



ANNUAL REPORT & ACCOUNTS April 2021 – March 2022

BANG EDUTAINMENT LTD

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BANG
EDUTAINMENT

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TO OUR COMMUNITY, PARTNERS AND FUNDERS



Blessings everyone,

As we are emerging from the pandemic, we are re-focusing ourselves to ensure that our services, projects, and structure are appropriate and effective to make BANG's vision and mission real.

Strategic Highlights

Over the last year, the crystallisation of our values and principles was vital, resulting in a few main commitments.

1. A commitment to young people being the central focus of BANG.
2. A commitment to developing BANG to being youth-led and involving service users or partners with young people as well as partnerships with the community.

At a time of change, and I think we're still in that change, it is fundamental to be even closer to our service users and the community to find out what the needs are to ensure our projects and activities can respond effectively. Rather than running with what we were doing, we had to get into a place of reviewing everything around the structure, around the services, even reviewing our vision, our aims, and our ways of working, especially our delivery methods.

The last year was a year of shifting, learning, and a year of building responses. We also decided that our fundamental value is love, and we have defined this in ways that speak to our services and an organisation. So, integrity, respect, reciprocity, and all the values in our strategic framework are very real.

One of our values is collaboration and partnership. Not just with service users but with other organisations in the space and the community.

So, we engaged and consulted on a local, regional and strategic level with various partners. As a response, we developed new programmes (see more detail in the main report). The focus is on investing in leadership because the fire is too massive for us to put out. Collaboration is the key. But to unlock true change, the service users have to be at the heart of everything, those with lived experience, those who have their commitment and engagement with the community.

This resulted in close relationships with partner schools and making them our homes away from home. The partnership with the Family Wellbeing Centres connects us closely with Brent Council.

A strategic focus in the last year has also been the bidding for Picture Palace, a new community hub in Brent. It resulted in creating a consortium, and we are one of the six organisations responsible. Now, the building has got meanwhile use, and we are looking to launch it at the end of this year, so December 2022.

Financial Highlights

We want to thank the BIG LOTTERY for supporting our youth voice project. Although it did not manifest itself as initially planned, it birthed our work around youth leadership.

Special thanks also to the RANK FOUNDATION. Their Time to Shine programme allowed our Digital Marketing Lead to start his position and transform our social media and overall digital presence.

Our partner in Brent, the YOUNG BRENT FOUNDATION (YBF), supported us through training in identifying real project costs in collaboration with the Clear Thinking Consultancy and their AMPACC project. We believe it will transform the sector and hope it can influence it to support more realistic funding.

Operating Highlights

We strengthened the organisation by recruiting new board members – again, and the community is a focus, particularly young people. We had three young people on our board and changed how we work together to get their real support into the organisation.

In terms of delivery, we started on the development of RiseUp and the BANG Incubator programme. Over the last year, our key achievements have been the young people at BANG, both on the board and in the staff team. So, we really made moves to BANG, becoming not just BAME-led but also youth-led, which is more of a priority for us as an organisation.

We delivered our core programmes, BANG Evolution and Create Change. A key learning was around digital delivery. We had to implement new ways of remote working and drive changes to our culture to adapt to the new context and the new normal. We continuously improved how we applied the Microsoft Office 365 suite and started to deliver programmes and events online.

Wellbeing has been massively important for us as an organisation in responding to service users' mental and emotional health, people within the organisation and even partners. Everyone within the organisation had personal challenges to overcome last year.

Looking Ahead

In the future, we must look at how we continue to work to ensure Wellbeing.

The crystallisation into the six work areas (see strategic framework further below) has been vital. The changing of our structure enables us to grow strong, impactful, and very effective. Our way of working is to grow through partnership. Community leadership then becomes an aspect of what we do to enact that partnership. The collaboration with the sector is then around joint project development and delivery. Given the challenges that we face in the sector, it will lead to those types of strategic partnerships to achieve much more than we can just as a single organisation.

We know that the vision for BANG is massive. It's huge! But we also have a way to make it real. So, we spent time defining that last year. It meant that we had to go back to the drawing board in terms of business planning and a Theory of Change, not just for the organisation but for all the projects.

The key for us is being embedded in Brent, in a locality. And we want to work in other areas by aligning with organisations that are already there and with community leaders so we can share our learning and replicate some of our programmes. We also made massive strides in terms of our international work.

That's about leadership. We stepped into being a leadership organisation. And over the next year, we will keep exploring what it means to be the longest standing independent youth charity in the Borough? What does it mean to be a leadership organisation and a borough anchor?

We firmly believe in community leadership and that organisations must be incubated. The best people to solve problems are those on the ground, i.e. the community and young people. We as an organisation have to focus on that, making sure young people can lead and run things. We need to build resilient communities that are strong enough to face their challenges and problems. We want to share knowledge and don't create dependencies.

Key to this is the development of BANG Worldwide as a sister organisation to BANG. BANG Edutainment's focus is going to be on young people and is going to be increasingly youth-led. BANG Worldwide serves particularly the community leadership aspect, which is working with adults and groups, replicating BANG's work, just outside BANG Edutainment's remit. In the upcoming year, it's about going back to our basics, our roots and developing projects with the BEAT that have the community as its focus and young people as its driver to deliver our creative and cultural activities in partnership. It gives us the media platform and the profile that supports our work without us having to run a radio station. So that's brilliant.

One Love

Jennifer Ogole

CEO

(Date)

ABOUT BANG EDUTAINMENT

BANG Board of Trustees

Paul Bragman (Chair)

Nick Hawkins (Treasurer)

Alison Crosland (Trustee)

Meera Karavadra (Trustee)

James Pearson (Trustee)

Natalie Ann Roberts (Trustee)

Beverly Pearson (Trustee)

Secretary: Clare Barry

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 April 21 2001, January 5 2006, April 16 2007 and July 13 2013. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

Our Values, Vision and Mission

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

Vision

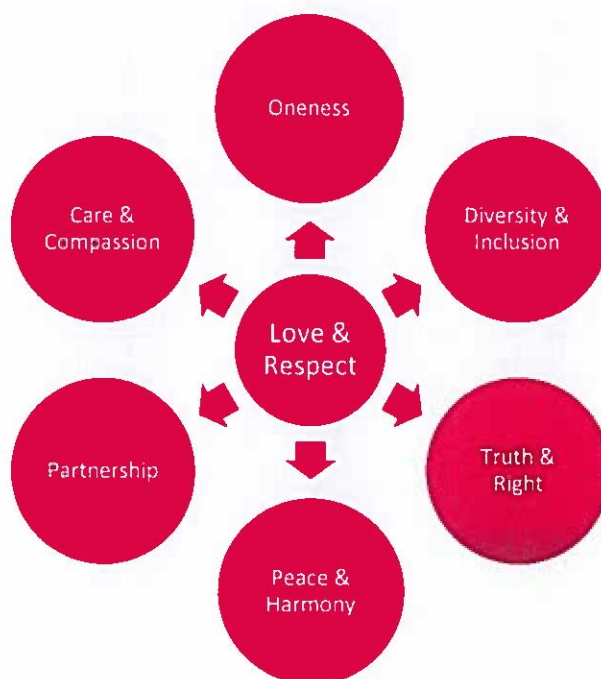
We have a bold vision; we dream of

"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, young people and their communities that develop skills for life and careers; and enable them to achieve individual and collective goals ensuring sustainable positive impact for all stakeholders.

Our Values



Methods and Principles

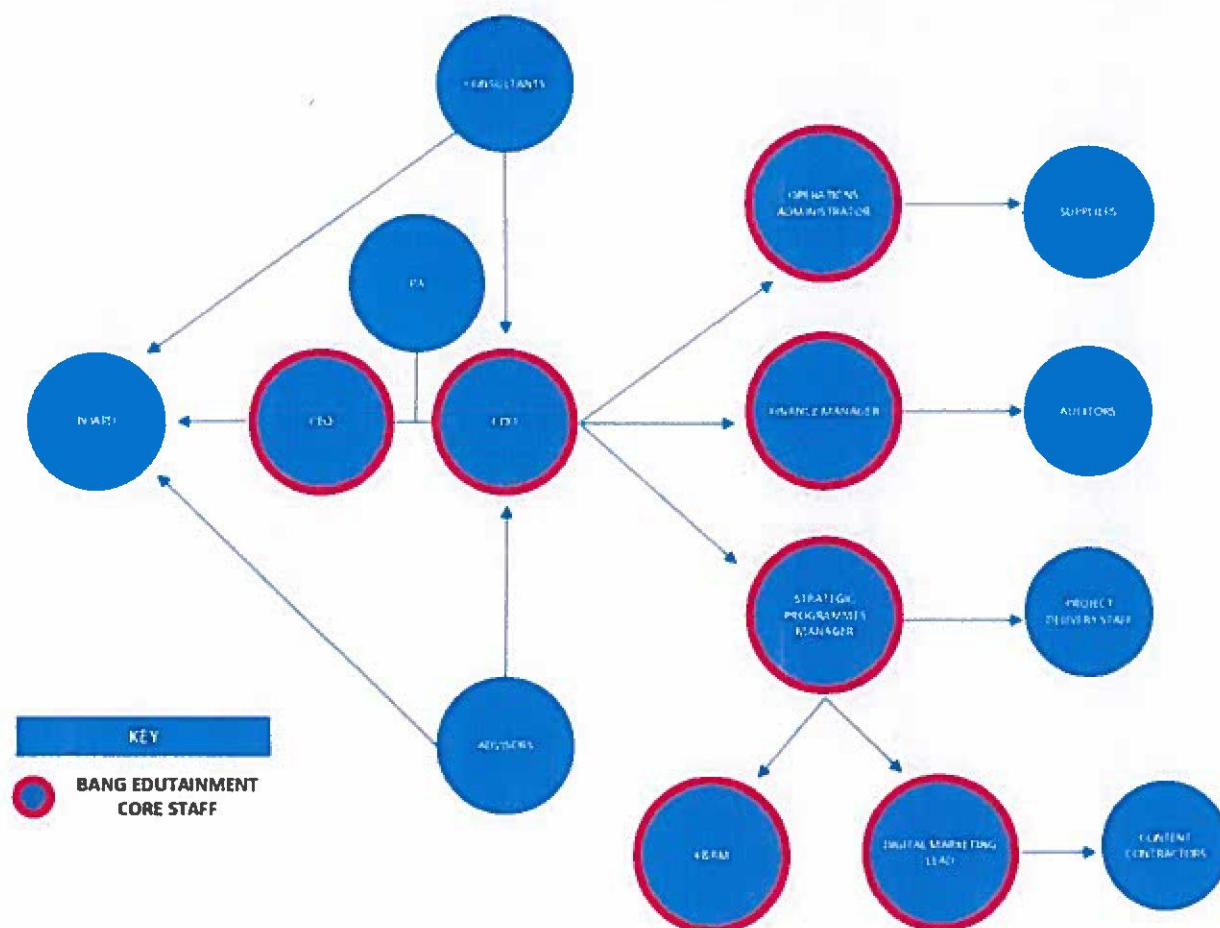
There are key principles, which underpin our work:

- 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 Organisational Structure and Strategic Framework

In addition to our staff filling the roles outlined in the department structure below, we have a board of trustees overseeing our work as well as many partners co-delivering on our work.

The BANG Board is the organisation's highest decision-making body and is 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 effective and efficient operation of the organisation (supported by the Chief Operation Officer (COO)).



Due to the organisation's ongoing development, the staff and contractor team changed throughout the last reporting period. If n/a, their start date falls outside of this reporting period.

Role	Start date	Leaving date
Drama Therapist	n/a	18/06/2021
Music Therapist	28/06/2021	16/02/2022
Dance Therapist	10/01/2022	n/a
Business Manager	12/02/2021	28/09/2021
Strategic Programmes Manager	08/11/2021	n/a
Project Manager	26/04/2021	20/08/2021
Project Manager	26/04/2021	01/10/2021
Project Manager	n/a	15/03/2022
Project Officer	n/a	14/02/2022
Projects & Engagement Coordinator	03/02/2022	n/a

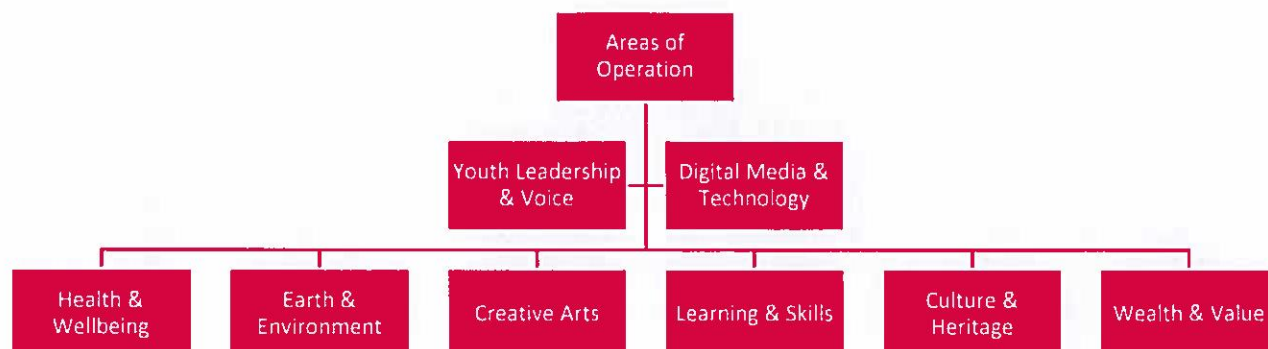
Strategic Framework

BANG Edutainment's Strategic Framework stretches across six areas of operation:

- Health and Wellbeing
- Earth and Environment
- Creative Arts

- Learning and Skills
- Culture and Heritage
- Wealth and Value

We focus on particularly two forms of delivery, namely Youth Leadership & Voice and Digital Media & Technology.



Our Priorities 2021-22

Our priorities in the last reporting period have stretched over five key areas.

1. Youth Voice and Youth Leadership

A general theme has been ensuring that the youth voice is included in all our programmes. BANG wants to create a place and bring out the voice of young people about issues affecting them to ensure they have input into services designed to benefit them. This stretches from being part of the concept and design to being part of the delivery.

2. Early intervention programme delivering educational outcomes

BANG is committed to early intervention. With the creative therapy programme (Create Change), the mentoring and coaching programme (BANG Evolution), and outreach work in schools, we continue delivering early support.

3. Community wellbeing

BANG works closely with the Family Wellbeing Centres in Brent to improve overall community wellbeing to support the wider community. Programmes offered stretch across therapeutic support for parents and groups of young people and address the environment through our programme GROW. By being part of the Black Community Action Plan (BCAP), BANG contributes to shaping the strategic direction of local community wellbeing initiatives.

4. Community Leadership

It needs many to solve social issues. BANG gives community leaders a platform to grow and address the need they see. It starts from young people participating in leadership programmes (Rise UP), to supporting community members in establishing their organisations. Additionally, BANG is developing a new community hub (Picture Palace) with five other deeply rooted organisations in Brent.

5. Organisational development and sustainability – BANG is Youth Led

As an organisation, BANG deepened its understanding of O365 to allow seamless working from home and hybrid working amid changing face-to-face working restrictions. Thus, some policies were amended

to allow online delivery of some projects. More young people are engaged to become youth leaders on a board level. BANG is on a journey to become truly youth-led.

IMPACT & VALUE

As we are emerging from the pandemic, we are only beginning to grasp the impact the lockdowns had on our community.

Emerging from the Pandemic

From April 2021 to March 2022, our work and engagement with the community were impacted by changing rules and regulations due to the Covid-19 restrictions.

In March 2021, England began to reopen, first for primary and secondary schools and allowing outdoor gatherings for up to six people. The "stay at home" order ended; however, people were encouraged to stay in their local area. In April, non-essential shops began to reopen alongside outdoor venues and self-contained holiday accommodation. Over the summer, most contact restrictions were removed in England, and all final closed sectors, such as nightclubs, could open. Travelling became possible if regulations were followed. It's almost as though social life restarts. As 2022 began, schools were short on staff due to illnesses and the spreading of the Omicron variant, having to consider flexible teaching options. Hospitals began to declare major incidents due to staff shortages. However, the period of self-isolation was cut to five days in mid-January. Towards the end of January, the government advised ending remote working. A low dose of vaccination was offered to children from mid-February, based on parental choice with a "non-urgent" rollout. All domestic legal restrictions were lifted in England on February 24. On March 11, the House of Commons Education Select Committee reveals the devastating impact of England's school closures during the pandemic.¹

At BANG, the team started to reconnect face-to-face over the summer. Although remote working is still a practice, BANG moved towards hybrid working. As we emerge from the pandemic, it has been challenging to reconnect with the community. Schools have been hesitant at first to let outsiders back into schools. There was low engagement over the summer. BANG suspects this is because young people and the community prioritised reconnecting and re-engaging with one another after the restrictions were lifted.

Activities, Achievements, Performance

Regardless of the pandemic, we delivered various programmes and initiatives to reconnect with young people and the community.

Our Programmes: April 2021 – March 2022 and Making a Difference

As mentioned in the strategic update, BANG is currently revising its theory of change. This will result in improved outcome reporting with clearly defined indicators for success. Improved outcomes reporting and measurement will show how each project and initiative contributes to the organisational impact. The work will be completed in 2022.

BANG EVOLUTION

BANG Evolution is a mentoring and coaching programme for 8–18-year-olds, stretching over six months. Alongside regular meetings with a mentor or life coach, young people could access workshops on various topics over the summer holidays, both in-person and online. Topics explored moving from primary to secondary school or discussing what it meant to improve self-confidence. The programme came to an end with a celebration in April 2022 because the three-year funding came to an end. BANG is currently awaiting the outcomes of continuation funding applications. Young people on the waiting list for the programme are being offered to participate in the new leadership programme (RiseUP).

¹ source: https://www.instituteforgovernment.org.uk/sites/default/files/chart-images/timeline-coronavirus-lockdown-december-2021_0.png
[https://en.wikipedia.org/wiki/Timeline_of_the_COVID-19_pandemic_in_England_\(2022\)](https://en.wikipedia.org/wiki/Timeline_of_the_COVID-19_pandemic_in_England_(2022))

Outputs

The total amount of unique young people who finished BANG Evolution on January 31 2022 (life coaching and mentoring) 48

The total amount of unique young people who were engaged through other activities e.g., workshops and steering group sessions 41

The total amount of young people who received life coaching 28

The total amount of young people who received mentoring 20

The total amount of young people on the waiting list for mentoring 19

The total amount of young people on the waiting list for life coaching 5

Demographics (excluding a workshop with 20 girls, where no demographic data has been gathered)

<ul style="list-style-type: none"> In years 	<ul style="list-style-type: none"> 8 years (2) 9 years (4) 10 years (7) 11 years (7) 12 years (5) 13 years (8) 14 years (4) 15 years (8) 16 years (3)
<ul style="list-style-type: none"> By gender 	<ul style="list-style-type: none"> Male (32) Female (16)
<ul style="list-style-type: none"> By ethnicity 	<ul style="list-style-type: none"> Asian or Asian British (7) Black, African, Caribbean or Black British (21) Mixed or Multiple ethnic groups (8) Other ethnic groups (6) White (6)

The total amount of mentoring sessions 320

The total amount of life coaching sessions 422

The total amount of workshops 19

The total amount of parent engagement through telephone conversations 63

The total amount of referrals to other services 7
(external and internal)

Outcomes

Outcome 1: Improve Mental Health (Emotional Wellbeing)

In year 3, 56% (27/48) of young people who are being mentored and/or coached have managed their emotions and improved their mental health, which was reported through check-ins and strength plans. That includes getting help for mental health through BANG Evolution advocacy to CAHMs. A young person also stated, *"speaking to someone about how I am feeling and having a soundboard has helped me to offload things I have been anxious about"*. 2 young people specifically mentioned their anxieties about their future after the pandemic, which they were able to explore with their coaches. Three young people have also been referred to Create Change, the art therapy project at BANG, to help them with managing their emotions through art or music therapy.

Outcome 2: Improve Family Management

In year 3, we have had three families refer siblings to mentoring and coaching as they have seen and heard about the impact of BANG's interventions. We also have families reporting on improved family relations between siblings and parents during our 6-week check-ins. A grandparent said their grandson's behaviour changed drastically since being coached with BANG Evolution; he has become less violent to his younger brother and is expressing himself more to the family. All three families reported changes in behaviour which improved family management in the home.

Outcome 3: Improve Commitment to Education

In year 3, we have six young people who have improved their commitment to education by attending school full-time. We have also been able to advocate for three young people to be moved to a different school as they struggled in their current schools. This has helped improve their behaviour, attendance and overall attitude towards school. This has been indicated in check-ins with the young people and parents/carers. One young person has been able to go back into full-time education after being excluded from a previous school. One young person (D.O.) adamantly wanted to move school as she was being bullied and felt uncomfortable attending school. Her mother also had limited English, making it difficult for her to communicate with professionals. We were able to advocate on her behalf with her social worker to get the young person moved into another school, where she is engaging well while being mentored.

Outcome 4: Increased Community Engagement

In year 3, BANG organised a consultation with Brent Council so young people could voice what matters to them in the community. A total of 10 young people were present at the consultation. They spoke about health, education, safety, employment, and the media. The young people were very engaged when talking about how they felt in the local community.

Below is a summary of their responses to safety in their local area:

Young people said young girls are not safe and need to be kept safe. One young person said she was on amazon looking to buy a taser because she is scared as a young woman. She also said she does not feel safe or comfortable going to supermarkets. She believed the government were not putting things in place for a woman, and it was not being dealt with enough.

Young people said boys need to be taught from a young age how to treat women so they can feel safe and need to be taught what is wrong. They believed young people need to be taught to respect each other, and younger kids pick up things quickly, so they need to be taught at a very young age. They

believed it was not enough to tell someone that what they were doing was wrong and that they needed to be shown.

Young people said they felt community activities could address this issue as they thought there was a lack of community presence on the matter. They also stated they had been given conflicting information by parents and schools, giving the example of schools saying do not hit anyone and parents saying "hit someone if someone hits you". Young people felt there wasn't enough communication and involvement between parents and schools.

One young person stated, "people in the community should be one," and didn't feel their community in Brent was reflective of this.

When asked about streetlights, young people said they did not feel this made a difference to their safety, as they had heard stories of kidnapping and sexual assault happening in broad daylight.

When asked about young people and their relationship with the police, they stated they did not trust the police due to the police being biased and racist towards one race (black people). They said they had seen many protests happen because of the mistreatment of this one race in particular. Young people said they didn't trust the police because of how they may react to certain situations involving people, and they felt the police did not understand them. They also said they had seen the police abuse White and Asian people and felt those police officers get all races into trouble even if they are not doing anything wrong.

Young people suggested that police come into the schools and speak to them but not on a one-off basis. They believe police should come and have a continuous relationship with young people and get to know them so trust can be built. They were also very clear that the police officer should be of a high ranking because they felt lower-ranking officers are used to gaining publicity to show they are making an effort.

One young person stated there is no form of communication with ethnic minorities, and they are seen as the enemy. They felt they were judged and felt the police didn't make an effort to get to know them. They also said working-class people are also oppressed as they are not seen as the right citizens. They did not feel the police were there for their protection.

Young people stated that more measures should be taken against racist police officers as they felt they get away with making racist remarks and do not lose their jobs and just go back to their families.

CREATE CHANGE

Create Change is a three-year creative therapy programme for 8–16-year-olds, which has seen drama, music, and dance therapists over the year. It provides 1-to-1 therapy sessions to young people on school sites or in the BANG offices. Usually, a young person receives 12 hours of therapy. However, cases have become much more complex since the pandemic. Many young people received extended therapy support, thus, reducing the number of young people who participated in the programme. It also offers workshops to school classes to improve self-esteem and self-confidence. In collaboration with the RiseUP programme, Create Change was extended to provide parent group sessions and therapy work at the St Raphael's Family Wellbeing Centre in Brent. BANG prepared group sessions with different audiences to deliver at St Raphael's. Additionally, BANG has applied for continuation funding to offer the service beyond the end of May 2022.

Outputs and Outcomes

Young People
participating in 1-2-1
therapy sessions

Obtaining the post-questionnaires to measure the outcomes has been
challenging.

The music therapist has seen four young people, however, only three completed pre-/post questionnaires are available. One young person's mum has been tried to contact her multiple times but has not been reachable.

BANG aims to also obtain feedback from parents and teachers. Unfortunately, only one parent responded and felt that her stress levels were reduced, feels better equipped to support her child's emotions, received positive support from her project officer and considers that she has more knowledge regarding the support available for themselves within the community.

We received feedback from one teacher who noticed a change in the young person's behaviour seen by the therapist.

The dance and movement therapist is seeing three young people. The therapist observed that depressive traits have decreased in one young person. This is because the dance intervention brought joy, self-expression, uncovered identity characteristics and cultural pride. It helped them to clarify who they are, where they stand as an individual and their personality. The second has begun to engage in the relationship and that they are wanting to disclose something about themselves that they feel they cannot share with anyone else. They were able to display non-verbally to the therapist the details of the incident that is secret to them and have been invited to discover a tool that is going to support them towards the resolution of the situation. The third young person is a very complex case, and the therapist has expressed a safeguarding concern. The school is aware of the situation and the therapist has disclosed that she might have to take the concern further after the young person was informed, but it depends on how the therapy develops. The young person enjoys therapy and has expressed wanting to become more physically fit and lose weight. Along the positive physical outcomes, the young person has started to express their feelings and is beginning to show emotional benefits of therapy.

Therapeutic workshop	18 9–10-year-old girls received a workshop to improve their self-confidence and self-esteem. All self-reported by raising their hand that the workshop improved their self-confidence.
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GROW

GROW is a project for children and young people (aged 6-14) to learn to grow fresh food and enhance their local environment. The program aims to provide young people with the chance to explore aspects of STEM in less formal settings with the intent to ignite new interest and raise attainment in STEM subjects. The project seeks to investigate good practice in play and youth work, exploring the complex reasons why children and young people from diverse or disadvantaged backgrounds self-exclude or do not access opportunities for learning and experiences with Science, Technology, Engineering and Mathematics (STEM).

GROW's first delivery was attempted over the summer holidays in 2021. However, it experienced a low uptake.

It runs in Oxgate Community and will restart in St Raphael's Family Wellbeing Centre. The project consists of 8 GROW Agriculture workshops, planting, growing, healthy eating, and exploring nature. Tomatoes have been planted with a community group (see picture on the cover of this report).

YOUTH VOICE

The programme intended to gather the voice and opinions of 2,500 young people up to the age of 25 through a survey and focus groups. It was about the impact of the lockdowns and what services they seek afterwards to reconnect. The project was combined with a digital marketing initiative to update BANG's social media channels and register young people's interest in contributing to BANG's programmes (5000 young people campaign).

As BANG aspires to deliver through digital technology and media, it has aimed to develop its app for young people to register for events and create engagement. The Be@BANG app aims to provide young people with a safe space to sign up for programmes and services delivered by BANG and its partners. It also aimed to create an interactive space for young people to share their opinions and ideas with other young people interested in and engaged in programmes and services that develop their personal and professional skills. It was supposed to support collecting responses to the youth voice survey.

Unfortunately, the youth voice project was hampered by low engagement over the summer school holidays and delays in work on the app. Hence, it only showed minimal engagement with young people.

KICKSTART

The UK government offered grants to employ young people. BANG applied for various roles with a partner organisation to deliver the required training towards the end of 2021. Unfortunately, the applications have not been successful. However, the generated job applications and training programme outline for employment skills is still being pursued by BANG.

RISEUP

RISE UP is a leadership development and entrepreneurship programme for young people between the ages of 14 and 24 living in Stonebridge and the NW10 area of Brent. Young people will undergo an intensive programme where they will discover, develop and utilise the leadership skills that will enable them to build initiatives and enterprises for their communities. Preparatory work began towards the end of 2021, and roll out started from April 2022. It will offer leadership classes to young people, and engagement work with schools has begun. A branch of the programme is to deliver "Vital Skills", which will offer digital skills training. RiseUP's goal is also to improve community relations with the Family Wellbeing Centres in Brent, particularly St Raphael's, and offers its programmes there as well as in schools in the catchment area.

BANG INCUBATOR

The project will direct the incubation and development of five new black-led civil society organisations undertaking essential work to combat and dismantle structural inequality. The project initially involved five groups that were primed for a start-up over the past six months.

Support will include but is not limited to

- Defining an organisational purpose (vision and mission)
- Engaging a management board
- Registering the organisation
- Supporting with first fundraising efforts

Once the organisations are established, BANG envisions that the organisations will become members of the wider BANG network. Hence, BANG anticipates that its organisational ambitions and aspirations will partly be delivered through its partner networks.

BANG noticed that more organisations show interest in being incubated than what is currently offered. The programme began towards the end of 2021 and will finish towards the end of 2022. BANG aspires to support more organisations afterwards.

BANG expands its reach by incubating community organisations and supporting emerging community leaders. Setting it up as a social enterprise

- Stacks –financial literacy and community accountancy enterprise
- Cornerstone – a CIC set up to tackle homelessness and provide adult social care
- Vital (Home school model to provide informal learning curriculum alongside core subjects) established to bring members of the local Rastafarian community together for mutual support and to nurture social cohesion between the community and broader society)
- UNIQUE
- Indigenous Cultures (Keystone which aims to provide a range of bespoke support services to members of the local Ugandan community)

Strengthening the charity

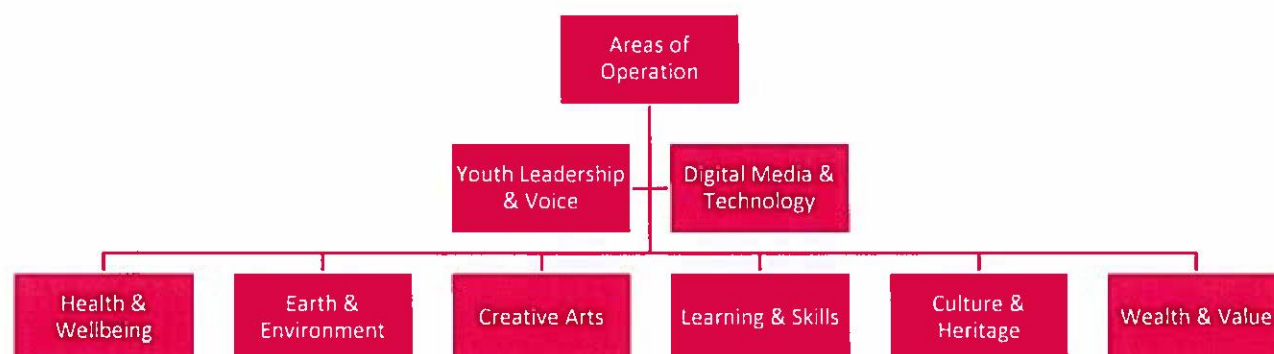
Engaging with the community has proven difficult over the last financial year. Hence, BANG significantly invested in its marketing capacities and created the role "Project & Engagement Coordinator" to address the issues. Since they started the role, BANG has been able to reconnect with the school

BANG improved their digital skills, both outward and inward-facing. We revamped our social media posting, web appearance, and marketing tools, e.g., blog posts and a regular newsletter. We enhanced the team's digital working abilities through internal training, particularly around the Microsoft Office 365 suite.

In 2021, our active social media platforms were Instagram, Twitter, and Facebook. We changed our content strategy to involve more infographics in September, which increased our reach. From January 2022 onwards, we added videos to our engagement across the platforms. Jennifer Ogole's OBE announcement created the most traction. We started using LinkedIn in 2022 to connect with partners and acknowledge partnership working, and our TikTok profile is under development.

Moving Forward – Our Programmes April 2022 – March 2023

In the next financial year BANG expects to deliver programmes which fall into all our areas of operation.



HEALTH & WELLBEING

DELA MOVE

As a new part of the Health is Wealth programme, Dela Move is supporting communities to become more active, with a particular focus on BAME communities. We are applying for a six-month pilot and are planning to engage young people in training and delivering other community sports such as HiitBoxing later in 2022.

CREATE CHANGE

BANG applied for continuation funding and is currently awaiting the outcome.

BANG EVOLUTION

BANG applied for continuation funding but is currently awaiting the outcome.

BEYOUTH

It is a 6-week programme for young people. This platform will encourage young people to discover self and build personal skills in the areas they find challenging.

Family Wellbeing Centre (ST RAPHAEL'S) and CREATE CHANGE

BANG is working with St Raphael's to deliver creative therapeutic workshops.

PARENT HUB

Through the delivery of the early intervention programmes, we have discovered a need to support families with the child's complex needs. These could range from domestic abuse, housing, health, social isolation, and not knowing where to go for support. Parent HUB acts as a conduit for connecting the community with formal and informal support.

EARTH & ENVIRONMENT

GROW

The project allows young people to connect what they learn in school lessons and their environment. Young people learn about organic farming and how to grow their food in an urban setting.

CREATIVE ARTS

BANGIN'

It is a brand-new project that puts the voices of young people through media, radio, and digital platforms.

FUSE FEST The Beat London & BANG presents FUSE FEST - FAMILY UNITED SOCIAL ENTERPRISE

Rebooting the community vibe within Brent for local people and families with stalls, food & drink, music, outdoor games, activities, performances and MORE. The Beat London & BANG will be giving you a taste of their courses and programs available to the public, especially the youth.

LEARNING & SKILLS

RISE UP

RiseUP will be held in schools and community centres for 12 consecutive weeks.

BANG INCUBATOR

The project entails the development of five new black-led civil society organisations to combat and dismantle structural inequality.

VITAL SKILLS

A series of workshops will provide young people with the crucial knowledge they will need to engage in an increasingly competitive labour market.

CULTURE & HERITAGE

We continue creating Picture Palace as a community hub with our partner consortium. Additionally, we are waiting for responses to funding applications for future projects.

WEALTH & VALUE

STACKS

A financial literacy programme where young people will learn about financial literacy and how to manage money well.

BRIEF FUNDING STRATEGY OVERVIEW

BANG Edutainment Ltd is currently 98% funded through grant and trust funding, which has primarily been project-based. In the financial year 2022/23, the charity is forecasting an expenditure of £336,983 (the middle scenario) for both core and project costs. The funding strategy surveys the funding landscape of the charity to date, the proposed continuing and new projects for the next financial year and suggests suitable funds to apply to for both core and project work, reflecting the priorities in the business and strategic plans.

The financial target for March 2022 for 2022/23 is £298,940, of which £126,097 is project funding.

The target for 2021/22 is to raise 85% of income through grants and trusts, which equates to £254,099.

Income plans for the other 15% of income include:

- Working with Philanthropy Point to raise funds from donors for Create Change and BANG Evolution (target - £10,000)
- Delivering a contract with an alternative school (£10k target)

BANG is not anticipating receiving trading income through BANG Worldwide until 2023/24.

Public Benefit – Partnerships and Policy

BANG has started as a grassroots organisation and will always remain connected to people's experiences on the ground. However, it remains crucial to influence systemic reasons and root causes to tackle racism, poverty, and structural inequality.

Influencing Projects & Policy

BANG can influence strategic projects with partners and policy on a local and national level. BANG has done so by connecting to the BAME Working Group and working closely with the Minister for Civil Society, Baroness Diana Barran. This allows us to give feedback on what happens on the ground and influence policy.

BANG worked with VOICE4CHANGE and SOCIAL ENTERPRISE UK strategically to connect with strategic task forces considering the Black Lives Matter movement. Regionally, we also collaborated with the GLA and attended YOUTH ENDOWMENT FUND consultation events to improve how projects to tackle youth violence fund projects. Because BANG is closely connected to Brent council's Youth Service Strategy, we are a part of the rollout of youth services over the next three years. So, on a local level, we collaborated with the Family Wellbeing Centres, Brent council and other organisations and schools to improve outcomes for young people and their communities.

PICTURE PALACE, the new African Heritage Community hub in Brent, is a significant example of how we influence projects and initiatives locally. As a consortium member with five other local organisations in Brent, BANG will manage the building and offer programmes and events that will bring the community together and enable youth leadership. The Black Community Action Plan for Brent (BCAP), which BANG supported to shape, preceded the new community centre.

BCAP and BRENT COUNCIL funding also support our Incubator projects to help local businesses thrive. BANG has always been about strength in agility and flexibility to respond to what the community needs.

Increasing Partnership Working

One of our core values is to work in close partnership with like-minded organisations; see our work for Picture Palace as an example.

BANG Edutainment is part of an initiative to incubate community organisations and develop an innovative consortium of aligned organisations and individuals. We are calling this consortium 'BIG BANG'. Founding members of BANG Worldwide include key individual activists and civil society consultants, such as JENNIFER OGOLE, UKE AGWU and PAUL BRAGMAN.

The development and facilitation of the consortium will be led by BANG's trading company, BANG Worldwide (BW) Ltd. A key partner in establishing this has been SEUK, working with ANDREW CROFT as an adviser.

To ensure seamless working, we have established a Memorandum of Understanding for BANG Worldwide to define the relationship between itself and BANG Edutainment. The focus of BANG Edutainment will remain on youth leadership, whereas BANG Worldwide will work towards community leadership

This will enable BANG to continue its strategic work worldwide, e.g., BANG has established strong links with the DOLA BAMBOGYE FOUNDATION, which replicates some of BANG's programmes in Nigeria. – BANG has been a partner in establishing DBF as a youth development and youth leadership organisation in Nigeria with (cross-cultural) links in the UK and Jamaica; replicating youth voice, partnership work around that, are looking at

youth entrepreneurship and leadership, value-based alignment, replicating some of BANG's work, BANG to support them to work in Nigeria

We also reconnected with the BEAT as a partner organisation and will hold a community festival in Brent this year. Additionally, we are working with other community leaders, such as MUNA JASIF from FAIR FINANCE, to strengthen the organisation and incubate STACKS.

We will continue our youth employability and entrepreneurship collaboration with PDT and THE WINCH once our programme Rise UP is successfully delivered.

BANG continues working with the CHRONIXX FOUNDATION, and its work will support Picture Palace and develop Harlesden as a centre for AfroCulture. We are currently in conversation to use their song for our project Delamove.

LONG-TERM STRATEGIES & AMBITIONS

This year allowed us to step back and review our services, programmes, and organisational direction. The following section will illustrate our strategic way forward, including our objectives, organisational 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, and 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 rebuilding 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 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-organisations and enterprises that help people generate wealth and value

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

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

We are experts for grassroots and connect in networks; we specialise 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 by supporting young people, communities, and organisations. Our vision is a balanced world where we create a culture based on caring, responsibility, and accountability – based on love. If these values do not exist or are not accounted for, we are working towards nothing as a world community. 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 thrive and contribute positively to their communities.

Strategic Aims and Objectives

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

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 hostile 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.

Organisational Outcomes

Our organisational outcomes centre around young people, families and their communities as well as continued organisational 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 2022-2023

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

- Youth Voice and Youth Leadership
- Early intervention programme delivering educational outcomes
- Community wellbeing
- Community Leadership
- 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

National Lottery Community Fund

Neighbourhood Community Infrastructure Fund- Brent

Young Brent Foundation

The Leigh Trust

Thomas Wall Trust

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 £325,019 and expenditure of £370,813 for the year resulting in a deficit of £45,794 (*which was finance from the total funds of £178,257 brought forward from 2020-21*). This was made of £42,278 restricted funds and £3,516 unrestricted funds. The charity ended the year with an unrestricted fund of £40,738 which included a designated fund of £3,356 representing fixed assets. The unrestricted funds represent 8% 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 £37,382 which is 10% of expenditure during 2021-2022. The restricted reserve of £91,725 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 30/11/22

Paul Bragman (Chair)

FINANCIAL ACCOUNTS FOR THE YEAR ENDING MARCH 2022

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 27 to 36.

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 30-11-22

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 2022.

		Unrestricted Funds	Restricted Funds	2022 Total Funds	2021 Total Funds
	Notes	£	£	£	£
Incoming resources					
Voluntary Income	2	1,000	309,834	310,834	420,506
Charitable Activities	3	14,185	-	14,185	9,493
Total incoming resources		15,185	309,834	325,019	429,999
Resources expended					
Charitable Activities	6	12,381	352,112	364,493	378,075
Fund raising	4	5,000	-	5,000	500
Governance	5	1,320	-	1,320	4,350
Total resources expended		18,701	352,112	370,813	382,925
Net income/(expenditure)		(3,516)	(42,278)	(45,794)	47,074
Transfer between funds		-	-	-	-
Total funds brought forward		44,254	134,003	178,257	131,183
Total funds carried forward	6	40,738	91,725	132,463	178,257

Balance Sheet at 31 March 2022
Company number 4059683

		2022	2021
	Notes	£	£
Fixed Assets			
Tangible Assets	7	3,356	4,474
Total Fixed Assets		3,356	4,474
Current Assets			
Debtors	8	13,641	-
Prepayment		4,329	-
Cash at Bank and in Hand		107,354	188,937
Total Current Assets		125,324	188,937
Liabilities			
Creditors:			
amounts falling due within one year	9	3,783	15,154
Net Current Assets		129,107	173,783
Creditors:			
amounts falling due after one year		-	-
Net Assets		132,463	178,257
Funds of the Charity			
Unrestricted		37,382	39,780
Designated (Fixed Assets)		3,356	4,474
Restricted		91,725	134,003
Accumulated Funds	11	132,463	178,257

Exemption from audit

For the year ending 31/03/2022 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



Dated 30/11/22

Paul Bragman, Chair

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 contributories among themselves, such amount as may be required not exceeding £1.

2. Voluntary Income

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Young Brent Foundation	-	3,333	3,333	0
City Bridge Trust	-	40,000	40,000	40,000
John Lyons Charity	-	40,000	40,000	40,000
The Rank Foundation	-	9,190	9,190	13,784
The Leigh Trust	1,000	-	1,000	-
Big Lottery Fund	-	60,000	60,000	130,000
Thomas Wall Trust	-	4,990	4,990	-
London Community Response Fund	-	-	-	28,794
National Lottery Community Fund	-	9,829	9,829	82,436
Greater London Authority	-	45,404	45,404	23,434
Neighbourhood Comm Infra	-	83,650	83,650	34,747
HMRC Job Retention Scheme	-	13,438	13,438	27,311
	1,000	309,833	310,833	420,506

Income relating to contracts has been treated as unrestricted.

3. Incoming Resources from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds 2021 £
B M&E overhead contribution	9,089	0	9,089	9,493
Black Thrive	5,000	0	5,000	0
London Borough of Brent	96	0	96	0
	14,185	0	14,185	9,493

4. Fundraising

The cost of bid writing during the year was £5,000 (2021 £500)

5. Governance

	2022	2021
AGM and board meetings	300	520
Independent Examination	1,020	1,020
Allocation of staff costs	-	2,220
Allocation of support costs	-	590
	<u>1,320</u>	<u>4,350</u>

6. Statement of Funds

	Brought Forward	Incoming Resources	Resources Expended	Transfers	Carried Forward
	£	£	£	£	£
Restricted funds					
John Lyons Charity	20,003	40,000	35,003	-	25,000
City Bridge Trust	15,000	40,000	47,000	-	8,000
Big Lottery Fund	68,000	60,000	128,000	-	-
Young Brent Foundation	-	3,333	3,333	-	-
The Rank Foundation	11,000	9,190	20,190	-	-
National Lottery Comm. Fund	20,000	9,829	20,000	-	9,829
Thomas Wall Trust	-	4,990	-	-	4,990
Greater London Authority	-	45,404	45,404	-	-
HMRC Job Retention Scheme	-	13,438	13,438	-	-
Neighbourhood Community Infra	-	83,650	39,744	-	43,906
TOTAL	<u>134,003</u>	<u>309,834</u>	<u>352,112</u>	<u>-</u>	<u>91,725</u>

	Brought Forward	Incoming Resources	Resources Expended	Transfers	Carried Forward
	£	£	£	£	£
Unrestricted funds					
John Lyons Charity	5,169	-	5,169	-	-
The Leigh Trust	-	1,000	1,000	-	-
Donations	6,454	-	2,000	-	4,454
Social Investment Business	7,934	-	7,934	-	-
Charitable activities (See Note 3)	24,697	14,185	2,598	-	36,284
TOTAL	44,254	15,185	18,701	-	40,738

7. Fixed Assets

	Plant & Machinery	Office Equipment	Office Refurbishment	Total
Cost	£	£	£	£
1st April 2021	99,478	13,697	157,049	270,224
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2022	99,478	13,697	157,049	270,224
Depreciation				
1st April 2021	96,081	12,620	157,049	265,750
Disposals	-	-	-	-
Charge for year	849	269	-	1,118
As at 31 March 2022	96,081	12,620	157,049	265,750
Net book value				
As at 31 March 2021	3,397	1,077	-	4,474
As at 31 March 2022	2,548	808	-	3,356

8. Debtors

	2022	2021
	£	£
Debtors	13,641	-
Prepayments	4,329	-
	<u>17,970</u>	<u>-</u>

9. Creditors falling due within one year

	2022	2021
	£	£
Independent Examination	1,020	1,020
Remuneration	-	7,004
Taxation & N.I.	2,328	3,567
Pension	435	563
Accruals	-	3,000
	<u>3,783</u>	<u>15,154</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

	2022	2021
	£	£
Wages & Contractors	193,875	166,257
PAYE/NIC	36,814	33,645
Employer Pension Contribution	7,581	2,849
	<u>238,270</u>	<u>202,751</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	3,356	-	3,356
Net Current Assets	37,382	91,725	129,107
	<u>40,738</u>	<u>91,725</u>	<u>132,463</u>

13. Benefits in kind

None

14. Independent examination

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