Environment – ensuring we live in harmony with our environment, so it lives in harmony with us
3. Creative Arts – our medium to reach and engage young people
4. Digital Media & Technology – we are moving towards a digital world and embrace its opportunities whilst mitigating risks
5. Learning and Skills – supporting young people to learn and develop new skills
6. Culture and Heritage – embracing and building on people's stories, backgrounds, and diversity
7. Youth Leadership and Voice – listening to and working alongside young people to create a positive future in the present
8. Wealth and Value – Entrepreneurship – creating micro-organizations and enterprises that help people generate wealth and value

BANG is a grassroots organization, which wants to affect systemic change. This is only possible in trusted partnerships with key players in our areas of work. We engage with partners and in networks, to build collaboration, extend our reach and influence developments across our work areas.

The Borough of Brent in London has always been the place where we pilot projects, and engage, and learn. But our ambitions go beyond that.

We are experts for grassroots and connect in networks; we specialize in the knowledge on the ground and have strategic partners whom we collaborate with to share grassroots experiences with policymakers.

We are a group of people who come together based on values and want to create a better world through supporting young people, communities, and organizations. Our vision is a balanced world where we are creating a culture based on caring, responsibility, accountability – simply put, based on love. If these values do not exist or are not accounted for, we, as a world community, are working towards nothing. BANG is contributing to this world through an ecosystem of learning and enterprise activities, through the medium of creative arts and digital. Culture becomes a way of sharing similarities and differences, and leadership is a way of working.

Our starting point is ensuring that everyone is well. Then we need to connect and build relationships based on values. However, health is vital because, without mental health, we cannot reach anyone or learn and share.

Our impact on the people we engage with is supporting them to be healthy and well, and connected to the things that matter, whilst creating a world where young people are thriving and positively contributing to their communities.

Strategic Aims and Objectives

We have five strategic aims, which we pursue across the organization.

Strategic Aims

1. To be a youth powered organisation that brings people together and is embedded in Brent
2. To be a leadership organisation that is exemplary in youth service design, delivery, and impact.
3. To be a responsive, sustainable organisation that addresses the key issues and challenges experienced by young people and the communities in which they live.
4. To develop platforms and opportunities for young people and communities that use creative arts and culture to connect and work through their personal, socio-economic relational challenges.
5. To use BANG's experience in grassroots delivery to influence policy and practice and advocate for young people, parents, and communities at national and strategic levels.

Those are broken down into specific objectives for the years to come:



Crime Diversion: To divert vulnerable, at-risk young people away from crime and negative behaviour by providing targeted support for them and also for their parents and families through early and other interventions that will prevent them from entering the criminal justice system.



Wellbeing: To strengthen the emotional, mental and physical wellbeing of young people, families and communities by delivering cultural and creative arts as therapy and connector as well as sports and healthy eating activities.



Employability & Entrepreneurship: To support disadvantaged young people aged 14-25 to improve their personal and life skills, access work or move into self-employment, entrepreneurship, or volunteering.



Holistic support: To nurture the holistic development of young people, including the provision of targeted support for them, their families, and their communities through arts, culture, wellbeing and other social activities.



Digital Hub: To establish a ground-breaking broad-based, digital, youth and community hub in Brent.



Leadership: To provide channels and platforms that will advocate leadership roles and a voice for young people and their communities.

Organizational Outcomes

Our organizational outcomes centre around young people, families and their communities as well as continued organizational development.

Young People

- Young people are confident, motivated and resilient. They can make positive informed choices so they can achieve their ambitions and goals
- Young people are creative, caring and contributing to their communities.
- Young people are skilled, trained, equipped and ready to enter careers and employment of their choice
- Improved health and wellbeing (mental, emotional and physical) of young people and parents

Families

- Parents are engaged with their children, relevant agencies and their communities
- Parents have access to tools and resources to respond to their children's needs and challenges
- Parents have an increased awareness of services and how to engage them confidently
- Improved health and wellbeing (mental, emotional and physical) of parents and young people

Communities

- More people connected and engaging with each other and relevant agencies
- Communities better able to manage conflicts, bridge differences and work with diversity as a strength
- Communities becoming stronger, more resilient and able to lead in identifying and meeting their own needs

BANG

- BANG is increasingly led and powered by young people
- BANG has a high profile and is trusted by (local) people and communities
- BANG is influencing policy and practice around young people and communities e.g. on the school curriculum
- BANG is learning, growing and (financially) sustainable

Activities 2020-2022

In the next two years, we will focus on the following activities:

1. Youth Voice and Youth Leadership
2. Early intervention programme delivering educational outcomes
3. Community wellbeing
4. Community Leadership
5. Organisational development and sustainability – BANG is Youth Led

Acknowledgements

BANG Edutainment would like to thank:

John Lyons Charity

Big Lottery Fund

The Rank Foundation

Greater London Authority

City Bridge Trust

NCIL – Brent

London Community Response Fund

National Lottery Community Fund

Greater London Authority

Neighbourhood Community Infra structure Fund

HMRC Job Retention Scheme

Risk Management

The Directors, through the Management Committee, conduct a periodic review of the major risks to which the Company is exposed and, as part of this process, are implementing a risk management strategy which comprises:

- the establishment of systems and procedures to mitigate risks to company and its projects
- the establishment of comprehensive back-up procedures for the company's IT systems; and
- Periodic review of these procedures and of other major risks which the Company may face.

Financial Review

The charity had an income of £429,999 and expenditure of £382,925 for the year resulting in a surplus of £47,074. This was split £38,386 added to restricted funds and £8,688 added to unrestricted funds. The charity ended the year with an unrestricted fund of £44,254. This included a designated fund of £4,474 representing fixed assets. The unrestricted funds represent 9% of income. The nature of the restrictions on the restricted funds and tasks required for the release of funds, means that some indirect costs can be charged and trustee believe the level of funds is adequate but would like to increase the unrestricted fund over the coming years.

Investment Policy

The balances held by the charity are relatively low and cash flow varies from month to month. In the light of the current low interest rates, the trustees have opted for free banking in return for holding funds in current and deposit accounts.

Reserve Policy

The trustees aim to have 3 months expenditure as an unrestricted reserve. Currently the unrestricted reserve is £39,780 which is 9% of expenditure during 2020-2021. The restricted reserve of £134,003 contains funds for salaries for specific projects, to assist with the continuity of the organisation. Over the next five years, Trustee will seek to increase the unrestricted reserve to 25% of expenditure.

Responsibilities of the trustees

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 charity at the end of the year and of the surplus or deficiency for the year then ended.

In preparing those financial statements, the trustees are required to: select suitable accounting policies, as described on page 11, and then apply them on a consistent basis, making judgements and estimates that are prudent and reasonable. The members of the committee must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity, and enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Small company provisions:

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed on behalf of the charity's trustees:

Signed



Date 22/11/2021

Paul Bragman (Chair)

BANG EDUTAINMENT LIMITED
for the year ended 31 March 2021

Independent examiner's report to the trustees

Respective responsibilities of trustees and examiner

I report on the accounts of the charity, which are set out on pages 20 to 29.

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act;
- follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed Leslie Olalyeye MAAT. Date 30-11-21

Leslie Olalyeye MAAT

Community Accountancy Self Help

1 Thorpe Close London W10 5XL

Statement of Financial Activities (Incorporating the income and expenditure account) for the year ended 31 March 2021.

		Unrestricted Funds	Restricted Funds	2021 Total Funds	2020 Total Funds
	Notes	£	£	£	£
Incoming resources					
Voluntary Income	2	28,794	391,712	420,506	284,725
Charitable Activities	3	9,493	-	9,493	16,354
Total incoming resources		38,287	391,712	429,999	301,079
Resources expended					
Charitable Activities	6	24,749	353,326	378,075	341,661
Fund raising	4	500	-	500	2,000
Governance	5	4,350	-	4,350	4,290
Total resources expended		29,599	353,326	382,925	347,951
Net income/(expenditure)		8,688	38,386	47,074	(46,872)
Transfer between funds		-	-	-	-
Total funds brought forward		35,566	95,617	131,183	178,055
Total funds carried forward	6	44,254	134,003	178,257	131,183

Balance Sheet at 31 March 2021

Company number 4059683

		2021	2020
	Notes	£	£
Fixed Assets			
Tangible Assets	7	4,474	5,965
Total Fixed Assets		4,474	5,965
Current Assets			
Debtors	8	-	1,571
Prepayment		-	2,476
Cash at Bank and in Hand		188,937	125,797
Total Current Assets		188,937	129,844
Liabilities			
Creditors:			
amounts falling due within one year	9	15,154	4,626
Net Current Assets		178,257	125,218
Creditors:			
amounts falling due after one year		-	-
Net Assets		178,257	131,183
Funds of the Charity			
Unrestricted		39,780	32,090
Designated (Fixed Assets)		4,474	3,476
Restricted		134,003	95,617
Accumulated Funds	11	178,257	131,183

Exemption from audit

For the year ending 31/03/2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The trustees declare that they have approved the accounts above.

Signed on behalf of the charity's trustees:

Signed



Paul Bragman, Chair

Dated 22/11/2021

Notes to the Accounts

1. Accounting Policies

General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 2nd Floor 89-93 High Street, London. NW10 4NX

Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS102) (Charities SORP (FRS 102)) and the Charities Act 2011.

Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds that represent fixed assets or are earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; and it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered. Expenditure has been analysed using a natural and functional classification. Cost are charged to projects (functional classification) when it can be clearly identified that a project is using those resources.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Plant & Machinery - 25% Reducing balance

Office Equipment - 25% Reducing balance

Furniture - 10% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date. For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets. For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

The organisation has no stocks.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted. Debt instruments are subsequently measured at amortised cost. Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Limited by guarantee

Every member of the association undertakes to contribute to the assets of the association, in the event of the same being wound up while he is a member, or within one year after he ceases to be a member, for the payment of the debts and liabilities of the association contracted before he ceases to be a member, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the rights of the contributories among themselves, such amount as may be required not exceeding £1.

2. Voluntary Income

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Social Investment Business	-	-	-	17,160
City Bridge Trust	-	40,000	40,000	40,000
John Lyons Charity	-	40,000	40,000	4,000
The Rank Foundation	-	13,784	13,784	-
Donations	-	-	-	-
Big Lottery Fund	-	130,000	130,000	140,000
Awards for All	-	-	-	9,900
London Community Response Fund	28,794	-	28,794	-
Wembley National Stadium Trust	-	-	-	9,375
National Lottery Community Fund	-	82,436	82,436	-
Greater London Authority	-	23,434	23,434	46,918
Neighbourhood Comm Infra	-	34,747	34,747	17,372
HMRC Job Retention Scheme	-	27,311	27,311	-
	<u>28,794</u>	<u>391,712</u>	<u>420,506</u>	<u>284,725</u>

Income relating to contracts has been treated as unrestricted.

3. Incoming Resources from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds 2020 £
B M&E overhead contribution	9,493	0	9,493	14,854

Newman Catholic College	0	0	0	1,500
	<u>9,493</u>	<u>0</u>	<u>9,493</u>	<u>16,354</u>

4. Fundraising

The cost of bid writing during the year was £500 (2020 £2,000)

5. Governance

	2021	2020
AGM and board meetings	520	500
Independent Examination	1,020	1,010
Allocation of staff costs	2,220	2,200
Allocation of support costs	590	580
	<u>4,350</u>	<u>4,290</u>

6. Statement of Funds

	Brought Forward	Incoming Resources	Resources Expended	Transfers	Carried Forward
	£	£	£	£	£
Restricted funds					
John Lyons Charity	-	40,000	19,997	-	20,003
City Bridge Trust	10,000	40,000	35,000	-	15,000
Big Lottery Fund	50,000	130,000	112,000	-	68,000
Awards For All (Big Lottery)	9,900	-	9,900	-	-
The Rank Foundation	-	13,784	2,784	-	11,000
National Lottery Comm. Fund	-	82,436	62,436	-	20,000
Greater London Authority	20,717	23,434	44,151	-	-
HMRC Job Retention Scheme	-	27,311	27,311	-	-
Neighbourhood Community Infra	5,000	34,744	39,744	-	-
TOTAL	<u>95,617</u>	<u>391,709</u>	<u>353,323</u>	<u>-</u>	<u>134,003</u>

	Brought Forward	Incoming Resources	Resources Expended	Transfers	Carried Forward
	£	£	£	£	£
Unrestricted funds					
John Lyons Charity	5,169	-	-	-	5,169
Henry Smithy	805	-	805	-	-
Donations	6,454	-	-	-	6,454
Social Investment Business	7,934	-	-	-	7,934
London Comm. Response Fund	-	28,794	28,794	-	-
Charitable activities (See Note 3)	15,204	9,493	-	-	24,697
TOTAL	35,566	38,287	29,599	-	44,254

7. Fixed Assets

	Plant & Machinery	Office Equipment	Office Refurbishment	Total
Cost	£	£	£	£
1st April 2020	99,478	13,697	157,049	270,224
Additions	-	-	-	-
Disposals	-	-	-	-
31 March 2021	99,478	13,697	157,049	270,224
Depreciation				
1st April 2020	94,949	12,261	157,049	264,259
Disposals	-	-	-	-
Charge for year	1,132	359	-	1,491
As at 31 March 2021	96,081	12,620	157,049	265,750
Net book value				
As at 31 March 2020	4,529	1,436	-	5,965
As at 31 March 2021	3,397	1,077	-	4,474

8. Debtors

	2021	2020
	£	£
Trade Debtors	-	1,571
Prepayments	-	2,476
	<u>-</u>	<u>4,047</u>

9. Creditors falling due within one year

	2021	2020
	£	£
Independent Examination	1,020	1,010
Remuneration	7,004	100
Taxation & N.I.	3,567	3,166
Pension	563	350
Accruals	3,000	0
	<u>15,154</u>	<u>4,626</u>

10. Annual commitments under operating leases

From 13 June 2017 the Charity has annual commitments under a renewable operating lease for the office and training space and a community radio station of £12,000 p.a. and service charge capped at £500 p.a. The Charity may cancel the lease at an annual anniversary by giving three months' notice. There is rent review in 2023.

11. Staff costs and numbers

	2021	2020
	£	£
Wages & Contractors	166,257	155,694
PAYE/NIC	33,645	28,180
Employer Pension Contribution	2,849	3,500
	<u>202,751</u>	<u>187,374</u>

No employee received emoluments of more than £60,000.

The average number of employees during the year was 5 FTE in the previous year it was 5.

12. Analysis of Net Assets by Fund

	Unrestricted	Restricted	Total
	funds	Funds	Funds
Fixed Assets	4,474	-	4,474
Net Current Assets	39,780	134,003	155,263
	44,254	134,003	159,737

13. Benefits in kind

None

14. Independent examination

The cost of the Independent Examination and accountancy services was £1,020.