# DAMILOLA TAYLOR TRUST

England & Wales · Charity number 1087597

## Details

| | |
|---|---|
| **Status** | Registered |
| **Legal form** | Charitable company |
| **Company number** | 04219111 |
| **Registered** | 2001-07-18 |
| **Register** | View on the Charity Commission register |

## Contact

| | |
|---|---|
| **Address** | 18 Barrington Villas Close<br>London<br>SE18 3SB |
| **Phone** | 07425268359 |
| **Email** | admin@damilolataylortrust.co.uk |
| **Website** | www.damilolataylortrust.co.uk |

## Activities

**Objects:** (A) THE ADVANCEMENT OF THE EDUCATION OF CHILDREN AND YOUNG PEOPLE, MAINLY BUT NOT EXCLUSIVELY THROUGH LEISURE TIME ACTIVITIES SO AS TO DEVELOP THEIR MENTAL, PHYSICAL AND SPIRITUAL CAPACITIES THAT THEY MAY GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY AND TO PROVIDE FOR THEM FACILITIES FOR RECREATION AND LEISURE TIME OCCUPATION. (B) THE RELIEF OF SICKNESS AND DISABILITY CAUSED BY OR ASSOCIATED WITH EPILEPSY PARTICULARLY AMONG CHILDREN AND YOUNG PEOPLE IN WEST AFRICA. (C) SUCH OTHER CHARITABLE PURPOSES AS THE TRUSTEES AT THEIR DISCRETION SHALL DECIDE.

**Activities:** The current activities of the charity are two fold: in its wider sense it is to campaign to create a community resilience to youth violent crime. More specifically the Charity works to mentor families and young people on how to make a significant transition in thinking and knowledge so that they can lead healthy lives; stay in school; grow up to become productive adults in society.

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## Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Arts/culture/heritage/science, Economic/community Development/employment, Recreation
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

- **Area of benefit:** WEST AFRICA AND ELSEWHERE
- Southwark

## Finances

| Period end | Income | Expenditure | Assets | Employees |
|---|---|---|---|---|
| 2025-05-31 | £19,005 | £76,544 | - | - |
| 2024-05-31 | £40,763 | £54,980 | - | - |
| 2023-05-31 | £45,337 | £140,561 | - | - |
| 2022-05-31 | £126,875 | £89,967 | - | - |
| 2021-05-31 | £297,870 | £186,389 | - | - |

## Trustees

| Name | Role | Appointed |
|---|---|---|
| **BABATUNDE TAYLOR** | Chair | 2012-12-19 |
| Dr Leroy Logan | | 2025-05-06 |
| EULALEE MAY CLARKE | | 2024-01-31 |
| OLUGBENGA COKER | | 2013-03-17 |
| Piumi Aloka Mitchel | | 2025-09-30 |

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**DAMILOLA TAYLOR TRUST**

England & Wales - Charity number 1087597

# Accounts

# DAMILOLA TAYLOR TRUST
# REPORT AND FINANCIAL STATEMENTS
# FOR THE YEAR ENDED 31 MAY 2024

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**Company information for the year ended 31 May 2024**

**Supporters:** We are grateful for support that we receive
**Corporate supporters**:
Lysis Financial

Norton Rose Fulbright

Shell Plc

The Co-op, Community Fund

BBC Children in Need

Youth Futures Foundation

The Worshipful Company of Weavers

GLA: Young Londoners Fund

Metropolitan Thames Valley Housing Association

Rio Ferdinand Foundation

National Citizens Service (NCS)

UK Youth

Impact on Urban Health

The Ubele Initiative

Many others provide their support in kind and through attendance at events
**Government, Trusts, Foundations and Partners**:

The National Lottery: Communities Fund; Social Enterprise Support Fund

London Community Response – The City Bridge Trust

Home Office – via VRU Commissioning

Southwark Council

MOPAC – Mayor of London Policing and Crime/VRU

Kings College London –Extended Medical Degree Programme (EMDP)

Hudl CIC

Crying Sons Limited

The Hope Collective

The Vin Club

**Legal and Administrative Information**

| | |
|---|---|
| Company name: | Damilola Taylor Trust |
| Registered Office: | 18 Barrington Villas<br>London<br>SE18 3SB |
| Company number: | 04219111 |
| Charity number: | 1087597 |

Trustees: The trustees who are also directors under company law who served during the year and up to the date of this report were as follows:
Mr Richard Taylor OBE died March 2024
Mr Tunde Taylor
Dr Olugbenga Coker
Mr Geoff Sheath

Every member of the Company agrees to contribute an amount not exceeding £1 if the Company is wound up while he or she is a member or within a year afterwards and the Company has debts and liabilities which it cannot meet out of its assets. The total number of such guarantees at 31 May 2024 was 3 (2023-4). The trustees are members of the Company but as directors have voting rights.

Bankers:
CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Accountants:
Impact Accountants
Chartered Certified Accountants
124 Old School Place
Croydon
CR0 4GB

Independent Examiner:
Jenny Associates
Chartered Certified Accountants
73 Heathfield Drive
Mitcham
Surrey
CR4 3RD

## Report of trustees for the year ended 31 May 2024

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 May 2024 which are also prepared to meet the requirements for the directors' report and accounts for Companies Acts purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)

**Our purposes and activities**

The purposes of the charity are:

- The advancement of the education of children and young people, mainly but not exclusively through leisure time activities so as to develop their mental, physical and spiritual capacities that they may grow to full maturity as individuals and members of society and to provide for them facilities for recreation and leisure time occupations.

- The relief of suffering and disability caused by or associated with epilepsy particularly among children and young people in West Africa.

- Such other charitable purpose or purposes as the trustees at their discretion shall decide.

The vision that shapes our annual activities remains supporting young people of London, giving them the opportunity to live their lives free of fear and violence. In doing so our aim is that the young people ultimately fulfil their potential so that they face the future with confidence and optimism. In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2).

Our approach is based on a number of core principles, which aim at ensuring that the personal and social development needs of vulnerable young people are met to enable them realise their potential. The following assumptions guide our vision and the interventions we make.

- The recognition that every child has a talent, which can be supported and encouraged by a caring supporting environment.

- Social problems such as youth on youth crime arise from and persist because of a complex combination of actions and omissions by players in all sectors –and therefore can be solved only by the coordinated efforts of those players, from businesses to government agencies, funders, charities and members of affected populations

- A commitment to development of partnership approaches that allow collaborations with the community, media, other charities and institutions such as Kings College London School of Medical Education, Hudl CIC, Crying Sons Ltd to expand the charity's work so it would reach groups of young people from educationally and socially disadvantaged backgrounds.

## Review of activities
## Introduction

Drafting this review of activities of the last 12 months leaves us in a sombre mood as we come to terms with the loss of the Chair of trustees Mr Richard Taylor OBE, who passed away on 23 March 2024 after a prolonged battle with prostate cancer. In line with his wishes, he was interred in the first week of April in a private ceremony. This was followed with a remembrance service, "Celebration of Richard Adeyemi Taylor: A legacy of Hope" on 11 May at Southwark Cathedral.

During the year under review, we continued work on developing the Career Pathway Programme for School (CPPFS) product for offering as a trading product. In addition, we delivered Peckham Hope Pack in conjunction with the Hope Collective and started work on putting a programme together on the issue of vaping and its negative impact on the health of young people. Further details of these activities are provided in the ensuing paragraphs.

**CPPFS -Trading product development**

The Career Pathway Programme for Schools (CPPFS) which works with young people (YP) aged 14-15 to re-engage with their education and take steps towards professional careers is one of the interventions we implement to empower our beneficiaries to overcome disadvantage. We delivered CPPFS for three years 2020-22 in Harris Academy Peckham and Harris City Academy Crystal Palace with grant funding from the GLA.

Along with the grant funded programme, we started work on developing a product aimed at a slightly different cohort of YP: students from highly deprived backgrounds that are failing to reach potential despite existing support. This group of YP may NOT necessarily be at risk of involvement in criminal activity nor exclusion.

**What problem are we trying to solve with the CPPFS Trading product?**

We know that students from highly deprived backgrounds are failing disproportionately to reach potential despite existing support. We also know that schools are under pressure to deliver on an ever-demanding curriculum, so they are unable to provide full careers planning nor activities that offer holistic and sustained work to change behaviour, mind-set, develop skills and career commitment in school.

Despite mounting barriers to attainment and opportunity, YP living in areas of high deprivation face a gap in services designed to help them overcome disadvantage. What they need are sustained, ambitious interventions which develop aspiration so that they can re-engage and resiliently sustain effort no matter the set-backs.

**What possible solutions can we consider for addressing this problem?**

To be prepared for work YP need to develop a range of personal assets such as resilience, grit and determination and soft skills for example, communication and problem solving. In modelling a young person's journey to employment (JET) a number of factors have been shown by research to be the most important contributors to the employment outcome. The CPPFS trading product is designed to impact three of the JET framework factors:

- Emotional capabilities – an individual's ability to manage their emotions and persevere when setbacks occur.

- Attitudes: An individual's outlook and approach to learning and work.
- Qualifications, education and training: The acquisition of knowledge and experience through school, college or training.

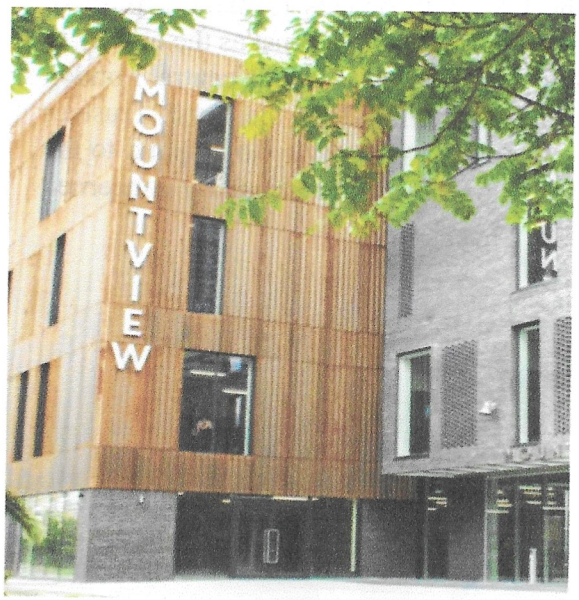
By supporting YP from deprived backgrounds to develop these assets and skills, we believe they will increase their chances of making the crucial transition from education to the world of work.
We are developing the CPPFS trading product with the support of a careers' education expert to be a high-impact programme:

- that identifies limiting beliefs that YP have acquired;
- provides tools to help YP overcome limiting beliefs; and
- replace them with empowering beliefs

The product also includes a skills boot camp for young people to gain knowledge of career opportunities open to them, the skills and steps needed to get those opportunities. The CPPFS Trading product is one that develops aspiration, enables YP to set goals for their own education and equips them with tools and strategies to pursue those goals no matter the set-backs. The output of our development work- CPPFS trading prototype is scheduled for market testing in January 2025.

**Peckham Hope Hack**

The Hope Collective is a social impact project that evolved out of the 20th anniversary of the Trust in 2020/2021, which proactively looks at solutions to poverty and inequality across the nation through staging "Hope Hacks ". Hope Hacks are events where young people voice their solutions for what they think a fairer society looks like and how it might be achieved.




They were created as youth engagement events that purposefully bring together a wide range of community partners, providing safe spaces for young people to discuss various societal issues and policies that impact their lives and debate solutions to make them better.

Peckham Hope Hack was staged at Mountview Theatre on 10 December 2023 as part of the celebration of Day of Hope 2023 in association with Berkeley Homes.

The day featured inspirational speakers, special celebrity guests and a series of participation workshops where young people discuss the future of Peckham. Young people were the stars on the day supported by youth workers. Workshops topics considered were:

- Community safety & Mental Health
- Housing, Transport & Environment
- Education & Youth services
- The Arts, Music & Social Media

The young people who took part all received gift packs which included a signed copy of Kenny Imafidon's book "That Peckham Boy" plus other goodies. The event concluded with a Grand

Finale with London Gospel Choir and special guests, including Mr Taylor OBE where YP presented their ideas for a fairer, safer Peckham by 2030.





**Young people at the Peckham Hope Hack**

**Fundraising support from Vin Club**

Vin Club, a private members club of Nigerians in the UK, with objects to make a positive difference to society through charitable efforts chose the Damilola Taylor Trust as the charity to support in 2023. Through a number of activities including a charity walk through central London and a Ball held on 14 October 2023, Vin club raised a total of £21,362 for the Trust. Trustees have considered using some of the Vin Club donation to develop an activity to respond to the emerging issue of vaping by young people that the Chair of trustees was particularly concerned about during the last six months of his life.

## Plans for the Future

Since Richard Taylor's sad death in March 2024 the remaining Trustees have been working hard to take our important work forward. Tunde Taylor Richard's eldest son, has taken over as chair of the Damilola Taylor Trust. Tunde works in financial services and has a young family. He has been a trustee for some time but he is now getting as actively involved as he can.

The passing of Mr Taylor means that the Trustees have needed to look ahead to see how they can best use his legacy to improve the lives of the disadvantaged young people he was so passionate about. We have been working on that over the summer with generous and very valuable support from EY who helped us formulate our last strategic plan to develop a 5-year plan.

We have started work immediately to see how we can strengthen the board of trustees, with a view to making it a more diverse board, for example in ethnicity, gender, age and lived experience so that we can understand and serve disadvantaged young people effectively. Our priority is to recruit more trustees followed by a Chief Executive Officer, who as leader of the executive team will be charged with implementing our 5-year strategic plan.

**Financial review**
In the reporting period, we received gross income of £40,763 (£45,337 in 2023) and spent £54,980 (£140,561 in 2023) resulting in net expenditure of £14,217 (net expenditure £95,224 in 2023). The net expenditure has reduced Revenue Fund balances from £169,574 at the beginning of the year to £155,357 at financial year ended 31 May 2024. Of the Fund balances £87,563 is Restricted (£102,447 in 2023) and £67,794 Unrestricted/free reserves (£67,127 in 2023).

**Reserves policy**
Trustees' reserves policy provides the framework for managing reserves of the Trust. This is to maintain reserves sufficient to cover core operating costs for at least 12 months but not greater than 24 months.

**Structure, Governance and Management**
***Governing document***
Damilola Taylor Trust is a company limited by guarantee governed by its Memorandum and Articles of Association (M &A) dated 18 July 2001. It is registered as a charity with the Charity Commission. Following amendments to the M& A, anyone over the age of 18 can become a member of the Company.

**Appointment of trustees**
Trustees have been appointed following invitation from the chair of trustees or existing trustee board members. Newly appointed trustees are inducted by the chair and existing board members. As part of the plans to re-build the charity and its work, a more formal approach is now followed for recruiting trustees. The purpose of trustee recruitment is to ensure that the trustee board has the right skills and capacity to lead the charity effectively. All trustee vacancies are advertised. Interested parties are required to submit a written application and attend an interview.
Candidates assessed as meeting the essential and desirable, knowledge and skills requirements set out in the Person Specification are considered for appointment. All new trustees are properly inducted to understand the vision, goals, key policies and procedures of the Trust before joining the organisation.

**Organisation**

The board of trustees currently with three members, administers the charity. The board normally meets monthly for ten months of the financial year, there are sub-committees covering programme/project management which meet fortnightly or as needed to effectively direct project implementation. To facilitate effective operations, the chair of trustees is given delegated authority, within terms of the Trust's Scheme of Delegation approved by the trustees for operational matters, including contracts for procurement of Services or Goods, bids for funding and finance.

As we have done in the past few years, our finance and administration function will continue to be performed by our finance service partner. Wherever possible, our programmes will be delivered by youth service practitioners. This organisational structure should keep our overheads costs low, making us nimble, enabling us to respond faster to changes in demography, government policy or economic conditions as we pursue our charitable objectives.

**Risk Management**

The Trust is committed to establishing an effective risk management framework and culture to provide the tools for managing the charity's affairs going forward. We have identified a number of key risks that the charity is exposed to, given the nature of our activities. We will continue to thoroughly review the key risks (listed below), evaluate which actions we need to take to establish a sound framework for on-going management of those risks.

| Risk Category | Examples of risks |
|---|---|
| Governance | Difficulty in recruiting trustees with relevant skills that the charity requires at this moment; conflict of interest |
| Financial risks | Loss of major funder, diversity of income sources |
| External risks | Public perception and adverse publicity, including reputational issues |
| Compliance with law and regulation | Breach of trust law, employment law, regulatory requirement of particular activities such as anti-money laundering, bribery and corruption; safeguarding children and young people. |

The trustees have a risk management strategy that comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due. Trustees only approve commitments to expenditure when they are assured by the finance service partner that there are sufficient funds available in the Trust's coffers to cover the estimated expenditure.

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Trust and of its incoming resources and application of resources, including the net income or expenditure, for the year. In preparing those financial statements the trustees are required to

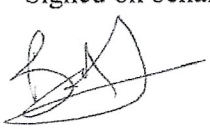
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Trust will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and which 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 Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Reporting Accountants**
Impact Accountants were re-appointed as the charitable company's accountants and have expressed their interest to continue in that capacity.

**Declaration**
The company has taken advantage of the small companies' exemption in preparing the report above. The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors



**Tunde Taylor - Chair of Trustees**

29 January 2025

**Independent Examiner's report to the trustees of Damilola Taylor Trust**
I report on the accounts of the company for the year ended 31 May 2024 which are set out on pages 13 to 27.

**Respective responsibilities of trustees and examiner**
The trustees (who are also the directors of the company for the purposes of company law) 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,
- to 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 statement**
My examination was carried out in accordance with 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 the 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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

A Shardow

A Shardow FCCA, CA
Jenny Associates
73 Heathfield Drive
Mitcham
Surrey
CR4 3RD

Date: 29 January 2025

| Charity Name | | | Charity No | 1087597 | |
|---|---|---|---|---|---|
| **Damilola Taylor Trust** | | | Company No | 4219111 | |
| | | **Period start date** | **To** | **Period end date** | |
| | | **01-Jun-23** | | **31-May-24** | |

## Section A Statement of financial activities (including summary income and expenditure account)

| **Recommended categories by activity** | **Notes** | **Unrestricted funds** | **Restricted income funds** | **Total funds** | **Prior year funds** |
|---|---|---|---|---|---|
| | | **All in £** | | | |
| **Income** | 3 | | | | |
| **Income and endowments from:** | | | | | |
| Donations and legacies | | 40,441 | | **40,441** | 22,179 |
| Charitable activities | | | | | 22,867 |
| Investments | | 321 | | **321** | 292 |
| Other | | | | | |
| **Total** | | **40,763** | | **40,763** | **45,337** |
| **Expenditure** | 4 | | | | |
| **Expenditure on:** | | | | | |
| Raising funds | | 2,716 | 1,761 | **4,476** | 5,959 |
| Charitable activities | | 37,380 | 13,123 | **50,503** | 134,602 |
| **Total** | | **40,096** | **14,884** | **54,980** | **140,561** |
| | | | | | |
| **Net income/(expenditure)** | | 667 | (14,884) | (14,217) | (95,224) |
| ***Net movement in funds*** | | **667** | **(14,884)** | **(14,217)** | **(95,224)** |
| ***Reconciliation of funds:*** | | | | | |
| Total funds brought forward | | 67,127 | 102,447 | 169,574 | 264,798 |
| **Total funds carried forward** | | **67,794** | **87,563** | **155,357** | **169,574** |

| Charity Name: | Damilola Taylor Trust | Charity No | 1087597 |
|---|---|---|---|
| | | Company No | 4219111 |

## Section B Balance sheet

| | Notes | Unrestricted funds | Restricted income funds | Total this year | Total last year 2023 |
|---|---|---|---|---|---|
| | | All in £ | | | |
| **Current assets** | | | | | |
| **Debtors** | 7 | 26,702 | 10,981 | 37,683 | 5,400 |
| **Cash at bank and in hand** | 8 | 41,092 | 80,563 | 121,656 | 169,274 |
| ***Total current assets*** | | **67,794** | **91,544** | **159,339** | **174,674** |
| **Creditors: amounts falling due within one year** | 9 | | 3,982 | 3,982 | 5,100 |
| | | | | | |
| ***Net current assets/(liabilities)*** | | **67,794** | **87,563** | **155,357** | **169,574** |
| | | | | | |
| ***Total assets less current liabilities*** | | **67,794** | **87,563** | **155,357** | **169,574** |
| | | | | | |
| | | | | | |
| ***Total net assets*** | | **67,794** | **87,563** | **155,357** | **169,574** |
| **Funds of the Charity** | 10 | | | | |
| **Restricted income funds** | | | 87,563 | 87,563 | 102,447 |
| **Unrestricted funds** | | 67,794 | | 67,794 | 67,127 |
| **Total funds** | | **67,794** | **87,563** | **155,357** | **169,574** |

*The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The Directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small Companies regime and in accordance with FRS 102 SORP.*

Signed on behalf of all the trustees/directors

| | |
|---|---|
| Tunde Taylor | 29 Jan 2025 |
| Dr Olugbenga Coker | 29 Jan 2025 |

| Section C Notes to the accounts | | |
|---|---|---|
| Note 1 **Basis of preparation** | | |
| **1.1 Basis of accounting** | | |
| These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. | | |
| The accounts have been prepared in accordance with: | | |
| • | ✓ | the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 |
| • | | the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) |
| • and with the Charities Act 2011. | | |
| The charity constitutes a public benefit entity as defined by FRS 102. | | |

| **1.2 Going concern** | | |
|---|---|---|
| An explanation as to those factors that support the conclusion that the charity is a going concern; | ***Not applicable*** | |
| Disclosure of any uncertainties that make the going concern assumption doubtful; | ***Not applicable*** | |
| Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern. | ***Not applicable*** | |

| **1.3 Change of accounting policy** | | | | | |
|---|---|---|---|---|---|
| The accounts present a true and fair view and no changes have been made to the accounting policies adopted in note {2}. | | | | | |
| Yes | | | | | |
| No | | | | | |

| 1.4 Changes to accounting estimates | | |
|---|---|---|
| No changes to accounting estimates have occurred in the reporting period (3.46 FRS102 SORP). | | |
| Yes | ✓ | |
| No | | |

**1.5 Material prior year errors**

No material prior year error has been identified in the reporting period (3.47 FRS102 SORP) details of which are given below.

| | | |
|---|---|---|
| Yes | ✓ | |
| No | | |

**Note 2 Accounting policies**

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

**2.2 INCOME**

| | | | | |
|---|---|---|---|---|
| **Recognition of income** | These are included in the Statement of Financial Activities (SoFA) when: | | | |
| | • the charity becomes entitled to the resources; | | | |
| | • it is more likely than not that the trustees will receive the resources; | Yes | No | N/a |
| | • the monetary value can be measured with sufficient reliability. | ✓ | | |

| | | | | |
|---|---|---|---|---|
| **Offsetting** | There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102. | Yes | No | N/a |
| | | ✓ | | |

| | | | | |
|---|---|---|---|---|
| **Grants and donations** | Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP). | Yes | No | N/a |
| | | ✓ | | |

| | | | | |
|---|---|---|---|---|
| | In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP). | Yes | No | N/a |
| | | ✓ | | |

| | | | | |
|---|---|---|---|---|
| **Government grants** | The charity has received government grants in the reporting period | Yes | No | N/a |
| | | ✓ | | |

| | | | | |
|---|---|---|---|---|
| **Tax reclaims on donations and gifts** | Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise. | Yes | No | N/a |
| | | ✓ | | |

| | | | | |
|---|---|---|---|---|
| **Contractual income and performance related grants** | This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions. | Yes | No | N/a |
| | | ✓ | | |

| | | | | |
|---|---|---|---|---|
| **Donated goods** | Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. | Yes | No | N/a |
| | | | | ✓ |

| | | | | |
|---|---|---|---|---|
| | The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution. | Yes | No | N/a |
| | | | | ✓ |

| | | | | |
|---|---|---|---|---|
| | Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'. | Yes | No | N/a |
| | | | | |
| | Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable. | Yes | No | N/a |
| | | | | ✓ |
| | Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable. | Yes | No | N/a |
| | | ✓ | | |

| | | | | |
|---|---|---|---|---|
| **Donated services and facilities** | Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. | Yes | No | N/a |
| | | ✓ | | |
| | Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA. | Yes | No | N/a |
| | | ✓ | | |
| **Support costs** | The charity has incurred expenditure on support costs. | Yes | No | N/a |
| | | ✓ | | |
| **Volunteer help** | The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report. | Yes | No | N/a |
| | | ✓ | | |
| **Income from interest, royalties and dividends** | This is included in the accounts when receipt is probable and the amount receivable can be measured reliably. | Yes | No | N/a |
| | | ✓ | | |
| **Income from membership subscriptions** | | Yes | No | N/a |
| | | | | ✓ |
| | | Yes | No | N/a |
| | Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. | | | ✓ |
| **Settlement of insurance claims** | Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA. | Yes | No | N/a |
| | | | | ✓ |
| **Investment gains and losses** | This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. | Yes | No | N/a |
| | | | | ✓ |

## 2.3 EXPENDITURE AND LIABILITIES

| | | | | |
|---|---|---|---|---|
| **Liability recognition** | Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. | Yes ✓ | No | N/a |
| **Governance and support costs** | Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. | Yes ✓ | No | N/a |
| | Support costs include functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g., HR costs by the time spent and other costs by their usage. | Yes ✓ | No | N/a |
| **Grants with performance conditions** | Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output. | Yes ✓ | No | N/a |
| **Grants payable without performance conditions** | Where there are no conditions attaching to the grant that enables the charity to realistically avoid the commitment, a liability for the full funding obligation is recognised. | Yes ✓ | No | N/a |
| **Redundancy cost** | The charity made no redundancy payments during the reporting period. | Yes | No | N/a ✓ |

| | | | | |
|---|---|---|---|---|
| **Deferred income** | Where terms and conditions of grant have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. | Yes ✓ | No | N/a |
| **Creditors** | The charity has creditors which are measured at settlement amounts less any trade discounts | Yes ✓ | No | N/a |
| **Provisions for liabilities** | A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date | Yes ✓ | No | N/a |

## 2.4 ASSETS

| | | | | |
|---|---|---|---|---|
| **Tangible fixed assets for use by charity** | These are capitalised if they can be used for more than one year, and cost at least | £400 | | |
| | | Yes | No | N/a |
| | They are valued at cost. | ✓ | | |
| | The depreciation rates and methods used are disclosed in notes to the accounts | | | |

| | | | | |
|---|---|---|---|---|
| | Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received. | Yes | No | N/a |
| **Debtors** | | ✓ | | |

**Note 3 Income**

| Analysis of income | | Unrestricted funds<br>All in £ | Restricted income funds | Total funds | Prior year |
|---|---|---|---|---|---|
| **Donations and legacies:** | Vin Club fund raising for DTT | 21,363 | | **21,363** | |
| | Other Donations | 19,079 | | **19,079** | |
| | | | | | 22,179 |
| | **Total** | **40,441** | | **40,441** | **22,179** |
| **Charitable activities:** | Career Pathway Programme for Schools: YLF | | | | 22,867 |
| | **Total** | | | | **22,867** |
| | | | | | |
| **Income from investments:** | Interest income | 321 | | **321** | 292 |
| | **Total** | **321** | | **321** | **292** |
| **Total Income** | | **40,763** | | **40,763** | **45,337** |

**Other information:**

| | |
|---|---|
| **All income in the prior year was unrestricted except for:** | Career Pathway Programme for Schools YLF Grant £22,867 |

**Note 4 Expenditure**

| Analysis of expenditure | Categories | Unrestricted funds | Restricted funds | Total funds | Prior year |
|---|---|---|---|---|---|
| | | All in £ | | | |
| | Incurred seeking donations | 2,716 | | **2,716** | 1,243 |
| | Incurred seeking grants | | 1,761 | **1,761** | 4,716 |
| **Expenditure on raising funds** | **Total expenditure on raising funds** | **2,716** | **1,761** | **4,476** | **5,959** |
| | | | | | |
| | Career Pathway Programme for Schools | | | | 102,507 |
| | Community Support | 33,710 | | **33,710** | 16,192 |
| | Day of Hope | 3,670 | | **3,670** | 11,888 |
| | Social Enterprise Support Fund project | | 13,123 | **13,123** | 4,016 |
| **Exp. on charitable activities** | **Total exp. on charitable activities** | **37,380** | **13,123** | **50,503** | **134,602** |
| **Total expenditure** | | **40,096** | **14,884** | **54,980** | **140,561** |

**Other information:**
**Analysis of expenditure on charitable activities**

| Activity or programme | Activities undertaken directly | Support Costs | Total this year | *Total prior year 2023* |
|---|---|---|---|---|
| | *All in £* | | | |
| Community Support | 17,981 | 15,729 | **33,710** | **16,192** |
| SESF CPPFS Trading product dev. | 7,000 | 6,123 | **13,123** | **4,016** |
| Day of Hope 2023 | 1,958 | 1,712 | **3,670** | **11,888** |
| Career Pathway Prog. for Schools | | | | **102,507** |
| **Total** | **26,939** | **23,564** | **50,503** | **134,602** |

**Note 5. Support Costs**

| Support costs apportioned | Community Support | SESF CPPFS Trading product development | Day of Hope 2023 | Raising Funds | Total |
|---|---|---|---|---|---|
| Finance & management | 13,222 | 5,147 | 1,439 | 1,756 | 21,564 |
| Governance | 1,349 | 525 | 147 | 179 | 2,200 |
| Printing, insurance & sundries | 907 | 353 | 99 | 120 | 1,479 |
| Communication | 251 | 98 | 27 | 33 | 410 |
| **Total support costs** | **15,729** | **6,123** | **1,712** | **2,089** | **25,653** |

## Note 6. Details of certain types of expenditure

### Note 6.1 Fees for examination of the accounts

| | This year | Last year |
|---|---|---|
| | £ | £ |
| Independent Examiner's fees | 700 | 1,100 |

| Note 7 Debtors and prepayments | This year | Last year |
|---|---|---|
| 7.1 Analysis of debtors | £ | £ |
| Other debtors | 13,000 | 5,000 |
| Prepayments and accrued income | 24,683 | 400 |
| Total | 37,683 | 5,400 |

| Note 8 Cash at bank and in hand | This year | Last year |
|---|---|---|
| | £ | £ |
| Cash at bank and in hand | 121,656 | 169,273 |
| Total | 121,656 | 169,273 |

| Note 9 Creditors and accruals | Amounts falling due within one year | |
|---|---|---|
| 9.1 Analysis of creditors | This year | Last year |
| | £ | £ |
| Trade creditors | 1,782 | 1,800 |
| Accruals and deferred income | 2,200 | 3,300 |
| Total | 3,982 | 5,100 |

**Note 10. Charity funds**

**10 Details of material funds held and movements during the CURRENT reporting period**

** Key: R - Restricted income funds, including special trusts, of the charity; and U - Unrestricted funds*

| Fund names | Type* | Balances brought forward | Income | Expenditure | Balances carried forward |
|---|---|---|---|---|---|
| I am Change online Programme - CBT & NL | R | 26,750 | | 1,761 | **24,989** |
| MOPAC: Life Skills Training & Mentoring | R | 4,931 | | | **4,931** |
| Home Office: Life Skills Training and Mentoring | R | 18,476 | | | **18,476** |
| SESF CPPFS Trading Product development | R | 43,884 | | 13,123 | **30,761** |
| Youth Filming -National Lottery Community Fund | R | 8,406 | | | **8,406** |
| Community Support, Day of Hope | UR | 67,127 | 40,763 | 40,096 | **67,794** |
| **Total funds** | | **169,574** | **40,763** | **54,980** | **155,357** |

**10.1 Details of material funds held and movements during the PREVIOUS reporting period**

** Key: R - Restricted income funds, including special trusts, of the charity; and U - Unrestricted funds*

| Fund names | Type* | Balances brought forward | Income | Expenditure | Transfers | Balances carried forward |
|---|---|---|---|---|---|---|
| Career Pathway Programme for Schools | R | 71,853 | 22,867 | 102,507 | 7,787 | |
| I am Change online Programme - CBT & NL | R | 26,750 | | | | **26,750** |
| MOPAC: Life Skills Training & Mentoring | R | 15,113 | | | (10,182) | **4,931** |
| Home Office: Life Skills Training and Mentoring | R | 18,476 | | | | **18,476** |
| Hope 2020 Campaign | R | (6,022) | | | 6,022 | |
| I am Change Career Search and Skills Development | R | 5,343 | | 4,716 | (627) | |
| SESF CPPFS Trading Product development | R | 47,900 | | 4,016 | | **43,884** |
| Early intervention project (Children In Need) | R | 3,000 | | | (3,000) | |
| Youth Filming -NLottery Community Fund | R | 8,406 | | | | **8,406** |
| DTML, Community Support Day of Hope | UR | 73,979 | 22,470 | 29,322 | | **67,127** |
| **Total funds** | | **264,798** | **45,337** | **140,561** | | **169,574** |

**Note 11 Transactions with trustees and related parties**

| 11.1 Trustee remuneration and benefits | | | |
|---|---|---|---|
| None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False) | | | TRUE |

| 11.2 Trustees' expenses | | |
|---|---|---|
| No trustee expenses have been incurred (True or False) | | |
| | | |
| Type of expenses reimbursed | This year | Last year |
| | £ | £ |
| | | |
| | | |
| Subsistence | 500 | |
| Meeting costs | | 173 |
| **Total** | **500** | **173** |

*FALSE*

No. of trustees reimbursed for expenses or who had expenses paid by the charity: 2

**DAMILOLA TAYLOR TRUST**

England & Wales - Charity number 1087597

# Accounts

Damilola Taylor Trust

# REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2023



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# Company information for the year ended 31 May 2023

## Supporters

We are grateful for support that the Trust receives from corporate supporters, Government, Local government, Trusts, Foundations and Partners

- 2020 Levels CIC
- BBC Children in Need
- Clarion Housing Group
- Crying Sons Limited
- GLA: Young Londoners Fund
- Home Office – via VRU Commissioning
- Hudl CIC
- Impact on Urban Health
- Kings College London –Extended Medical Degree Programme (EMDP)
- London Community Response – The City Bridge Trust
- Lysis Financial
- Metropolitan Thames Valley Housing Association
- MOPAC – Mayor of London Policing and Crime/VRU
- National Citizens Service (NCS)
- Norton Rose Fulbright
- Paypal Giving Fund
- Rio Ferdinand Foundation
- Shell Plc
- Southwark Council
- The Co-op, Community Fund
- The Hope Collective
- The National Lottery: Communities Fund; Social Enterprise Support Fund
- The Ubele Initiative
- The Worshipful Company of Weavers
- UK Youth
- Youth Futures Foundation

Many others provide their support in kind and through attendance at events

## Legal and Administrative Information

Company name: Damilola Taylor Trust

Registered Office: 18 Barrington Villas, London, SE18 3SB

Company number: 04219111

Charity number: 1087597

Trustees:

The trustees who are also directors under company law who served during the year and up to the date of this report were as follows:

Mr Richard Taylor OBE, Chair
Mr Tunde Taylor
Dr Olugbenga Coker
Mr Geoff Sheath

Every member of the Company agrees to contribute an amount not exceeding £1 if the Company is wound up while he or she is a member or within a year afterwards and the Company has debts and liabilities which it cannot meet out of its assets. The total number of such guarantees at 31 May 2023 was 4 (2022-4). The trustees are members of the Company but as directors have voting rights.

Bankers: CAF Bank Limited
25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Accountants: Impact Accountants (Chartered Certified Accountants)
124 Old School Place, Croydon, CR0 4GB

Independent Examiner: Jenny Associates (Chartered Certified Accountants
73 Heathfield Drive, Mitcham, Surrey, CR4 3RD

# Report of trustees for the year ended 31 May 2023

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 May 2023 which are also prepared to meet the requirements for the directors' report and accounts for Companies Acts purposes.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)

## Our purposes and activities

The purposes of the charity are:

- The advancement of the education of children and young people, mainly but not exclusively through leisure time activities so as to develop their mental, physical and spiritual capacities that they may grow to full maturity as individuals and members of society and to provide for them facilities for recreation and leisure time occupations.
- The relief of suffering and disability caused by or associated with epilepsy particularly among children and young people in West Africa.
- Such other charitable purpose or purposes as the trustees at their discretion shall decide.

The vision that shapes our annual activities remains supporting young people of London, giving them the opportunity to live their lives free of fear and violence. In doing so our aim is that the young people ultimately fulfil their potential so that they face the future with confidence and optimism. In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2).

Our approach is based on a number of core principles, which aim at ensuring that the personal and social development needs of vulnerable young people are met to enable them realise their potential. The following assumptions guide our vision and the interventions we make.

- The recognition that every child has a talent, which can be supported and encouraged by a caring supporting environment.
- Social problems such as youth on youth crime arise from and persist because of a complex combination of actions and omissions by players in all sectors –and therefore can be solved only by the coordinated efforts of those players, from businesses to government agencies, funders, charities and members of affected populations
- A commitment to development of partnership approaches that allow collaborations with the community, media, other charities and institutions such as Kings College London School of Medical Education, Hudl CIC, Crying Sons Ltd to expand the charity's work so it would reach groups of young people from educationally and socially disadvantaged backgrounds.

# Review of activities

## Introduction

It has been a very challenging financial year, the second full cycle of activities after the end of Covid-19. Early in the reporting period, trustees set up a fund-raising task force to develop and implement plans for securing funding for the future. In November trustees approved for implementation the task force's draft fund-raising plan covering three financial years 2022/23 to 2024/25. Three funding applications were submitted in the reporting period but none was successful.

Nevertheless, we completed delivery of year 3 of 3 of the *Career Pathway Programme for Schools* (CPPFS), and continued work on adapting the CPPFS programme as a trading product for roll out to schools. As well as marking the Day of Hope 2022 on 7 December, we accepted the invitation to participate in a year-long social experiment on participatory grant funding, sponsored by funder *Impact on Urban Health* (IOUH) in collaboration with The Ubele Initiative. Herewith a detailed review of the activities we undertook in the 2022/23 financial year.

## Career Pathway Programme for Schools: Year 3 of 3

The Careers Pathway Programme for Schools (CPPFS) was an ambitious programme that the Trust implemented with funding from the GLA's Young Londoners Fund. It was designed to support 120 pupils over three years who were at risk of or had engaged in criminal activity. Its aim was to engage the pupils fully in education and commence on a journey towards professional careers. Year one of the programme started in January 2020, but was not completed until July 2021 due to interruptions caused by the Covid-19 pandemic. Using the services of a new delivery partner Hudl CIC, we delivered year two of the programme over 12 weeks from April to July 2022. Delivery of year three of the programme started in September 2022 and ended in December 2022.

CPPFS addresses barriers to positive engagement and progression through interactive workshops and career mentor support from young culturally competent professionals often recent HE graduates. It seeks to enable pupils to develop the motivation, aspiration, confidence and resilience to advance through further education and beyond, into positive career pathways.

### Project Implementation

Having decided that we would complete delivery of year 3 of 3 of the Career Pathway Programme for Schools (CPPFS) by December 2022, we started programme promotion activities in the second week of September as schools re-opened for the autumn 2022 term. Using a three-minute CPPFS video and flyers, we promoted the programme at the two schools: Harris Academy Peckham (HAP) and Harris City Academy Crystal Palace (HCACP) throughout the month of September. With the support of the school contact at HAP, the facilitators visited a Year 10 class and made a short presentation, giving information on the objectives of the programme, the potential benefits to students of participating, the duration of the programme, and the application process.

## Participant recruitment

We held information sessions at HAP on 5th October and at HCACP on 11th October after which student applications were processed. Offers of places on the programme were confirmed to students (copy to parents) before the two-week mid-term break which started on 17th October.

To achieve our goal of delivering the final iteration of the programme by the end of the year, we amended our delivery plan. So, with consent of the school we scheduled delivery of sessions to take place twice a week -Monday and Wednesdays at HAP; Tuesdays and Thursdays at HCACP, from 2-4 pm.

Delivery of the CPPFS programme started as planned on 1st November at HAP and on 2nd November at HCACP. A total of 25 Year 10 students enrolled on the programme at HAP (target 20). After two sessions the number dropped to 22. At HCACP, although only 10 students started the programme on 2th November, by session 3 the numbers attending increased to 18.

## Programme Activities

As well as the main issue-based interactive sessions, participants also attended two Gang Awareness sessions delivered at each school by Crying Sons Limited. Each participant was provided with a hard copy of a CPPFS Handbook, which contained information about the content of the programme, along with exercises that participants were encouraged to perform to enhance their learning. The Handbook was designed for participants to complete at set times during sessions, with guidance from the facilitators. The aim is for the Handbook was to serve as a useful reference document that participants could use during and after completion of the programme.

For the careers insight trip, we took participants from HAP on a whole day visit to the London Bridge offices of Norton Rose Fulbright (NRF). As well as a tour of the office premises, the pupils took part in a debate, were briefed about different career opportunities that exist at the firm, the skills employers such as NRF require from prospective employees and the pathways to careers at the firm.




*A group of HAP pupils outside NRF after the organisation insight trip on 21 Nov. 2022*

In their feedback reports, participants confirmed that they enjoyed the trip, rating it 6.2 (out of a maximum of 7), one of only two activities of the whole programme that received such high rating. It was very disappointing for both students and facilitators that participants from HCACP were not allowed by their school to go on the trip.

However, on Saturday 10th December participants from both schools were taken by the Hudl delivery team on the planned social activity – Ice skating, followed by lunch at Nandos.



*CPPFS Social activity at Nandos*

After 10 intensive weeks of activity, the CPPFS programme ended formally with graduation ceremonies on December 14th at HAP and 15th at HCACP. Despite the intensity of the programme, we achieved a 98% completion rate (against a target of 75%). All 22 participants at HAP successfully graduated, as well as 17 of the 18 that started at HCACP.
In the following tables, we provide demographic profile of pupils that participated in the programme, along with key project output data.

## Participant demographics

| *Ethnicity* | HAP | HCACP | Cohort |
|---|---|---|---|
| Asian or Asian British | 2 | 4 | 6 |
| African or Caribbean British | 14 | 9 | 23 |
| White | 1 | 3 | 4 |
| Mixed ethnic background | 2 | 1 | 3 |
| Other | 3 | 1 | 4 |
| Sub-total | 22 | 18 | 40 |

| *Gender* | HAP | HCACP | Cohort |
|---|---|---|---|
| Male | 11 | 5 | 16 |
| Female | 11 | 13 | 24 |
| Sub-total | 22 | 18 | 40 |
| *Participant starts and completions* | HAP | HCACP | Cohort |
| Participant starts | 22 | 18 | 40 |
| Participant completions | 22 | 17 | 39 |

| *Attendance* | HAP | | | HCACP | |
|---|---|---|---|---|---|
| **Session number and title** | Date | No. | | Date | No. |
| S1- Getting to Know You | 02-Nov-22 | 19 | | 03-Nov-22 | 12 |
| S2 -Visioning and Goal Setting | 07-Nov-22 | 20 | | 08-Nov-22 | 11 |
| S3 - Presentation Skills | 09-Nov-22 | 19 | | 10-Nov-22 | 16 |
| S4 - Gangs Awareness | 14-Nov-22 | 21 | | 15-Nov-22 | 11 |
| S5 - Midway Reflection | 16-Nov-22 | 21 | | 17-Nov-22 | 13 |
| S6 - Career Insight Day | 21-Nov-22 | 21 | | 21-Nov-22 | |
| S7 - Gangs Awareness | 23-Nov-22 | 18 | | 24-Nov-22 | 15 |
| S8 - Open Listening | 28-Nov-22 | 21 | | 29-Nov-22 | 13 |
| S9 - Action Learning | 30-Nov-22 | 20 | | 01-Dec-22 | 12 |
| S10 -Problem Solving | 05-Dec-22 | 17 | | 06-Dec-22 | 7 |
| S11 - Reflection and Graduation prep. | 07-Dec-22 | 22 | | 13-Dec-22 | 16 |
| S11- Social activity | 10-Dec-22 | 18 | | 10-Dec-22 | 17 |
| S12 Graduation | 14-Dec-22 | 22 | | 15-Dec-22 | 15 |
| *Average attendance* | | 20 | | | 13 |

## Project Monitoring and evaluation

Participants completed simple feedback forms at the end of each session. These forms were logged and reviewed by senior facilitators of the project team at each school. Any issues arising from the review were formally considered at the weekly project steering group meetings. As well as asking participants to complete session feedback forms, we conducted structured interviews with three participants at each school on the day of graduation to record in detail participants' experience of the programme.



*Breakout session at the career insight trip to Norton Rose Fulbright*



*CPPFS Presentation Skills Development Session*



*CPPFS social activity: Pupils on their way to Nandos after Ice Skating*



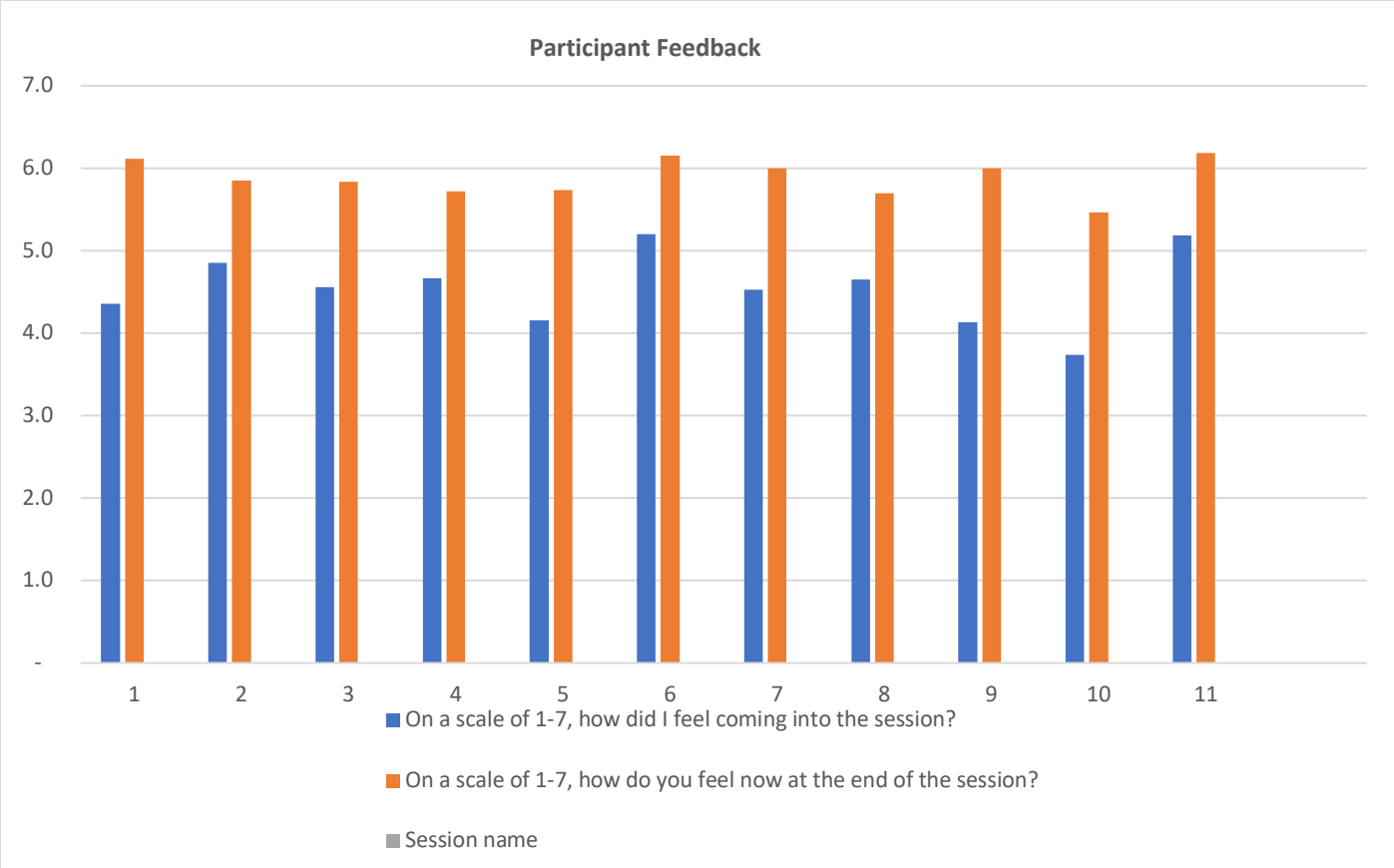


*Class of 2022 CPPFS Autumn Graduation*

Our Theory of Change includes a number of assumptions on the mechanism of change that link activities performed to anticipated outcomes of the CPPFS programme. One of the key assumptions is that young people participating in the programme would feel challenged by project activities but would enjoy participating in those activities. Positive challenge and opportunity to achieve something is important in enabling young people to become more aware of their own skills, attitudes and behaviours and can boost self-confidence, if the challenge is overcome. Enjoyment is also another fundamental characteristic that helps facilitate development processes.

To assess the degree to which the above two assumptions were validated, we collected data from the session feedback forms and from the interviews. We asked participants to rate on a scale of 1-7 how they felt coming into the session and at the end of the session, with 1, I feel very low and 7, I feel very good. In the interviews, we also asked participants to confirm the sessions of the programme that they enjoyed most and least. The ratings of each of the eleven sessions of the programme are summarised in the next table and chart.

| *Before and after sessions* | | | |
|---|---|---|---|
| Session No. | On a scale of 1-7, how did I feel coming into the session? | On a scale of 1-7, how do you feel now at the end of the session? | Session name |
| 1 | 4.4 | 6.1 | Getting to Know You |
| 2 | 4.9 | 5.9 | Visioning and Goal Setting |
| 3 | 4.6 | 5.8 | Presentation Skills |
| 4 | 4.7 | 5.7 | Gang Awareness |
| 5 | 4.2 | 5.7 | Midway Reflection |
| 6 | 5.2 | 6.2 | Career Insight Trip to Norton Rose Fulbright |
| 7 | 4.5 | 6.0 | Gang Awareness |
| 8 | 4.7 | 5.7 | Open Listening |
| 9 | 4.1 | 6.0 | Action Learning |
| 10 | 3.7 | 5.5 | Problem Solving |
| 11 | 5.2 | 6.2 | Reflection and Graduation preparation |



### Analysis of participant feedback forms

As shown in the table and chart, participants reported that they felt better at the end of each session of the programme than at the start of the session. The average score at the end of session was 5.9 compared to 4.5 at the start, with the career insight trip to Norton Rose Fulbright session 6 and the Reflection and Graduation Preparation session 11 receiving the highest score of 6.2 out of 7. It is evident from session feedback notes that participants really enjoyed the organisation tour activity. Herewith some of the comments they recorded:
In response to two questions.

*"What will I take away from today's session"*

- Today's session was really educational and gave me a lot of insight on law, the workplace and how to pursue it.
- To focus on my education because it will get me far in life and I can enjoy being wealthy
- That lawyers don't just do law but other stuff like corporate diversity

*"What did you enjoy most/least about today's session"*

- I most enjoyed how we won the debate and learnt more about the law firm. There was nothing that I didn't like
- I've enjoyed everything. The views, service, rich food, knowledge
- Most enjoyed the debate. There was nothing I didn't enjoy
- (Most) coming on the trip. (Least) - the food. Would've preferred pizza
- (Most) "S" showed up. (Least) - weather
- (Most) experiencing new stuff (least) - the food

### Structured interviews

We were pleased to find that the conclusion we arrived at that the young people enjoyed participating in the programme on reviewing session feedback forms was reaffirmed by the information we got from the end of project interviews. All six interviewees stated that their objectives for attending the CPPFS programme were achieved; Those from HAP stated that they enjoyed themselves during the organisation insight trip to NRF. All participants found the ice-skating social activity particularly exciting and memorable and would recommend it to their friends. The issue-based workshops were really fun to participate in and were useful in enabling them acquire new skills and information. Whilst the Gang Awareness workshops provided useful information about the grooming tactics that gangs use for luring young people, some would have been happier if the sessions were more interactive, with less watching of video clips.

## Outcome measurement and evaluation

| Outcome area | Anticipated outcome | How measured |
|---|---|---|
| Mental Health & Well-being | Improved self-efficacy | Bandura's self-efficacy scale was used to measure at start and end point to establish progress and improvement as an outcome of skills development and group mentoring activity |
| | Improved self-esteem | Participants completed the Rosenberg Scale at the programme start and end point to establish progress |
| Behaviour | Improved attitude to own education | Participants completed the Longitudinal Study of YP in education (LSYPE) questionnaire at the start and end point to establish progress and improvement in attitude to own education |
| | Improved emotional capabilities – Grit & Determination | Participants completed Duckworth et Als Grit & Determination scale at the start and end point to establish progress and improvement as an outcome of skills development |
| Reduced Violence | Reduced levels of participant aggression | Participants' self-reported using Buss & Perry's Aggression Questionnaire at start and end point to establish progress. |

*Table 1 Outcome Measurement Plan and Tools*

Participants also completed self-reporting questionnaires (SRQ) at two points during the project. The first SRQ, which provided baseline outcome measures, was administered in week 2 of the project. The second SRQ was administered in the final week of project delivery,14th and 15th of December at HAP and HCACP, respectively to provide the end of project outcome measures.

Our SRQ's were compiled using industry validated tools, young people's journey to employment, the JET framework. Split into five sections, the SRQ's measured outcomes that our Theory of Change regards as important to achieving the aim of the CPPFS programme: *YP advance towards education and beyond into positive career pathways.* Our outcome measurement plan which is set out in the table below, defines the outcome areas and the anticipated outcomes we wish to measure. It also outlines our plan for collecting outcome data as well as the tools we used for each anticipated outcome.

## Project Evaluation

Evaluation is about being able to describe the impact or change that has happened during a programme or intervention. It typically involves aggregating results at a group level to show the impact of a programme as a whole on outcomes for young people. We assessed progress achieved by comparing participants scores on the respective Jet Framework tools at the base line and at the end of project (EOP) points, with the results aggregated at three performance bands:

- Band 1 70% or more score on the scale
- Band 2 50% to 70% score of the scale;
- Band 3 Less than 50% score on the scale

Our target for all anticipated outcomes except aggression was that as many as possible participants fall in performance band 1 - achieved 70% score or more on the scale.

### Mental Health and Well-being

In this outcome area we measured two anticipated outcomes- improved self-efficacy and self-esteem.

*Self-efficacy*

For participants to be able to engage effectively with their education, it is important that they improve efficacy in performing the following activities listed in Bandura's self-efficacy scale: enlisting social resources; self-regulated learning; self-regulation; meeting expectation of others; and self-assertiveness. The results of self-efficacy measures for each school and for the cohort are summarised in the table below.

*Table 2 Bandura's self-efficacy scale scores*

| | HAP | | | HCACP | | | Cohort total | | | Number achieved target |
|---|---|---|---|---|---|---|---|---|---|---|
| Performance band | Base | EOP | Change | Base | EOP | Change | Base | EOP | Change | |
| 70 % or above | 8 | 8 | 0% | 6 | 7 | 17% | 14 | 15 | 7% | 24 |
| 50% up to 70% of target | 6 | 6 | 0% | 4 | 3 | -25% | 10 | 9 | -10% | 15 |
| Below 50% of target score | | | | | | | | | | |
| Total respondents | 14 | 14 | - | 10 | 10 | | 24 | 24 | -0.03 | 39 |

At the start of the project 14 respondents, 58% reached the target. However, the results of the EOP outcome measure showed that the number that achieved the target increased 7% to 15, 62% of participants, which would suggest that the programme was impactful in improving participant self-efficacy.

*Self-esteem*

We measured participants self-esteem using the Rosenberg self-esteem scale at the start and end of the project. Like all the measures, we evaluated the outcome by summarising the reported scores at three performance bands.

*Table 3 Rosenberg Self-esteem Scale Scores*

| | HAP | | | HCACP | | | Cohort | | | Number achieved target |
|---|---|---|---|---|---|---|---|---|---|---|
| *Performance band* | Base | EOP | Change | Base | EOP | Change | Base | EOP | Change | |
| 70 % or above | 6 | 6 | 0% | 5 | 4 | -20% | 11 | 10 | -9% | 16 |
| 50% up to 70% of target | 7 | 8 | 14 % | 4 | 6 | 50% | 11 | 14 | 27 % | 23 |
| Below 50% of target score | 1 | 0 | -100% | 1 | 0 | -100% | 2 | 0 | -100% | |
| Total | 14 | 14 | | 10 | 10 | | 24 | 24 | | 39 |

At the start of the project, 11 respondents, 46% scored 70% or above our target on the Rosenberg self-esteem scale. A similar number 11, 46% scored between 50% to 70%. However, by end of the project, the proportion of respondents that reported scores at or above the target fell from 46% to just 42% while the number that scored between 50% and 70% of the target increased from 11, 46% at the start to 14, 58% by end of the project.

Two respondents scored below the 50% target at the start of the project but by the end, the scores of the two improved, lifting them into the next higher level of performance. The self-esteem results are mixed, participants at the lowest end of the performance spectrum made good progress whilst those at the top retrogressed.

## Outcome

*Behaviour*

In this outcome area we measured two anticipated outcomes, improved attitude to own education, and improved emotional capabilities – grit and determination. We measured participants attitude to their own education using the Longitudinal Study of young people in Education (LSYPE) questionnaire, the results of questions 1 and 2 of which are summarised below.

*Table 4 Response to Q1,"What are the highest level of exams you will gain before you leave school?"*

| | HAP | | | | HCACP | | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Base | | EOP | | Base | | EOP | | Base | | EOP | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| GCSE/Standards/GNVQ | 7 | 50% | 4 | 29% | 3 | 30% | 1 | 10% | 10 | 42% | 5 | 21% |
| AS Levels | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| A Levels /Highers | 5 | 36% | 6 | 43% | 6 | 60% | 8 | 80% | 11 | 46% | 14 | 58% |
| Other qualifications | 2 | 14% | 4 | 29% | 1 | 10% | 1 | 10% | 3 | 13% | 5 | 21% |
| | 14 | 100% | 14 | 100% | 10 | 100% | 10 | 100% | 24 | 100% | 24 | 100% |

In response to question 1, what are the highest level of exams you will gain before you leave school, 42% of respondents selected GCSE, 46% opted for A Levels/Higher qualification, with 13% selecting other qualifications. However, by end of the project the number that selected A Levels or Higher qualifications increased to 58%. The number that selected GCSEs qualification fell from 42% of respondents to 21%. As shown in table 5, answers to question 2, what would you most like to do when you have completed this examination or qualification were equally informative about the improvement in participants attitude to their own education.

*Table 5 What would you most like to do when you have completed this exam or qualification?*

| | HAP | | | | HCACP | | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Base | | EOP | | Base | | EOP | | Base | | EOP | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Get a full- time job | 1 | 7% | 1 | 7% | 0 | 0% | 0 | 0% | 1 | 4% | 1 | 4% |
| Stay at school and do A levels | 6 | 43% | 2 | 14% | 2 | 20% | 1 | 10% | 8 | 33% | 3 | 13% |
| Go to University | 4 | 29% | 5 | 36% | 5 | 50% | 7 | 70% | 9 | 38% | 12 | 50% |
| Get a job and study | 3 | 21% | 4 | 29% | 1 | 10% | 0 | 0% | 4 | 17% | 4 | 17% |
| Get an apprenticeship | 0 | 0% | 2 | 14% | 2 | 20% | 1 | 10% | 2 | 8% | 3 | 13% |
| Do something else | 0 | 0% | | 0% | | 0% | 1 | 10% | 0 | 0 | 1 | 4% |
| Total | 14 | 100% | 14 | 100% | 10 | 100% | 10 | 100% | 24 | 100% | 24 | 100% |

The number of respondents choosing to go to university increased from only 38% at the start of the project to 50% by end of the project. Although those opting to stay at school to do A Levels fell from 33 % to 13%, the numbers thinking of getting an apprenticeship increased from 8% at the start of project to 13% of respondents by end of the project.

When asked how likely is it that you will go to college or university when you finish school, even if you take a gap year between, 79% of respondents stated it was fairly or very likely they would go to college or university. These results suggest that the CPPFS programme was impactful in improving participants' attitude to their own education, recognising that regardless of what their dream career is, it is important that they make the best use of their time in school.

*Emotional Capabilities*

According to the JET framework, young people need to develop a range of personal assets and skills and gain experience to be prepared for the transition from formal education to work. An important component of these assets is emotional capabilities: an individual's ability to manage their emotions and persevere when setbacks occur. This includes personal assets such as self-esteem and having grit and determination to succeed.

Perseverance is an important personal skill that the programme is designed to help develop in participants. With grit and determination capabilities participants are likely to pursue goals, especially in connection with their education, and will work to achieve those goals irrespective of obstacles they might face. Using Duckworth's et Al Grit and Determination scale, we measured participants' grit and determination scores, the results of which are shown in table 6 below.

*Table 6: Duckworth et Al's Grit and Determination Scale Scores*

| | HAP | | | | HCACP | | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Performance band | Base | EOP | Change | | Base | EOP | Change | | Base | EOP | Change | Number achieved target |
| 70 % or above | 5 | 6 | 20% | | 4 | 4 | 0% | | 9 | 10 | 11% | 16 |
| 50% up to 70% of target | 8 | 6 | -25% | | 4 | 5 | 25% | | 12 | 11 | -8% | 18 |
| Below 50% of target score | 1 | 2 | 100% | | 2 | 1 | -50% | | 3 | 3 | | 5 |
| Total | 14 | 14 | | | 10 | 10 | | | 24 | 24 | 0 | 39 |

Only 9, 38% of respondents scored 70% or above on the Duckworth scale at the start of project. However, by end of the programme 10, 42% of respondents reached the target performance band. For those who scored between 50% to 70% of the target score, the proportion fell from 50% of respondents at the base point to 46% by EOP, a decrease of 8%. The proportion of respondents that scored below 50% of the target remained unchanged at 13%. The eleven percent increase in respondents scoring in the top performance band would suggest that the programme was impactful in enabling participants improve their grit and determination skills.

*Reduced violence*

Using Buss and Perry's aggression scale, we measured the level of violence among participants at the start and end of the project. We took the view that aggression scores of 73/145 or below on the Buss and Perry's scale depict low violence. Between scores 73 to 102, medium level violence. Scores of 102 and over indicate high level of violence. We anticipate that the Gang Awareness components of the programme would enable participants make a shift in thinking and behaviour, eschewing violence. In the table below we report the Buss and Perry Aggression scores.

*Table 7 Buss and Perry's Aggression Scores*

| | HAP | | | HCACP | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Performance Band | Base | EOP | Change | Base | EOP | Change | Base | EOP | Change | Number achieved target |
| Below 50% of target score | 2 | 1 | -50% | 7 | 7 | 0% | 9 | 8 | -11% | 13 |
| 50% up to 70% of target | 11 | 9 | -18% | 2 | 2 | 0% | 13 | 11 | -15% | 18 |
| 70% or above | 1 | 4 | 300% | 1 | 1 | 0% | 2 | 5 | 150% | 8 |
| Total | 14 | 14 | | 10 | 10 | | 24 | 24 | | 39 |

Participant aggression scores appear to have got worse over duration of the project, with values for low violence level reducing from 38% of respondents at start of the project to 33% at end of the project. Although medium level scores improved, that is from 54% of respondents at the start to 46% by end of the project, the proportion of high aggression scores increased from 8% of respondents to 21% of respondents.

Further analysis of the results showed that participants at HAP accounted for 80% of the total high level aggression scores. Whereas 70% of respondents at HCACP aggression scores fell in the low violence category. It seems violence is a prevalent issue among participants in HAP. We will seriously consider amending our programme content in order to effectively address it as an issue that might be preventing young people engaging with their education.

**Impact on Urban Health Safety Social Lab**

At the beginning of the reporting period, the Trust was invited by an organisation called The Ubele Initiative to participate in a learning coalition with Black community organisations in Lambeth and Southwark. The aim was to design, implement and monitor a grant system that will distribute funds to Black communities within the two boroughs for the purpose of improving safety of those communities. The Director of Projects and the Reporting Accountant was deployed to represent the Trust.

The Ubele Initiative is an African Diaspora led intergenerational social enterprise. It supports a wide range of communities, community-based organisations and groups with their community assets (people and physical spaces) through social action. Ubele designs, delivers local, regional, national projects and international programmes. They are also involved in London regional policy initiative and campaigns.

Impact on Urban Health, formerly known as Guy's and St Thomas' Charity (a Foundation), sponsor of the social lab, seeks to understand how living in cities impacts on people's health and looks at different approaches to address health in inner-city areas.

*Why a Social Lab?*

In March to April 2020 during the first Covid-19 lockdown, Karl Murray under auspices of the Ubele Initiative, conducted a survey of BAME community organisations and found that 9 out of 10 of those organisations, whose annual income was between £10k to 100k were at risk of ceasing their operations within three months. Why? Because they did not have sufficient reserves to fall back on. Should this happen, Murray projected that about 15,000 to 20,000 users would have been unable to access "safety net" services. Murray recommended in his report that further work should be done, including a "deep dive" follow up to enable better understanding of the support and development needs of these vulnerable BAME community organisations to be reached.

Following Murray's report, Impact on Urban Health (IOUH) partnered with Ubele to co-design a grant-making system that enables grantees to have a voice on how grants are invested to address social issues such as the safety of BAME communities in Lambeth and Southwark. Impact on Urban Health, safety social lab started in summer 2022, with leaders of 15 BAME community organisations that deliver safety net services in the two boroughs, forming a learning coalition.




*Participants at the launch of the IOUH Safety Social Lab, Peckham Theatre, 7 July 2022*

*PI*

The learning coalition participated in five two-day interactive workshops, which started in July 2022 through to April 2023, followed by five "learning Journeys" undertaken in May 2023. Learning Journeys invite participants to step out of their daily routine and to experience places, people and organisations that are relevant to issues they are working on. Learning Journeys allow participants to break out of established patterns to experience circumstances and issues from a different perspective. Learning Journeys can also build relationships with key stakeholders and provide a view of the system as a whole. The sixth and final social lab is planned to take place in June 2023. The project will be completed in November 2023, where the outcome of the social lab would be collated and published.

# Plans for the Future

Our plans for the immediate future are to complete the organisation development programme that we started in the fourth quarter of the financial year. We will build adequate infrastructure so that the Trust can operate effectively, remain resilient and enhance our investment readiness profile, so that we can continue to have access to funding to be able to deliver and develop our programmes in response to the changing needs of beneficiaries.

We will continue to build on the achievements we have reported above and prioritise areas that have been identified as opportunity gaps to execute our updated strategy. We hope that at a time that the cost-of-living crisis means that core costs for premises, including bills will be increasing significantly, we will succeed with our fund-raising strategies to be able to pursue the Trust's purposes.

### Financial review

In the reporting period, the Trust's gross income fell 64% to £45,337 (£126,875 in 2022). With total spending of £140,561 (£89,967 in 2022), we were left with net expenditure of £95,224 at end of the year (£36,908 net income in 2022). The net expenditure has decreased total Revenue Funds from £264,798 at the beginning of the year to £169,574 as at 31 May 20223. Of this £102,447 is Restricted Fund balances earmarked for completion of projects carried forward (£190,819 in 2022) and £67,127 is Unrestricted Fund balances/free reserves (£73,979 in 2022).

### Reserves policy

Trustees' reserves policy provides the framework for managing reserves of the Trust. This is to maintain reserves sufficient to cover core operating costs for at least 6 months but not greater than 12 months.

## Structure, Governance and Management

### Governing document

Damilola Taylor Trust is a company limited by guarantee governed by its Memorandum and Articles of Association (M &A) dated 18 July 2001. It is registered as a charity with the Charity Commission. Following amendments to the M& A, anyone over the age of 18 can become a member of the Company.

### Appointment of trustees

Trustees have been appointed following invitation from the chair of trustees or existing trustee board members. Newly appointed trustees are inducted by the chair and existing board members. As part of the plans to re-build the charity and its work, a more formal approach is now followed for recruiting trustees. The purpose of trustee recruitment is to ensure that the trustee board has the right skills and capacity to lead the charity effectively. All trustee vacancies are advertised. Interested parties are required to submit a written application and attend an interview.

Candidates assessed as meeting the essential and desirable, knowledge and skills requirements set out in the Person Specification are considered for appointment. All new trustees are properly inducted to understand the vision, goals, key policies and procedures of the Trust before joining the organisation.

## Organisation

The board of trustees currently with four members, administers the charity. The board normally meets monthly for ten months of the financial year, there are sub-committees covering programme/project management which meet fortnightly or as needed to effectively direct project implementation. To facilitate effective operations, the chair of trustees is given delegated authority, within terms of the Trust's Scheme of Delegation approved by the trustees for operational matters, including contracts for procurement of Services or Goods, bids for funding and finance.

As we have done in the past few years, our finance and administration function will continue to be performed by our finance service partner. Wherever possible, our programmes will be delivered by youth service practitioners. This organisational strategy should keep our overheads costs low, making us nimble, enabling us to respond faster to changes in demography, government policy or economic conditions as we pursue our charitable objectives.

## Risk Management

The Trust is committed to establishing an effective risk management framework and culture to provide the tools for managing the charity's affairs going forward. We have identified a number of key risks that the charity is exposed to, given the nature of our activities. We will continue to thoroughly review the key risks (listed below), evaluate which actions we need to take to establish a sound framework for on-going management of those risks.

| Risk Category | Examples of risks |
|---|---|
| Governance | Difficulty in recruiting trustees with relevant skills that the charity requires at this moment; conflict of interest |
| Financial risks | Loss of major funder, diversity of income sources |
| External risks | Public perception and adverse publicity, including reputational issues |
| Compliance with law and regulation | Breach of trust law, employment law, regulatory requirement of particular activities such as anti-money laundering, bribery and corruption; safeguarding children and young people. |

The trustees have a risk management strategy that comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due. Trustees only approve commitments to expenditure when they are assured by the finance service partner that there are sufficient funds available in the Trust's coffers to cover the estimated expenditure.

## Trustees' responsibilities in relation to the financial statements

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Trust and of its incoming resources and application of resources, including the net income or expenditure, for the year. In preparing those financial statements the trustees are required to

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Trust will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and which 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 Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

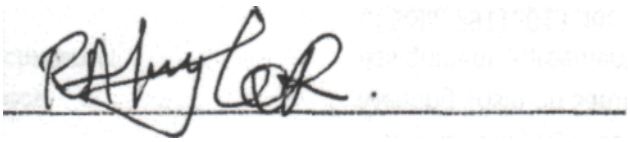
## Reporting Accountants

Impact Accountants were re-appointed as the charitable company's accountants and have expressed their interest to continue in that capacity.

## Declaration

The company has taken advantage of the small companies' exemption in preparing the report above. The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors



Richard Taylor OBE
Company Secretary
06 December 2023

## Independent Examiner's report to the trustees of Damilola Taylor Trust

I report on the accounts of the company for the year ended 31 May 2023 which are set out on pages 24 to 35.

### Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) 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,
- to 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 statement

My examination was carried out in accordance with 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 the 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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

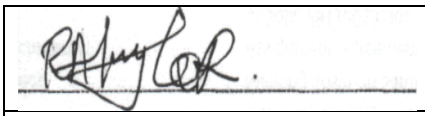
A Shardow FCCA, CA
Jenny Associates
73 Heathfield Drive, Mitcham, Surrey, CR4 3RD

# Company accounts for the year ending 31 May 2023

| Charity Name | | | Charity No | 1087597 | |
|---|---|---|---|---|---|
| Damilola Taylor Trust | | | Company No | 4219111 | |
| | | Period start date | To | Period end date | |
| | | 01-Jun-22 | | 31-May-23 | |

| Section A Statement of financial activities (including summary income and expenditure account) | | | | | |
|---|---|---|---|---|---|
| Recommended categories by activity | Notes | Unrestricted funds | Restricted income funds | Total funds | Prior year funds |
| | | All in £ | | | |
| **Income** | 3 | | | | |
| Income and endowments from: | | | | | |
| Donations and legacies | | 22,179 | | 22,179 | 10,177 |
| Charitable activities | | | 22,867 | 22,867 | 115,900 |
| Investments | | 292 | | 292 | |
| Other | | | | | 798 |
| Total | | 22,470 | 22,867 | 45,337 | 126,875 |
| **Expenditure** | 4 | | | | |
| Expenditure on: | | | | | |
| Raising funds | | 1,243 | 4,716 | 5,959 | 4,884 |
| Charitable activities | | 28,079 | 106,523 | 134,602 | 85,083 |
| Total | | 29,322 | 111,239 | 140,561 | 89,967 |
| Net income/(expenditure) | | (6,852) | (88,372) | (95,224) | 36,908 |
| Net movement in funds | | (6,852) | (88,372) | (95,224) | 36,908 |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 73,979 | 190,819 | 264,798 | 227,891 |
| Total funds carried forward | | 67,127 | 102,447 | 169,574 | 264,798 |

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS 102 SORP.

| Signed by trustee/director on behalf of all the trustees/directors |  | 06/12/2023 |
|---|---|---|
| | Richard Taylor OBE | |

## Section C Notes to the accounts

### Note 1 Basis of preparation

*1.1 Basis of accounting*

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.
The accounts have been prepared in accordance with:

| | |
|---|---|
| • the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 | ü |
| • the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) | ü |

• and with the Charities Act 2011.

| | |
|---|---|
| The charity constitutes a public benefit entity as defined by FRS 102. | ü |

*1.2 Going concern*

| | |
|---|---|
| An explanation as to those factors that support the conclusion that the charity is a going concern; | Not applicable |
| Disclosure of any uncertainties that make the going concern assumption doubtful; | Not applicable |
| Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern. | Not applicable |

1.3 Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted in note {2}.

| | |
|---|---|
| Yes | ü |
| No | |

Please disclose:

| | |
|---|---|
| (i) the nature of the change in accounting policy; | N/a |
| (ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and | N/a |
| (iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS102 SORP. | N/a |

*1.4 Changes to accounting estimates*

No changes to accounting estimates have occurred in the reporting period (3.46 FRS102 SORP).

| | |
|---|---|
| Yes | ü |
| No | |

Please disclose:

| | |
|---|---|
| (i) the nature of any changes; | N/a |
| (ii) the effect of the change on income and expense or assets and liabilities for the current period; and | N/a |
| (iii) where practicable, the effect of the change in one or more future periods. | N/a |

*1.5 Material prior year errors*

No material prior year error has been identified in the reporting period (3.47 FRS102 SORP) details of which are given below.

| | |
|---|---|
| Yes | ü |
| No | |

**Note 2 Accounting policies**

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below**.**

2.2 INCOME

| | | Yes | No | N/a |
|---|---|---|---|---|
| Recognition of income | These are included in the Statement of Financial Activities (SoFA) when:<br>· the charity becomes entitled to the resources;<br>· it is more likely than not that the trustees will receive the resources;<br>· the monetary value can be measured with sufficient reliability. | ü | | |
| Offsetting | There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102. | ü | | |
| Grants and donations | Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP). | ü | | |
| | In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP). | ü | | |

| | | Yes | No | N/a |
|---|---|---|---|---|
| Government grants | The charity has received government grants in the reporting period | ü | | |
| Tax reclaims on donations and gifts | Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise. | ü | | |
| Contractual income and performance related grants | This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions. | ü | | |
| Donated goods | Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. | | | ü |
| | The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution. | | | ü |
| | Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'. | | | ü |
| | Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable. | | | ü |
| | Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable. | ü | | |

| | Yes | No | N/a |
|---|---|---|---|

| | | Yes | No | N/a |
|---|---|---|---|---|
| Donated services and facilities | Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. | ü | | |
| | Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA. | ü | | |
| Support costs | The charity has incurred expenditure on support costs. | ü | | |
| Volunteer help | The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report. | ü | | |
| Income from interest, royalties and dividends | This is included in the accounts when receipt is probable and the amount receivable can be measured reliably. | ü | | |
| Income from membership subscriptions | | | | ü |
| | Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. | | | ü |
| Settlement of insurance claims | Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA. | | | ü |
| Investment gains and losses | This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. | | | ü |

2.3 EXPENDITURE AND LIABILITIES

| | | Yes | No | N/a |
|---|---|---|---|---|
| Liability recognition | Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. | ü | | |
| Governance and support costs | Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. | ü | | |

| | | | | |
|---|---|---|---|---|
| | Support costs include functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g., HR costs by the time spent and other costs by their usage. | ü | | |
| | | Yes | No | N/a |
| Grants with performance conditions | Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output. | ü | | |
| Grants payable without performance conditions | Where there are no conditions attaching to the grant that enables the charity to realistically avoid the commitment, a liability for the full funding obligation is recognised. | Yes | No | N/a |
| | | ü | | |
| | | Yes | No | N/a |
| Redundancy cost | The charity made no redundancy payments during the reporting period. | | | ü |
| | | Yes | No | N/a |
| Deferred income | Where terms and conditions of grant have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. | ü | | |
| | | Yes | No | N/a |
| Creditors | The charity has creditors which are measured at settlement amounts less any trade discounts | ü | | |
| | | Yes | No | N/a |
| Provisions for liabilities | A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date | ü | | |

2.4 ASSETS

| | | | | |
|---|---|---|---|---|
| Tangible fixed assets for use by charity | These are capitalised if they can be used for more than one year, and cost at least | £400 | | |
| | | Yes | No | N/a |
| | They are valued at cost.<br>The depreciation rates and methods used are disclosed in notes to the accounts | ü | | |
| | | Yes | No | N/a |
| Debtors | Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received. | ü | | |

| **Note 3 Income** | **Analysis of income** | Unrestricted funds | Restricted income funds | Total funds | Prior year |
|---|---|---|---|---|---|
| | | All in £ | | | |
| Donations and legacies: | Donations and gifts | 22,179 | | 22,179 | 10,177 |
| | Other - write back of creditor | | | | 798 |
| | Total | 22,179 | | 22,179 | 10,975 |
| | | | | | |
| Charitable activities: | Career Pathway Programme for Schools: YLF | | 22,867 | 22,867 | 48,000 |
| | Social Enterprise Support Fund Grant | | | | 47,900 |
| | Youth filming Project: NL Celebrations | | | | 10,000 |
| | Hope 2020 Campaign | | | | 10,000 |
| | Total | | 22,867 | 22,867 | 115,900 |
| | | | | | |
| Income from investments: | Interest income | 292 | | 292 | |
| | Total | 292 | | 292 | |
| Total Income | | 22,470 | 22,867 | 45,337 | 126,875 |

Other information:

| | |
|---|---|
| All income in the prior year was unrestricted except for: | Career Pathway Programme for Schools YLF Grant £48,000; NL Social Enterprise Support Fund grant £47,900; NL Celebrations Youth Filming project £10,000; Hope 2020 Campaign grant £10000. |

**Note 4 Expenditure**

| | Analysis of expenditure | Unrestricted funds<br>All in £ | Restricted funds | Total funds | Prior year |
|---|---|---|---|---|---|
| Expenditure on raising funds: | Incurred seeking donations | 1,243 | | 1,243 | 541 |
| | Incurred seeking grants | | 4,716 | 4,716 | 4,344 |
| | Total expenditure on raising funds | 1,243 | 4,716 | 5,959 | 4,884 |
| | | | | | |
| Expenditure on charitable activities | Career Pathway Programme for Schools | | 102,507 | 102,507 | 32,969 |
| | Community Support | 16,192 | | 16,192 | 11,744 |
| | Day of Hope /20 Anniversary | 11,888 | | 11,888 | 16,022 |
| | Social Enterprise Support Fund project | | 4,016 | 4,016 | |
| | I am Change CSSD BBC CIN & YFF | | | | 43,754 |
| | Youth Filming | | | | 1,594 |
| | MOPAC LSTM Project. Provision reversed | | | | (11,000) |
| | HO/VRU Covid-19 CSSD Provision reversed | | | | (10,000) |
| | I am Change Online Project | | | | |
| | Total exp. on charitable activities | 28,079 | 106,523 | 134,602 | 85,083 |
| Total | Total expenditure | 29,322 | 111,239 | 140,561 | 89,967 |

**Other information:**

Analysis of expenditure on charitable activities

| Activity or programme | Activities undertaken directly | Support Costs | Total this year | Total prior year 2022 |
|---|---|---|---|---|
| | All in £ | | | |
| Career Pathway Prog. for Schools | 82,618 | 19,889 | 102,507 | 32,969 |
| Community Support | 13,050 | 3,142 | 16,192 | 11,744 |
| Day of Hope /20 Anniversary | 9,581 | 2,307 | 11,888 | 16,022 |
| Social Enterprise Support Fund project | 3,237 | 779 | 4,016 | |
| I am Change CSSD BBC CIN &YFF | | | | 43,754 |
| Youth Filming | | | | 1,594 |
| MOPAC LSTM Project - provision reversed | | | | (11,000) |
| VRU Covid-19 CSSD - provision reversed | | | | (10,000) |
| Total | 108,486 | 26,117 | 134,602 | 85,082 |

Prior year expenditure on charitable activities can be analysed as follows:

| Activity or programme | Activities undertaken directly | Support Costs | Total Prior year 2022 |
|---|---|---|---|
| | All in £ | | |
| I am Change CSSD BBC CIN &YFF | 31,669 | 12,085 | 43,754 |
| Career Pathway Prog. for Schools | 23,863 | 9,106 | 32,969 |
| Hope 2020 Campaign/20th Anniversary | 11,596 | 4,425 | 16,022 |
| Community Support | 8,500 | 3,244 | 11,744 |
| Youth Filming | 1,154 | 440 | 1,594 |
| MOPAC LSTM Project - provision reversed | (11,000) | | (11,000) |
| HO/VRU Covid-19 CSSD - prov. reversed | (10,000) | | (10,000) |
| Total | 55,782 | 29,301 | 85,082 |

**Note 5 Support Costs**

| Support costs apportioned | Career Pathway Prog. for Schools | Social Enterprise Support Fund -Big Lottery | Community Support | Day of Hope 2022 | Raising Funds | Total |
|---|---|---|---|---|---|---|
| Finance & management | 14,313 | 561 | 2,261 | 1,660 | 832 | 19,627 |
| Governance | 4,609 | 181 | 728 | 534 | 268 | 6,319 |
| Printing, insurance & sundries | 776 | 30 | 123 | 90 | 45 | 1,064 |
| Communication | 66 | 3 | 10 | 8 | 4 | 90 |
| Volunteers expenses | 126 | 5 | 20 | 15 | 7 | 173 |
| Total support costs | 19,889 | 779 | 3,142 | 2,307 | 1,156 | 27,273 |

**Note 6 Details of certain types of expenditure**

| Note 6.1 Fees for examination of the accounts | This year | Last year |
|---|---|---|
| Independent examiner's fees | 1,100 | 1,169 |

**Note 7 Debtors and prepayments**

| 7.1 Analysis of debtors | This year £ | Last year £ |
|---|---|---|
| Trade debtors | 5,000 | 71,943 |
| Prepayments and accrued income | 400 | 202 |
| Total | 5,400 | 72,145 |

**Note 8 Cash at bank and in hand**

| | This year | Last year |
|---|---|---|
| Cash at bank and in hand | 169,273 | 196,512 |
| Total | 169,273 | 196,512 |

**Note 9 Creditors and accruals**

| | Amounts falling due within one year | |
|---|---|---|
| 9.1 Analysis of creditors | This year | Last year |
| Trade creditors | 1,800 | |
| Accruals and deferred income | 3,300 | 3,858 |
| Total | 5,100 | 3,858 |

**Note 10 Charity funds**

10 Details of material funds held and movements during the CURRENT reporting period

* Key: R - Restricted income funds, U - Unrestricted funds

| Fund names | Type* | Balances brought fwd | Income | Expenditure | Transfers | Balances carried fwd |
|---|---|---|---|---|---|---|
| Career Pathway Programme for Schools | R | 71,853 | 22,867 | 102,507 | 7,787 | |
| I am Change Online Programme - City Bridge Trust & National Lottery | R | 26,750 | | | | 26,750 |
| MOPAC: Life Skills Training & Mentoring | R | 15,113 | | | (10,182) | 4,931 |
| Home Office: Life Skills Training and Mentoring | R | 18,476 | | | | 18,476 |
| Hope 2020 Campaign | R | (6,022) | | | 6,022 | |
| I am Change Career Search and Skills Development -BBC CIN & YFF | R | 5,343 | | 4,716 | (627) | |
| Social Enterprise Support Fund: NL Community grant | R | 47,900 | | 4,016 | | 43,884 |
| Early intervention project (Children In Need) | R | 3,000 | | | (3,000) | |
| Youth Filming -National Lottery Community Fund funded | R | 8,406 | | | | 8,406 |
| Community Support Hope 2020; Damilola Taylor Library | UR | 73,979 | 22,470 | 29,322 | | 67,127 |
| Total funds | | 264,798 | 45,337 | 140,561 | | 169,574 |

Purposes and Restrictions of funds

| | | |
|---|---|---|
| 1 | Career Pathway Programme for Schools | To provide tailored support to pupils who are at risk of/ have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers |
| 2 | I am Change online Programme - City Bridge Trust & National Lottery funded | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to access gainful employment, following the Covid-19 health crisis. |
| 3 | MOPAC: Life Skills Training & Mentoring | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. |
| 4 | Home Office: Life Skills Training and Mentoring | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. |
| 5 | Hope 2020 Campaign | Advocacy activity to keep the issue of knife crime and its destructive impact on the life chances of youths in inner cities on the public agenda, to influence policy on protecting YP |
| 6 | I am Change Career Search and Skills Development -BBC CIN & Youth Futures Foundation funded | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to make the transition from formal education to stable employment, following the Covid-19 health crisis. |
| 7 | Social Enterprise Support Fund: NL Community grant | To support development of the Career Pathway Programme for Schools (CPPFS) product for roll out to other schools as the Trust's trading activity for creation of unrestricted income stream |
| 8 | Early intervention project (Children In Need) | Supporting YP at risk of violence or crime to develop personal, social and self-management skills. |
| 9 | Youth Filming -National Lottery Community Fund funded | Support young people using film-making and its processes as a medium for engaging them and encouraging their collective participation in examining, developing and getting involved in implementing responses to their local community's need. |

10.1 Details of material funds held and movements during the PREVIOUS period

* Key: R - Restricted income funds;

U - Unrestricted funds

| Fund names | Type* | Balances brought forward | Income | Expenditure | Balances carried forward |
|---|---|---|---|---|---|
| I am Change online Programme - City Bridge Trust & NL | R | 31,094 | | 4,344 | 26,750 |
| MOPAC: Life Skills Training & Mentoring | R | 4,113 | | (11,000) | 15,113 |
| Home Office: Life Skills Training and Mentoring | R | 8,476 | | (10,000) | 18,476 |
| Hope 2020 Campaign | R | 0 | 10,000 | 16,022 | (6,022) |
| I am Change Career Search and Skills Development -BBC CIN & YFF | R | 49,097 | | 43,754 | 5,343 |
| Social Enterprise Support Fund: NL Community grant | R | | 47,900 | | 47,900 |
| Early intervention project (Children In Need) | R | 3,000 | | | 3,000 |
| Career Pathway Programme for Schools | R | 56,822 | 48,000 | 32,969 | 71,853 |
| Youth Filming -National Lottery Community Fund | R | | 10,000 | 1,594 | 8,406 |
| DTML, Community Support Damilola Taylor Library (Lagos) | UR | 75,289 | 10,975 | 12,285 | 73,979 |
| Total funds | | 227,891 | 126,875 | 89,968 | 264,798 |

**Note 11 Transactions with trustees and related parties**

11.1 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False) — TRUE

11.2 Trustees' expenses

No trustee expenses have been incurred (True or False) — FALSE

| Type of expenses reimbursed | This year | Last year |
|---|---|---|
| | £ | £ |
| DBS Check | | |
| Travel | | 120 |
| Subsistence | | |
| Meeting costs | 173 | 880 |
| Total | 173 | 1,000 |

No. of trustees reimbursed for expenses or who had expenses paid by the charity — 3

Damilola Taylor Trust

# REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2023



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# Company information for the year ended 31 May 2023

## Supporters

We are grateful for support that the Trust receives from corporate supporters, Government, Local government, Trusts, Foundations and Partners

- 2020 Levels CIC
- BBC Children in Need
- Clarion Housing Group
- Crying Sons Limited
- GLA: Young Londoners Fund
- Home Office – via VRU Commissioning
- Hudl CIC
- Impact on Urban Health
- Kings College London –Extended Medical Degree Programme (EMDP)
- London Community Response – The City Bridge Trust
- Lysis Financial
- Metropolitan Thames Valley Housing Association
- MOPAC – Mayor of London Policing and Crime/VRU
- National Citizens Service (NCS)
- Norton Rose Fulbright
- Paypal Giving Fund
- Rio Ferdinand Foundation
- Shell Plc
- Southwark Council
- The Co-op, Community Fund
- The Hope Collective
- The National Lottery: Communities Fund; Social Enterprise Support Fund
- The Ubele Initiative
- The Worshipful Company of Weavers
- UK Youth
- Youth Futures Foundation

Many others provide their support in kind and through attendance at events

## Legal and Administrative Information

Company name: Damilola Taylor Trust

Registered Office: 18 Barrington Villas, London, SE18 3SB

Company number: 04219111

Charity number: 1087597

Trustees:

The trustees who are also directors under company law who served during the year and up to the date of this report were as follows:

Mr Richard Taylor OBE, Chair
Mr Tunde Taylor
Dr Olugbenga Coker
Mr Geoff Sheath

Every member of the Company agrees to contribute an amount not exceeding £1 if the Company is wound up while he or she is a member or within a year afterwards and the Company has debts and liabilities which it cannot meet out of its assets. The total number of such guarantees at 31 May 2023 was 4 (2022-4). The trustees are members of the Company but as directors have voting rights.

Bankers: CAF Bank Limited
25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Accountants: Impact Accountants (Chartered Certified Accountants)
124 Old School Place, Croydon, CR0 4GB

Independent Examiner: Jenny Associates (Chartered Certified Accountants
73 Heathfield Drive, Mitcham, Surrey, CR4 3RD

# Report of trustees for the year ended 31 May 2023

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 May 2023 which are also prepared to meet the requirements for the directors' report and accounts for Companies Acts purposes.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)

## Our purposes and activities

The purposes of the charity are:

- The advancement of the education of children and young people, mainly but not exclusively through leisure time activities so as to develop their mental, physical and spiritual capacities that they may grow to full maturity as individuals and members of society and to provide for them facilities for recreation and leisure time occupations.
- The relief of suffering and disability caused by or associated with epilepsy particularly among children and young people in West Africa.
- Such other charitable purpose or purposes as the trustees at their discretion shall decide.

The vision that shapes our annual activities remains supporting young people of London, giving them the opportunity to live their lives free of fear and violence. In doing so our aim is that the young people ultimately fulfil their potential so that they face the future with confidence and optimism. In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2).

Our approach is based on a number of core principles, which aim at ensuring that the personal and social development needs of vulnerable young people are met to enable them realise their potential. The following assumptions guide our vision and the interventions we make.

- The recognition that every child has a talent, which can be supported and encouraged by a caring supporting environment.
- Social problems such as youth on youth crime arise from and persist because of a complex combination of actions and omissions by players in all sectors –and therefore can be solved only by the coordinated efforts of those players, from businesses to government agencies, funders, charities and members of affected populations
- A commitment to development of partnership approaches that allow collaborations with the community, media, other charities and institutions such as Kings College London School of Medical Education, Hudl CIC, Crying Sons Ltd to expand the charity's work so it would reach groups of young people from educationally and socially disadvantaged backgrounds.

# Review of activities

## Introduction

It has been a very challenging financial year, the second full cycle of activities after the end of Covid-19. Early in the reporting period, trustees set up a fund-raising task force to develop and implement plans for securing funding for the future. In November trustees approved for implementation the task force's draft fund-raising plan covering three financial years 2022/23 to 2024/25. Three funding applications were submitted in the reporting period but none was successful.

Nevertheless, we completed delivery of year 3 of 3 of the *Career Pathway Programme for Schools* (CPPFS), and continued work on adapting the CPPFS programme as a trading product for roll out to schools. As well as marking the Day of Hope 2022 on 7 December, we accepted the invitation to participate in a year-long social experiment on participatory grant funding, sponsored by funder *Impact on Urban Health* (IOUH) in collaboration with The Ubele Initiative. Herewith a detailed review of the activities we undertook in the 2022/23 financial year.

## Career Pathway Programme for Schools: Year 3 of 3

The Careers Pathway Programme for Schools (CPPFS) was an ambitious programme that the Trust implemented with funding from the GLA's Young Londoners Fund. It was designed to support 120 pupils over three years who were at risk of or had engaged in criminal activity. Its aim was to engage the pupils fully in education and commence on a journey towards professional careers. Year one of the programme started in January 2020, but was not completed until July 2021 due to interruptions caused by the Covid-19 pandemic. Using the services of a new delivery partner Hudl CIC, we delivered year two of the programme over 12 weeks from April to July 2022. Delivery of year three of the programme started in September 2022 and ended in December 2022.

CPPFS addresses barriers to positive engagement and progression through interactive workshops and career mentor support from young culturally competent professionals often recent HE graduates. It seeks to enable pupils to develop the motivation, aspiration, confidence and resilience to advance through further education and beyond, into positive career pathways.

### Project Implementation

Having decided that we would complete delivery of year 3 of 3 of the Career Pathway Programme for Schools (CPPFS) by December 2022, we started programme promotion activities in the second week of September as schools re-opened for the autumn 2022 term. Using a three-minute CPPFS video and flyers, we promoted the programme at the two schools: Harris Academy Peckham (HAP) and Harris City Academy Crystal Palace (HCACP) throughout the month of September. With the support of the school contact at HAP, the facilitators visited a Year 10 class and made a short presentation, giving information on the objectives of the programme, the potential benefits to students of participating, the duration of the programme, and the application process.

## Participant recruitment

We held information sessions at HAP on 5th October and at HCACP on 11th October after which student applications were processed. Offers of places on the programme were confirmed to students (copy to parents) before the two-week mid-term break which started on 17th October.

To achieve our goal of delivering the final iteration of the programme by the end of the year, we amended our delivery plan. So, with consent of the school we scheduled delivery of sessions to take place twice a week -Monday and Wednesdays at HAP; Tuesdays and Thursdays at HCACP, from 2-4 pm.

Delivery of the CPPFS programme started as planned on 1st November at HAP and on 2nd November at HCACP. A total of 25 Year 10 students enrolled on the programme at HAP (target 20). After two sessions the number dropped to 22. At HCACP, although only 10 students started the programme on 2th November, by session 3 the numbers attending increased to 18.

## Programme Activities

As well as the main issue-based interactive sessions, participants also attended two Gang Awareness sessions delivered at each school by Crying Sons Limited. Each participant was provided with a hard copy of a CPPFS Handbook, which contained information about the content of the programme, along with exercises that participants were encouraged to perform to enhance their learning. The Handbook was designed for participants to complete at set times during sessions, with guidance from the facilitators. The aim is for the Handbook was to serve as a useful reference document that participants could use during and after completion of the programme.

For the careers insight trip, we took participants from HAP on a whole day visit to the London Bridge offices of Norton Rose Fulbright (NRF). As well as a tour of the office premises, the pupils took part in a debate, were briefed about different career opportunities that exist at the firm, the skills employers such as NRF require from prospective employees and the pathways to careers at the firm.




*A group of HAP pupils outside NRF after the organisation insight trip on 21 Nov. 2022*

In their feedback reports, participants confirmed that they enjoyed the trip, rating it 6.2 (out of a maximum of 7), one of only two activities of the whole programme that received such high rating. It was very disappointing for both students and facilitators that participants from HCACP were not allowed by their school to go on the trip.

However, on Saturday 10th December participants from both schools were taken by the Hudl delivery team on the planned social activity – Ice skating, followed by lunch at Nandos.



*CPPFS Social activity at Nandos*

After 10 intensive weeks of activity, the CPPFS programme ended formally with graduation ceremonies on December 14th at HAP and 15th at HCACP. Despite the intensity of the programme, we achieved a 98% completion rate (against a target of 75%). All 22 participants at HAP successfully graduated, as well as 17 of the 18 that started at HCACP.
In the following tables, we provide demographic profile of pupils that participated in the programme, along with key project output data.

## Participant demographics

| *Ethnicity* | HAP | HCACP | Cohort |
|---|---|---|---|
| Asian or Asian British | 2 | 4 | 6 |
| African or Caribbean British | 14 | 9 | 23 |
| White | 1 | 3 | 4 |
| Mixed ethnic background | 2 | 1 | 3 |
| Other | 3 | 1 | 4 |
| Sub-total | 22 | 18 | 40 |

| *Gender* | HAP | HCACP | Cohort |
|---|---|---|---|
| Male | 11 | 5 | 16 |
| Female | 11 | 13 | 24 |
| Sub-total | 22 | 18 | 40 |
| *Participant starts and completions* | HAP | HCACP | Cohort |
| Participant starts | 22 | 18 | 40 |
| Participant completions | 22 | 17 | 39 |

| *Attendance* | HAP | | | HCACP | |
|---|---|---|---|---|---|
| **Session number and title** | Date | No. | | Date | No. |
| S1- Getting to Know You | 02-Nov-22 | 19 | | 03-Nov-22 | 12 |
| S2 -Visioning and Goal Setting | 07-Nov-22 | 20 | | 08-Nov-22 | 11 |
| S3 - Presentation Skills | 09-Nov-22 | 19 | | 10-Nov-22 | 16 |
| S4 - Gangs Awareness | 14-Nov-22 | 21 | | 15-Nov-22 | 11 |
| S5 - Midway Reflection | 16-Nov-22 | 21 | | 17-Nov-22 | 13 |
| S6 - Career Insight Day | 21-Nov-22 | 21 | | 21-Nov-22 | |
| S7 - Gangs Awareness | 23-Nov-22 | 18 | | 24-Nov-22 | 15 |
| S8 - Open Listening | 28-Nov-22 | 21 | | 29-Nov-22 | 13 |
| S9 - Action Learning | 30-Nov-22 | 20 | | 01-Dec-22 | 12 |
| S10 -Problem Solving | 05-Dec-22 | 17 | | 06-Dec-22 | 7 |
| S11 - Reflection and Graduation prep. | 07-Dec-22 | 22 | | 13-Dec-22 | 16 |
| S11- Social activity | 10-Dec-22 | 18 | | 10-Dec-22 | 17 |
| S12 Graduation | 14-Dec-22 | 22 | | 15-Dec-22 | 15 |
| *Average attendance* | | 20 | | | 13 |

## Project Monitoring and evaluation

Participants completed simple feedback forms at the end of each session. These forms were logged and reviewed by senior facilitators of the project team at each school. Any issues arising from the review were formally considered at the weekly project steering group meetings. As well as asking participants to complete session feedback forms, we conducted structured interviews with three participants at each school on the day of graduation to record in detail participants' experience of the programme.



*Breakout session at the career insight trip to Norton Rose Fulbright*



*CPPFS Presentation Skills Development Session*



*CPPFS social activity: Pupils on their way to Nandos after Ice Skating*



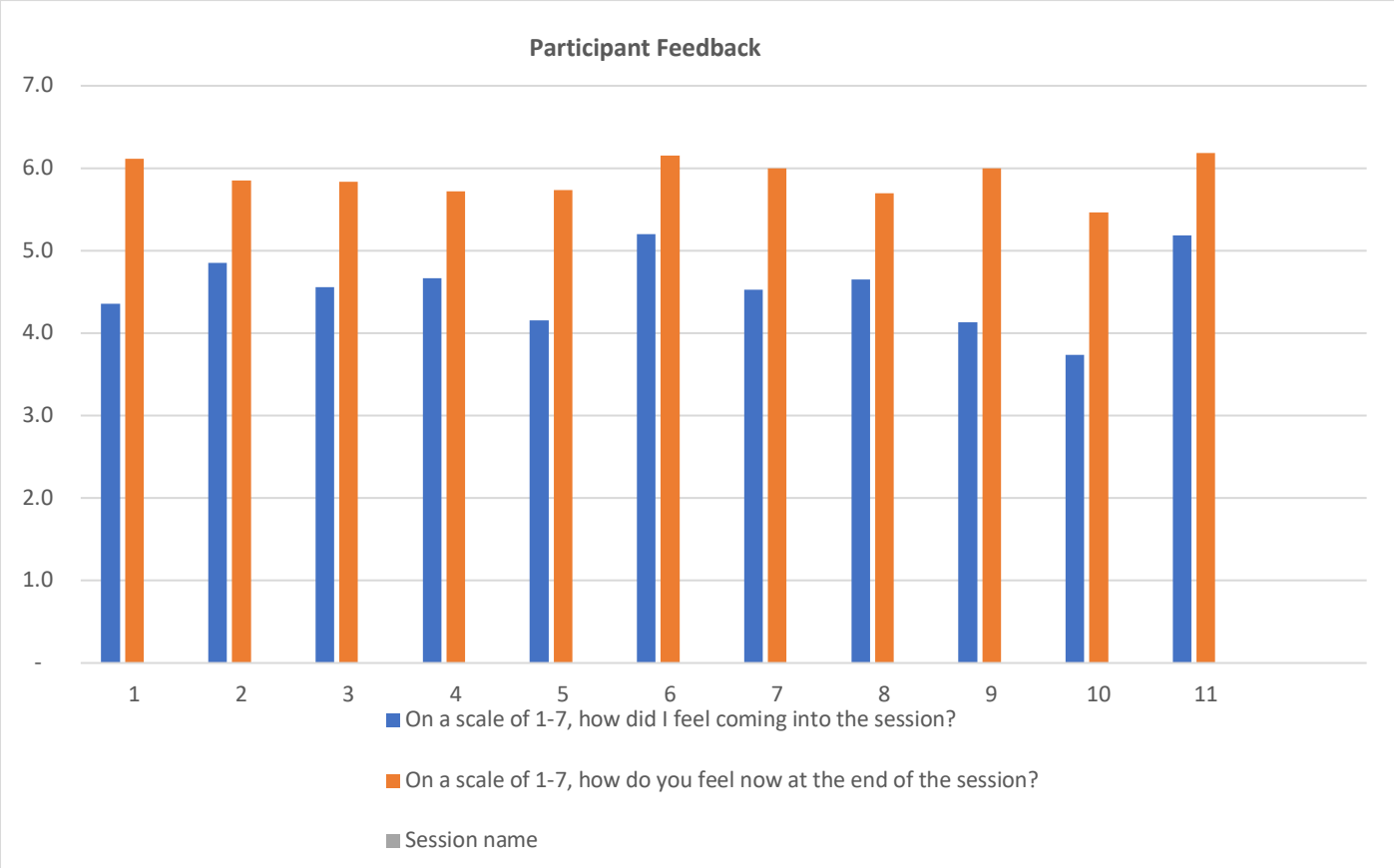


*Class of 2022 CPPFS Autumn Graduation*

Our Theory of Change includes a number of assumptions on the mechanism of change that link activities performed to anticipated outcomes of the CPPFS programme. One of the key assumptions is that young people participating in the programme would feel challenged by project activities but would enjoy participating in those activities. Positive challenge and opportunity to achieve something is important in enabling young people to become more aware of their own skills, attitudes and behaviours and can boost self-confidence, if the challenge is overcome. Enjoyment is also another fundamental characteristic that helps facilitate development processes.

To assess the degree to which the above two assumptions were validated, we collected data from the session feedback forms and from the interviews. We asked participants to rate on a scale of 1-7 how they felt coming into the session and at the end of the session, with 1, I feel very low and 7, I feel very good. In the interviews, we also asked participants to confirm the sessions of the programme that they enjoyed most and least. The ratings of each of the eleven sessions of the programme are summarised in the next table and chart.

| *Before and after sessions* | | | |
|---|---|---|---|
| Session No. | On a scale of 1-7, how did I feel coming into the session? | On a scale of 1-7, how do you feel now at the end of the session? | Session name |
| 1 | 4.4 | 6.1 | Getting to Know You |
| 2 | 4.9 | 5.9 | Visioning and Goal Setting |
| 3 | 4.6 | 5.8 | Presentation Skills |
| 4 | 4.7 | 5.7 | Gang Awareness |
| 5 | 4.2 | 5.7 | Midway Reflection |
| 6 | 5.2 | 6.2 | Career Insight Trip to Norton Rose Fulbright |
| 7 | 4.5 | 6.0 | Gang Awareness |
| 8 | 4.7 | 5.7 | Open Listening |
| 9 | 4.1 | 6.0 | Action Learning |
| 10 | 3.7 | 5.5 | Problem Solving |
| 11 | 5.2 | 6.2 | Reflection and Graduation preparation |



### Analysis of participant feedback forms

As shown in the table and chart, participants reported that they felt better at the end of each session of the programme than at the start of the session. The average score at the end of session was 5.9 compared to 4.5 at the start, with the career insight trip to Norton Rose Fulbright session 6 and the Reflection and Graduation Preparation session 11 receiving the highest score of 6.2 out of 7. It is evident from session feedback notes that participants really enjoyed the organisation tour activity. Herewith some of the comments they recorded:
In response to two questions.

*"What will I take away from today's session"*

- Today's session was really educational and gave me a lot of insight on law, the workplace and how to pursue it.
- To focus on my education because it will get me far in life and I can enjoy being wealthy
- That lawyers don't just do law but other stuff like corporate diversity

*"What did you enjoy most/least about today's session"*

- I most enjoyed how we won the debate and learnt more about the law firm. There was nothing that I didn't like
- I've enjoyed everything. The views, service, rich food, knowledge
- Most enjoyed the debate. There was nothing I didn't enjoy
- (Most) coming on the trip. (Least) - the food. Would've preferred pizza
- (Most) "S" showed up. (Least) - weather
- (Most) experiencing new stuff (least) - the food

### Structured interviews

We were pleased to find that the conclusion we arrived at that the young people enjoyed participating in the programme on reviewing session feedback forms was reaffirmed by the information we got from the end of project interviews. All six interviewees stated that their objectives for attending the CPPFS programme were achieved; Those from HAP stated that they enjoyed themselves during the organisation insight trip to NRF. All participants found the ice-skating social activity particularly exciting and memorable and would recommend it to their friends. The issue-based workshops were really fun to participate in and were useful in enabling them acquire new skills and information. Whilst the Gang Awareness workshops provided useful information about the grooming tactics that gangs use for luring young people, some would have been happier if the sessions were more interactive, with less watching of video clips.

## Outcome measurement and evaluation

| Outcome area | Anticipated outcome | How measured |
|---|---|---|
| Mental Health & Well-being | Improved self-efficacy | Bandura's self-efficacy scale was used to measure at start and end point to establish progress and improvement as an outcome of skills development and group mentoring activity |
| | Improved self-esteem | Participants completed the Rosenberg Scale at the programme start and end point to establish progress |
| Behaviour | Improved attitude to own education | Participants completed the Longitudinal Study of YP in education (LSYPE) questionnaire at the start and end point to establish progress and improvement in attitude to own education |
| | Improved emotional capabilities – Grit & Determination | Participants completed Duckworth et Als Grit & Determination scale at the start and end point to establish progress and improvement as an outcome of skills development |
| Reduced Violence | Reduced levels of participant aggression | Participants' self-reported using Buss & Perry's Aggression Questionnaire at start and end point to establish progress. |

*Table 1 Outcome Measurement Plan and Tools*

Participants also completed self-reporting questionnaires (SRQ) at two points during the project. The first SRQ, which provided baseline outcome measures, was administered in week 2 of the project. The second SRQ was administered in the final week of project delivery,14th and 15th of December at HAP and HCACP, respectively to provide the end of project outcome measures.

Our SRQ's were compiled using industry validated tools, young people's journey to employment, the JET framework. Split into five sections, the SRQ's measured outcomes that our Theory of Change regards as important to achieving the aim of the CPPFS programme: *YP advance towards education and beyond into positive career pathways.* Our outcome measurement plan which is set out in the table below, defines the outcome areas and the anticipated outcomes we wish to measure. It also outlines our plan for collecting outcome data as well as the tools we used for each anticipated outcome.

## Project Evaluation

Evaluation is about being able to describe the impact or change that has happened during a programme or intervention. It typically involves aggregating results at a group level to show the impact of a programme as a whole on outcomes for young people. We assessed progress achieved by comparing participants scores on the respective Jet Framework tools at the base line and at the end of project (EOP) points, with the results aggregated at three performance bands:

- Band 1 70% or more score on the scale
- Band 2 50% to 70% score of the scale;
- Band 3 Less than 50% score on the scale

Our target for all anticipated outcomes except aggression was that as many as possible participants fall in performance band 1 - achieved 70% score or more on the scale.

### Mental Health and Well-being

In this outcome area we measured two anticipated outcomes- improved self-efficacy and self-esteem.

*Self-efficacy*

For participants to be able to engage effectively with their education, it is important that they improve efficacy in performing the following activities listed in Bandura's self-efficacy scale: enlisting social resources; self-regulated learning; self-regulation; meeting expectation of others; and self-assertiveness. The results of self-efficacy measures for each school and for the cohort are summarised in the table below.

*Table 2 Bandura's self-efficacy scale scores*

| | HAP | | | HCACP | | | Cohort total | | | Number achieved target |
|---|---|---|---|---|---|---|---|---|---|---|
| Performance band | Base | EOP | Change | Base | EOP | Change | Base | EOP | Change | |
| 70 % or above | 8 | 8 | 0% | 6 | 7 | 17% | 14 | 15 | 7% | 24 |
| 50% up to 70% of target | 6 | 6 | 0% | 4 | 3 | -25% | 10 | 9 | -10% | 15 |
| Below 50% of target score | | | | | | | | | | |
| Total respondents | 14 | 14 | - | 10 | 10 | | 24 | 24 | -0.03 | 39 |

At the start of the project 14 respondents, 58% reached the target. However, the results of the EOP outcome measure showed that the number that achieved the target increased 7% to 15, 62% of participants, which would suggest that the programme was impactful in improving participant self-efficacy.

*Self-esteem*

We measured participants self-esteem using the Rosenberg self-esteem scale at the start and end of the project. Like all the measures, we evaluated the outcome by summarising the reported scores at three performance bands.

*Table 3 Rosenberg Self-esteem Scale Scores*

| | HAP | | | HCACP | | | Cohort | | | Number achieved target |
|---|---|---|---|---|---|---|---|---|---|---|
| *Performance band* | Base | EOP | Change | Base | EOP | Change | Base | EOP | Change | |
| 70 % or above | 6 | 6 | 0% | 5 | 4 | -20% | 11 | 10 | -9% | 16 |
| 50% up to 70% of target | 7 | 8 | 14 % | 4 | 6 | 50% | 11 | 14 | 27 % | 23 |
| Below 50% of target score | 1 | 0 | -100% | 1 | 0 | -100% | 2 | 0 | -100% | |
| Total | 14 | 14 | | 10 | 10 | | 24 | 24 | | 39 |

At the start of the project, 11 respondents, 46% scored 70% or above our target on the Rosenberg self-esteem scale. A similar number 11, 46% scored between 50% to 70%. However, by end of the project, the proportion of respondents that reported scores at or above the target fell from 46% to just 42% while the number that scored between 50% and 70% of the target increased from 11, 46% at the start to 14, 58% by end of the project.

Two respondents scored below the 50% target at the start of the project but by the end, the scores of the two improved, lifting them into the next higher level of performance. The self-esteem results are mixed, participants at the lowest end of the performance spectrum made good progress whilst those at the top retrogressed.

## Outcome

*Behaviour*

In this outcome area we measured two anticipated outcomes, improved attitude to own education, and improved emotional capabilities – grit and determination. We measured participants attitude to their own education using the Longitudinal Study of young people in Education (LSYPE) questionnaire, the results of questions 1 and 2 of which are summarised below.

*Table 4 Response to Q1,"What are the highest level of exams you will gain before you leave school?"*

| | HAP | | | | HCACP | | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Base | | EOP | | Base | | EOP | | Base | | EOP | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| GCSE/Standards/GNVQ | 7 | 50% | 4 | 29% | 3 | 30% | 1 | 10% | 10 | 42% | 5 | 21% |
| AS Levels | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| A Levels /Highers | 5 | 36% | 6 | 43% | 6 | 60% | 8 | 80% | 11 | 46% | 14 | 58% |
| Other qualifications | 2 | 14% | 4 | 29% | 1 | 10% | 1 | 10% | 3 | 13% | 5 | 21% |
| | 14 | 100% | 14 | 100% | 10 | 100% | 10 | 100% | 24 | 100% | 24 | 100% |

In response to question 1, what are the highest level of exams you will gain before you leave school, 42% of respondents selected GCSE, 46% opted for A Levels/Higher qualification, with 13% selecting other qualifications. However, by end of the project the number that selected A Levels or Higher qualifications increased to 58%. The number that selected GCSEs qualification fell from 42% of respondents to 21%. As shown in table 5, answers to question 2, what would you most like to do when you have completed this examination or qualification were equally informative about the improvement in participants attitude to their own education.

*Table 5 What would you most like to do when you have completed this exam or qualification?*

| | HAP | | | | HCACP | | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Base | | EOP | | Base | | EOP | | Base | | EOP | |
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Get a full- time job | 1 | 7% | 1 | 7% | 0 | 0% | 0 | 0% | 1 | 4% | 1 | 4% |
| Stay at school and do A levels | 6 | 43% | 2 | 14% | 2 | 20% | 1 | 10% | 8 | 33% | 3 | 13% |
| Go to University | 4 | 29% | 5 | 36% | 5 | 50% | 7 | 70% | 9 | 38% | 12 | 50% |
| Get a job and study | 3 | 21% | 4 | 29% | 1 | 10% | 0 | 0% | 4 | 17% | 4 | 17% |
| Get an apprenticeship | 0 | 0% | 2 | 14% | 2 | 20% | 1 | 10% | 2 | 8% | 3 | 13% |
| Do something else | 0 | 0% | | 0% | | 0% | 1 | 10% | 0 | 0 | 1 | 4% |
| Total | 14 | 100% | 14 | 100% | 10 | 100% | 10 | 100% | 24 | 100% | 24 | 100% |

The number of respondents choosing to go to university increased from only 38% at the start of the project to 50% by end of the project. Although those opting to stay at school to do A Levels fell from 33 % to 13%, the numbers thinking of getting an apprenticeship increased from 8% at the start of project to 13% of respondents by end of the project.

When asked how likely is it that you will go to college or university when you finish school, even if you take a gap year between, 79% of respondents stated it was fairly or very likely they would go to college or university. These results suggest that the CPPFS programme was impactful in improving participants' attitude to their own education, recognising that regardless of what their dream career is, it is important that they make the best use of their time in school.

*Emotional Capabilities*

According to the JET framework, young people need to develop a range of personal assets and skills and gain experience to be prepared for the transition from formal education to work. An important component of these assets is emotional capabilities: an individual's ability to manage their emotions and persevere when setbacks occur. This includes personal assets such as self-esteem and having grit and determination to succeed.

Perseverance is an important personal skill that the programme is designed to help develop in participants. With grit and determination capabilities participants are likely to pursue goals, especially in connection with their education, and will work to achieve those goals irrespective of obstacles they might face. Using Duckworth's et Al Grit and Determination scale, we measured participants' grit and determination scores, the results of which are shown in table 6 below.

*Table 6: Duckworth et Al's Grit and Determination Scale Scores*

| | HAP | | | | HCACP | | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Performance band | Base | EOP | Change | | Base | EOP | Change | | Base | EOP | Change | Number achieved target |
| 70 % or above | 5 | 6 | 20% | | 4 | 4 | 0% | | 9 | 10 | 11% | 16 |
| 50% up to 70% of target | 8 | 6 | -25% | | 4 | 5 | 25% | | 12 | 11 | -8% | 18 |
| Below 50% of target score | 1 | 2 | 100% | | 2 | 1 | -50% | | 3 | 3 | | 5 |
| Total | 14 | 14 | | | 10 | 10 | | | 24 | 24 | 0 | 39 |

Only 9, 38% of respondents scored 70% or above on the Duckworth scale at the start of project. However, by end of the programme 10, 42% of respondents reached the target performance band. For those who scored between 50% to 70% of the target score, the proportion fell from 50% of respondents at the base point to 46% by EOP, a decrease of 8%. The proportion of respondents that scored below 50% of the target remained unchanged at 13%. The eleven percent increase in respondents scoring in the top performance band would suggest that the programme was impactful in enabling participants improve their grit and determination skills.

*Reduced violence*

Using Buss and Perry's aggression scale, we measured the level of violence among participants at the start and end of the project. We took the view that aggression scores of 73/145 or below on the Buss and Perry's scale depict low violence. Between scores 73 to 102, medium level violence. Scores of 102 and over indicate high level of violence. We anticipate that the Gang Awareness components of the programme would enable participants make a shift in thinking and behaviour, eschewing violence. In the table below we report the Buss and Perry Aggression scores.

*Table 7 Buss and Perry's Aggression Scores*

| | HAP | | | HCACP | | | Cohort | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Performance Band | Base | EOP | Change | Base | EOP | Change | Base | EOP | Change | Number achieved target |
| Below 50% of target score | 2 | 1 | -50% | 7 | 7 | 0% | 9 | 8 | -11% | 13 |
| 50% up to 70% of target | 11 | 9 | -18% | 2 | 2 | 0% | 13 | 11 | -15% | 18 |
| 70% or above | 1 | 4 | 300% | 1 | 1 | 0% | 2 | 5 | 150% | 8 |
| Total | 14 | 14 | | 10 | 10 | | 24 | 24 | | 39 |

Participant aggression scores appear to have got worse over duration of the project, with values for low violence level reducing from 38% of respondents at start of the project to 33% at end of the project. Although medium level scores improved, that is from 54% of respondents at the start to 46% by end of the project, the proportion of high aggression scores increased from 8% of respondents to 21% of respondents.

Further analysis of the results showed that participants at HAP accounted for 80% of the total high level aggression scores. Whereas 70% of respondents at HCACP aggression scores fell in the low violence category. It seems violence is a prevalent issue among participants in HAP. We will seriously consider amending our programme content in order to effectively address it as an issue that might be preventing young people engaging with their education.

**Impact on Urban Health Safety Social Lab**

At the beginning of the reporting period, the Trust was invited by an organisation called The Ubele Initiative to participate in a learning coalition with Black community organisations in Lambeth and Southwark. The aim was to design, implement and monitor a grant system that will distribute funds to Black communities within the two boroughs for the purpose of improving safety of those communities. The Director of Projects and the Reporting Accountant was deployed to represent the Trust.

The Ubele Initiative is an African Diaspora led intergenerational social enterprise. It supports a wide range of communities, community-based organisations and groups with their community assets (people and physical spaces) through social action. Ubele designs, delivers local, regional, national projects and international programmes. They are also involved in London regional policy initiative and campaigns.

Impact on Urban Health, formerly known as Guy's and St Thomas' Charity (a Foundation), sponsor of the social lab, seeks to understand how living in cities impacts on people's health and looks at different approaches to address health in inner-city areas.

*Why a Social Lab?*

In March to April 2020 during the first Covid-19 lockdown, Karl Murray under auspices of the Ubele Initiative, conducted a survey of BAME community organisations and found that 9 out of 10 of those organisations, whose annual income was between £10k to 100k were at risk of ceasing their operations within three months. Why? Because they did not have sufficient reserves to fall back on. Should this happen, Murray projected that about 15,000 to 20,000 users would have been unable to access "safety net" services. Murray recommended in his report that further work should be done, including a "deep dive" follow up to enable better understanding of the support and development needs of these vulnerable BAME community organisations to be reached.

Following Murray's report, Impact on Urban Health (IOUH) partnered with Ubele to co-design a grant-making system that enables grantees to have a voice on how grants are invested to address social issues such as the safety of BAME communities in Lambeth and Southwark. Impact on Urban Health, safety social lab started in summer 2022, with leaders of 15 BAME community organisations that deliver safety net services in the two boroughs, forming a learning coalition.




*Participants at the launch of the IOUH Safety Social Lab, Peckham Theatre, 7 July 2022*

*PI*

The learning coalition participated in five two-day interactive workshops, which started in July 2022 through to April 2023, followed by five "learning Journeys" undertaken in May 2023. Learning Journeys invite participants to step out of their daily routine and to experience places, people and organisations that are relevant to issues they are working on. Learning Journeys allow participants to break out of established patterns to experience circumstances and issues from a different perspective. Learning Journeys can also build relationships with key stakeholders and provide a view of the system as a whole. The sixth and final social lab is planned to take place in June 2023. The project will be completed in November 2023, where the outcome of the social lab would be collated and published.

# Plans for the Future

Our plans for the immediate future are to complete the organisation development programme that we started in the fourth quarter of the financial year. We will build adequate infrastructure so that the Trust can operate effectively, remain resilient and enhance our investment readiness profile, so that we can continue to have access to funding to be able to deliver and develop our programmes in response to the changing needs of beneficiaries.

We will continue to build on the achievements we have reported above and prioritise areas that have been identified as opportunity gaps to execute our updated strategy. We hope that at a time that the cost-of-living crisis means that core costs for premises, including bills will be increasing significantly, we will succeed with our fund-raising strategies to be able to pursue the Trust's purposes.

### Financial review

In the reporting period, the Trust's gross income fell 64% to £45,337 (£126,875 in 2022). With total spending of £140,561 (£89,967 in 2022), we were left with net expenditure of £95,224 at end of the year (£36,908 net income in 2022). The net expenditure has decreased total Revenue Funds from £264,798 at the beginning of the year to £169,574 as at 31 May 20223. Of this £102,447 is Restricted Fund balances earmarked for completion of projects carried forward (£190,819 in 2022) and £67,127 is Unrestricted Fund balances/free reserves (£73,979 in 2022).

### Reserves policy

Trustees' reserves policy provides the framework for managing reserves of the Trust. This is to maintain reserves sufficient to cover core operating costs for at least 6 months but not greater than 12 months.

## Structure, Governance and Management

### Governing document

Damilola Taylor Trust is a company limited by guarantee governed by its Memorandum and Articles of Association (M &A) dated 18 July 2001. It is registered as a charity with the Charity Commission. Following amendments to the M& A, anyone over the age of 18 can become a member of the Company.

### Appointment of trustees

Trustees have been appointed following invitation from the chair of trustees or existing trustee board members. Newly appointed trustees are inducted by the chair and existing board members. As part of the plans to re-build the charity and its work, a more formal approach is now followed for recruiting trustees. The purpose of trustee recruitment is to ensure that the trustee board has the right skills and capacity to lead the charity effectively. All trustee vacancies are advertised. Interested parties are required to submit a written application and attend an interview.

Candidates assessed as meeting the essential and desirable, knowledge and skills requirements set out in the Person Specification are considered for appointment. All new trustees are properly inducted to understand the vision, goals, key policies and procedures of the Trust before joining the organisation.

## Organisation

The board of trustees currently with four members, administers the charity. The board normally meets monthly for ten months of the financial year, there are sub-committees covering programme/project management which meet fortnightly or as needed to effectively direct project implementation. To facilitate effective operations, the chair of trustees is given delegated authority, within terms of the Trust's Scheme of Delegation approved by the trustees for operational matters, including contracts for procurement of Services or Goods, bids for funding and finance.

As we have done in the past few years, our finance and administration function will continue to be performed by our finance service partner. Wherever possible, our programmes will be delivered by youth service practitioners. This organisational strategy should keep our overheads costs low, making us nimble, enabling us to respond faster to changes in demography, government policy or economic conditions as we pursue our charitable objectives.

## Risk Management

The Trust is committed to establishing an effective risk management framework and culture to provide the tools for managing the charity's affairs going forward. We have identified a number of key risks that the charity is exposed to, given the nature of our activities. We will continue to thoroughly review the key risks (listed below), evaluate which actions we need to take to establish a sound framework for on-going management of those risks.

| Risk Category | Examples of risks |
|---|---|
| Governance | Difficulty in recruiting trustees with relevant skills that the charity requires at this moment; conflict of interest |
| Financial risks | Loss of major funder, diversity of income sources |
| External risks | Public perception and adverse publicity, including reputational issues |
| Compliance with law and regulation | Breach of trust law, employment law, regulatory requirement of particular activities such as anti-money laundering, bribery and corruption; safeguarding children and young people. |

The trustees have a risk management strategy that comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due. Trustees only approve commitments to expenditure when they are assured by the finance service partner that there are sufficient funds available in the Trust's coffers to cover the estimated expenditure.

## Trustees' responsibilities in relation to the financial statements

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Trust and of its incoming resources and application of resources, including the net income or expenditure, for the year. In preparing those financial statements the trustees are required to

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Trust will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and which 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 Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

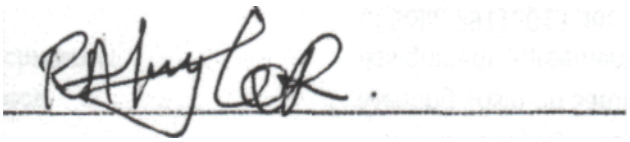
## Reporting Accountants

Impact Accountants were re-appointed as the charitable company's accountants and have expressed their interest to continue in that capacity.

## Declaration

The company has taken advantage of the small companies' exemption in preparing the report above. The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors



Richard Taylor OBE
Company Secretary
06 December 2023

## Independent Examiner's report to the trustees of Damilola Taylor Trust

I report on the accounts of the company for the year ended 31 May 2023 which are set out on pages 24 to 35.

### Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) 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,
- to 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 statement

My examination was carried out in accordance with 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 the 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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

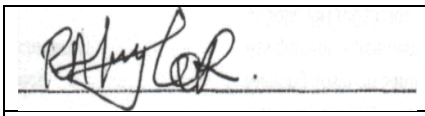
A Shardow FCCA, CA
Jenny Associates
73 Heathfield Drive, Mitcham, Surrey, CR4 3RD

# Company accounts for the year ending 31 May 2023

| Charity Name | | | Charity No | 1087597 | |
|---|---|---|---|---|---|
| Damilola Taylor Trust | | | Company No | 4219111 | |
| | | Period start date | To | Period end date | |
| | | 01-Jun-22 | | 31-May-23 | |

| Section A Statement of financial activities (including summary income and expenditure account) | | | | | |
|---|---|---|---|---|---|
| Recommended categories by activity | Notes | Unrestricted funds | Restricted income funds | Total funds | Prior year funds |
| | | All in £ | | | |
| **Income** | 3 | | | | |
| Income and endowments from: | | | | | |
| Donations and legacies | | 22,179 | | 22,179 | 10,177 |
| Charitable activities | | | 22,867 | 22,867 | 115,900 |
| Investments | | 292 | | 292 | |
| Other | | | | | 798 |
| Total | | 22,470 | 22,867 | 45,337 | 126,875 |
| **Expenditure** | 4 | | | | |
| Expenditure on: | | | | | |
| Raising funds | | 1,243 | 4,716 | 5,959 | 4,884 |
| Charitable activities | | 28,079 | 106,523 | 134,602 | 85,083 |
| Total | | 29,322 | 111,239 | 140,561 | 89,967 |
| Net income/(expenditure) | | (6,852) | (88,372) | (95,224) | 36,908 |
| Net movement in funds | | (6,852) | (88,372) | (95,224) | 36,908 |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 73,979 | 190,819 | 264,798 | 227,891 |
| Total funds carried forward | | 67,127 | 102,447 | 169,574 | 264,798 |

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS 102 SORP.

| Signed by trustee/director on behalf of all the trustees/directors |  | 06/12/2023 |
|---|---|---|
| | Richard Taylor OBE | |

## Section C Notes to the accounts

### Note 1 Basis of preparation

*1.1 Basis of accounting*

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.
The accounts have been prepared in accordance with:

| | |
|---|---|
| • the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 | ü |
| • the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) | ü |

• and with the Charities Act 2011.

| | |
|---|---|
| The charity constitutes a public benefit entity as defined by FRS 102. | ü |

*1.2 Going concern*

| | |
|---|---|
| An explanation as to those factors that support the conclusion that the charity is a going concern; | Not applicable |
| Disclosure of any uncertainties that make the going concern assumption doubtful; | Not applicable |
| Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern. | Not applicable |

1.3 Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted in note {2}.

| | |
|---|---|
| Yes | ü |
| No | |

Please disclose:

| | |
|---|---|
| (i) the nature of the change in accounting policy; | N/a |
| (ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and | N/a |
| (iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS102 SORP. | N/a |

*1.4 Changes to accounting estimates*

No changes to accounting estimates have occurred in the reporting period (3.46 FRS102 SORP).

| | |
|---|---|
| Yes | ü |
| No | |

Please disclose:

| | |
|---|---|
| (i) the nature of any changes; | N/a |
| (ii) the effect of the change on income and expense or assets and liabilities for the current period; and | N/a |
| (iii) where practicable, the effect of the change in one or more future periods. | N/a |

*1.5 Material prior year errors*

No material prior year error has been identified in the reporting period (3.47 FRS102 SORP) details of which are given below.

| | |
|---|---|
| Yes | ü |
| No | |

**Note 2 Accounting policies**

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below**.**

2.2 INCOME

| | | Yes | No | N/a |
|---|---|---|---|---|
| Recognition of income | These are included in the Statement of Financial Activities (SoFA) when:<br>· the charity becomes entitled to the resources;<br>· it is more likely than not that the trustees will receive the resources;<br>· the monetary value can be measured with sufficient reliability. | ü | | |
| Offsetting | There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102. | ü | | |
| Grants and donations | Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP). | ü | | |
| | In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP). | ü | | |

| | | Yes | No | N/a |
|---|---|---|---|---|
| Government grants | The charity has received government grants in the reporting period | ü | | |
| Tax reclaims on donations and gifts | Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise. | ü | | |
| Contractual income and performance related grants | This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions. | ü | | |
| Donated goods | Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. | | | ü |
| | The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution. | | | ü |
| | Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'. | | | ü |
| | Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable. | | | ü |
| | Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable. | ü | | |

| | Yes | No | N/a |
|---|---|---|---|

| | | Yes | No | N/a |
|---|---|---|---|---|
| Donated services and facilities | Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. | ü | | |
| | Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA. | ü | | |
| Support costs | The charity has incurred expenditure on support costs. | ü | | |
| Volunteer help | The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report. | ü | | |
| Income from interest, royalties and dividends | This is included in the accounts when receipt is probable and the amount receivable can be measured reliably. | ü | | |
| Income from membership subscriptions | | | | ü |
| | Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. | | | ü |
| Settlement of insurance claims | Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA. | | | ü |
| Investment gains and losses | This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. | | | ü |

2.3 EXPENDITURE AND LIABILITIES

| | | Yes | No | N/a |
|---|---|---|---|---|
| Liability recognition | Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. | ü | | |
| Governance and support costs | Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. | ü | | |

| | | | | |
|---|---|---|---|---|
| | Support costs include functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g., HR costs by the time spent and other costs by their usage. | ü | | |
| | | Yes | No | N/a |
| Grants with performance conditions | Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output. | ü | | |
| Grants payable without performance conditions | Where there are no conditions attaching to the grant that enables the charity to realistically avoid the commitment, a liability for the full funding obligation is recognised. | Yes | No | N/a |
| | | ü | | |
| | | Yes | No | N/a |
| Redundancy cost | The charity made no redundancy payments during the reporting period. | | | ü |
| | | Yes | No | N/a |
| Deferred income | Where terms and conditions of grant have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. | ü | | |
| | | Yes | No | N/a |
| Creditors | The charity has creditors which are measured at settlement amounts less any trade discounts | ü | | |
| | | Yes | No | N/a |
| Provisions for liabilities | A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date | ü | | |

2.4 ASSETS

| | | | | |
|---|---|---|---|---|
| Tangible fixed assets for use by charity | These are capitalised if they can be used for more than one year, and cost at least | £400 | | |
| | | Yes | No | N/a |
| | They are valued at cost.<br>The depreciation rates and methods used are disclosed in notes to the accounts | ü | | |
| | | Yes | No | N/a |
| Debtors | Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received. | ü | | |

| **Note 3 Income** | **Analysis of income** | Unrestricted funds | Restricted income funds | Total funds | Prior year |
|---|---|---|---|---|---|
| | | All in £ | | | |
| Donations and legacies: | Donations and gifts | 22,179 | | 22,179 | 10,177 |
| | Other - write back of creditor | | | | 798 |
| | Total | 22,179 | | 22,179 | 10,975 |
| | | | | | |
| Charitable activities: | Career Pathway Programme for Schools: YLF | | 22,867 | 22,867 | 48,000 |
| | Social Enterprise Support Fund Grant | | | | 47,900 |
| | Youth filming Project: NL Celebrations | | | | 10,000 |
| | Hope 2020 Campaign | | | | 10,000 |
| | Total | | 22,867 | 22,867 | 115,900 |
| | | | | | |
| Income from investments: | Interest income | 292 | | 292 | |
| | Total | 292 | | 292 | |
| Total Income | | 22,470 | 22,867 | 45,337 | 126,875 |

Other information:

| | |
|---|---|
| All income in the prior year was unrestricted except for: | Career Pathway Programme for Schools YLF Grant £48,000; NL Social Enterprise Support Fund grant £47,900; NL Celebrations Youth Filming project £10,000; Hope 2020 Campaign grant £10000. |

**Note 4 Expenditure**

| | Analysis of expenditure | Unrestricted funds<br>All in £ | Restricted funds | Total funds | Prior year |
|---|---|---|---|---|---|
| Expenditure on raising funds: | Incurred seeking donations | 1,243 | | 1,243 | 541 |
| | Incurred seeking grants | | 4,716 | 4,716 | 4,344 |
| | Total expenditure on raising funds | 1,243 | 4,716 | 5,959 | 4,884 |
| | | | | | |
| Expenditure on charitable activities | Career Pathway Programme for Schools | | 102,507 | 102,507 | 32,969 |
| | Community Support | 16,192 | | 16,192 | 11,744 |
| | Day of Hope /20 Anniversary | 11,888 | | 11,888 | 16,022 |
| | Social Enterprise Support Fund project | | 4,016 | 4,016 | |
| | I am Change CSSD BBC CIN & YFF | | | | 43,754 |
| | Youth Filming | | | | 1,594 |
| | MOPAC LSTM Project. Provision reversed | | | | (11,000) |
| | HO/VRU Covid-19 CSSD Provision reversed | | | | (10,000) |
| | I am Change Online Project | | | | |
| | Total exp. on charitable activities | 28,079 | 106,523 | 134,602 | 85,083 |
| Total | Total expenditure | 29,322 | 111,239 | 140,561 | 89,967 |

**Other information:**

Analysis of expenditure on charitable activities

| Activity or programme | Activities undertaken directly | Support Costs | Total this year | Total prior year 2022 |
|---|---|---|---|---|
| | All in £ | | | |
| Career Pathway Prog. for Schools | 82,618 | 19,889 | 102,507 | 32,969 |
| Community Support | 13,050 | 3,142 | 16,192 | 11,744 |
| Day of Hope /20 Anniversary | 9,581 | 2,307 | 11,888 | 16,022 |
| Social Enterprise Support Fund project | 3,237 | 779 | 4,016 | |
| I am Change CSSD BBC CIN &YFF | | | | 43,754 |
| Youth Filming | | | | 1,594 |
| MOPAC LSTM Project - provision reversed | | | | (11,000) |
| VRU Covid-19 CSSD - provision reversed | | | | (10,000) |
| Total | 108,486 | 26,117 | 134,602 | 85,082 |

Prior year expenditure on charitable activities can be analysed as follows:

| Activity or programme | Activities undertaken directly | Support Costs | Total Prior year 2022 |
|---|---|---|---|
| | All in £ | | |
| I am Change CSSD BBC CIN &YFF | 31,669 | 12,085 | 43,754 |
| Career Pathway Prog. for Schools | 23,863 | 9,106 | 32,969 |
| Hope 2020 Campaign/20th Anniversary | 11,596 | 4,425 | 16,022 |
| Community Support | 8,500 | 3,244 | 11,744 |
| Youth Filming | 1,154 | 440 | 1,594 |
| MOPAC LSTM Project - provision reversed | (11,000) | | (11,000) |
| HO/VRU Covid-19 CSSD - prov. reversed | (10,000) | | (10,000) |
| Total | 55,782 | 29,301 | 85,082 |

**Note 5 Support Costs**

| Support costs apportioned | Career Pathway Prog. for Schools | Social Enterprise Support Fund -Big Lottery | Community Support | Day of Hope 2022 | Raising Funds | Total |
|---|---|---|---|---|---|---|
| Finance & management | 14,313 | 561 | 2,261 | 1,660 | 832 | 19,627 |
| Governance | 4,609 | 181 | 728 | 534 | 268 | 6,319 |
| Printing, insurance & sundries | 776 | 30 | 123 | 90 | 45 | 1,064 |
| Communication | 66 | 3 | 10 | 8 | 4 | 90 |
| Volunteers expenses | 126 | 5 | 20 | 15 | 7 | 173 |
| Total support costs | 19,889 | 779 | 3,142 | 2,307 | 1,156 | 27,273 |

**Note 6 Details of certain types of expenditure**

| Note 6.1 Fees for examination of the accounts | This year | Last year |
|---|---|---|
| Independent examiner's fees | 1,100 | 1,169 |

**Note 7 Debtors and prepayments**

| 7.1 Analysis of debtors | This year £ | Last year £ |
|---|---|---|
| Trade debtors | 5,000 | 71,943 |
| Prepayments and accrued income | 400 | 202 |
| Total | 5,400 | 72,145 |

**Note 8 Cash at bank and in hand**

| | This year | Last year |
|---|---|---|
| Cash at bank and in hand | 169,273 | 196,512 |
| Total | 169,273 | 196,512 |

**Note 9 Creditors and accruals**

| | Amounts falling due within one year | |
|---|---|---|
| 9.1 Analysis of creditors | This year | Last year |
| Trade creditors | 1,800 | |
| Accruals and deferred income | 3,300 | 3,858 |
| Total | 5,100 | 3,858 |

**Note 10 Charity funds**

10 Details of material funds held and movements during the CURRENT reporting period

* Key: R - Restricted income funds, U - Unrestricted funds

| Fund names | Type* | Balances brought fwd | Income | Expenditure | Transfers | Balances carried fwd |
|---|---|---|---|---|---|---|
| Career Pathway Programme for Schools | R | 71,853 | 22,867 | 102,507 | 7,787 | |
| I am Change Online Programme - City Bridge Trust & National Lottery | R | 26,750 | | | | 26,750 |
| MOPAC: Life Skills Training & Mentoring | R | 15,113 | | | (10,182) | 4,931 |
| Home Office: Life Skills Training and Mentoring | R | 18,476 | | | | 18,476 |
| Hope 2020 Campaign | R | (6,022) | | | 6,022 | |
| I am Change Career Search and Skills Development -BBC CIN & YFF | R | 5,343 | | 4,716 | (627) | |
| Social Enterprise Support Fund: NL Community grant | R | 47,900 | | 4,016 | | 43,884 |
| Early intervention project (Children In Need) | R | 3,000 | | | (3,000) | |
| Youth Filming -National Lottery Community Fund funded | R | 8,406 | | | | 8,406 |
| Community Support Hope 2020; Damilola Taylor Library | UR | 73,979 | 22,470 | 29,322 | | 67,127 |
| Total funds | | 264,798 | 45,337 | 140,561 | | 169,574 |

Purposes and Restrictions of funds

| | | |
|---|---|---|
| 1 | Career Pathway Programme for Schools | To provide tailored support to pupils who are at risk of/ have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers |
| 2 | I am Change online Programme - City Bridge Trust & National Lottery funded | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to access gainful employment, following the Covid-19 health crisis. |
| 3 | MOPAC: Life Skills Training & Mentoring | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. |
| 4 | Home Office: Life Skills Training and Mentoring | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. |
| 5 | Hope 2020 Campaign | Advocacy activity to keep the issue of knife crime and its destructive impact on the life chances of youths in inner cities on the public agenda, to influence policy on protecting YP |
| 6 | I am Change Career Search and Skills Development -BBC CIN & Youth Futures Foundation funded | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to make the transition from formal education to stable employment, following the Covid-19 health crisis. |
| 7 | Social Enterprise Support Fund: NL Community grant | To support development of the Career Pathway Programme for Schools (CPPFS) product for roll out to other schools as the Trust's trading activity for creation of unrestricted income stream |
| 8 | Early intervention project (Children In Need) | Supporting YP at risk of violence or crime to develop personal, social and self-management skills. |
| 9 | Youth Filming -National Lottery Community Fund funded | Support young people using film-making and its processes as a medium for engaging them and encouraging their collective participation in examining, developing and getting involved in implementing responses to their local community's need. |

10.1 Details of material funds held and movements during the PREVIOUS period

* Key: R - Restricted income funds;

U - Unrestricted funds

| Fund names | Type* | Balances brought forward | Income | Expenditure | Balances carried forward |
|---|---|---|---|---|---|
| I am Change online Programme - City Bridge Trust & NL | R | 31,094 | | 4,344 | 26,750 |
| MOPAC: Life Skills Training & Mentoring | R | 4,113 | | (11,000) | 15,113 |
| Home Office: Life Skills Training and Mentoring | R | 8,476 | | (10,000) | 18,476 |
| Hope 2020 Campaign | R | 0 | 10,000 | 16,022 | (6,022) |
| I am Change Career Search and Skills Development -BBC CIN & YFF | R | 49,097 | | 43,754 | 5,343 |
| Social Enterprise Support Fund: NL Community grant | R | | 47,900 | | 47,900 |
| Early intervention project (Children In Need) | R | 3,000 | | | 3,000 |
| Career Pathway Programme for Schools | R | 56,822 | 48,000 | 32,969 | 71,853 |
| Youth Filming -National Lottery Community Fund | R | | 10,000 | 1,594 | 8,406 |
| DTML, Community Support Damilola Taylor Library (Lagos) | UR | 75,289 | 10,975 | 12,285 | 73,979 |
| Total funds | | 227,891 | 126,875 | 89,968 | 264,798 |

**Note 11 Transactions with trustees and related parties**

11.1 Trustee remuneration and benefits

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False) — TRUE

11.2 Trustees' expenses

No trustee expenses have been incurred (True or False) — FALSE

| Type of expenses reimbursed | This year | Last year |
|---|---|---|
| | £ | £ |
| DBS Check | | |
| Travel | | 120 |
| Subsistence | | |
| Meeting costs | 173 | 880 |
| Total | 173 | 1,000 |

No. of trustees reimbursed for expenses or who had expenses paid by the charity — 3

**Independent Examiner's report to the trustees of Damilola Taylor Trust**

I report on the accounts of the company for the year ended 31 May 2023 which are set out on pages 32 to 50

**Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) 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,
- to 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 statement**

My examination was carried out in accordance with 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 the 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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

A Shardow FCCA, CA
Jenny Associates
73 Heathfield Drive
Mitcham
Surrey
CR4 3RD

12th January 2024

**DAMILOLA TAYLOR TRUST**

England & Wales - Charity number 1087597

# Accounts

# DAMILOLA TAYLOR TRUST

# REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2022



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# Company information for the year ended 31 May 2022

## Supporters:

We are grateful for support that we receive

## Corporate supporters:

Lysis Financial
Norton Rose Fulbright
Shell Plc
The Co-op, Community Fund
BBC Children in Need
Youth Futures Foundation
The Worshipful Company of Weavers
GLA: Young Londoners Fund
Metropolitan Thames Valley Housing Association
Rio Ferdinand Foundation
Clarion Housing Group
National Citizens Service (NCS)
UK Youth

Many others provide their support in kind and through attendance at events

## Government, Trusts, Foundations and Partners:

The National Lottery: Communities Fund; Social Enterprise Support Fund
London Community Response – The City Bridge Trust
Home Office – via VRU Commissioning
Southwark Council
MOPAC – Mayor of London Policing and Crime/VRU
John Boyega
ACME Films Ltd
Skyway Charity
Paypal Giving Fund
Kings College London –Extended Medical Degree Programme (EMDP)
Hudl CIC
Crying Sons Limited
2020 Change CIC
The Hope Collective

# Legal and Administrative Information

| | |
|---|---|
| Company name: | Damilola Taylor Trust |
| Registered Office: | 18 Barrington Villas<br>London<br>SE18 3SB |
| Company number: | 04219111 |
| Charity number: | 1087597 |

## Trustees:

The trustees who are also directors under company law who served during the year and up to the date of this report were as follows:

Mr Richard Taylor OBE -Chair
Mr Tunde Taylor
Dr Olugbenga Coker
Mr Geoff Sheath

Every member of the Company agrees to contribute an amount not exceeding £1 if the Company is wound up while he or she is a member or within a year afterwards and the Company has debts and liabilities which it cannot meet out of its assets. The total number of such guarantees at 31 May 2022 was 4 (2021-4). The trustees are members of the Company but as directors have voting rights

| | |
|---|---|
| Bankers: | CAF Bank Limited<br>25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ |
| Accountants: | Impact Accountants<br>Chartered Certified Accountants<br>124 Old School Place, Croydon, CR0 4GB |

| | |
|---|---|
| Independent Examiner: | Jenny Associates<br>Chartered Certified Accountants<br>73 Heathfield Drive, Mitcham, Surrey, CR4 3RD |

# Report of trustees for the year ended 31 May 2022

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 May 2022 which are also prepared to meet the requirements for the directors' report and accounts for Companies Acts purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)

## Our purposes and activities

The purposes of the charity are:

- The advancement of the education of children and young people, mainly but not exclusively through leisure time activities so as to develop their mental, physical and spiritual capacities that they may grow to full maturity as individuals and members of society and to provide for them facilities for recreation and leisure time occupations.
- The relief of suffering and disability caused by or associated with epilepsy particularly among children and young people in West Africa.
- Such other charitable purpose or purposes as the trustees at their discretion shall decide.

The vision that shapes our annual activities remains supporting young people of London, giving them the opportunity to live their lives free of fear and violence. In doing so our aim is that the young people ultimately fulfil their potential so that they face the future with confidence and optimism. In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2).

Our approach is based on a number of core principles, which aim at ensuring that the personal and social development needs of vulnerable young people are met to enable them realise their potential. The following assumptions guide our vision and the interventions we make.

- The recognition that every child has a talent, which can be supported and encouraged by a caring supporting environment.
- Social problems such as youth on youth crime arise from and persist because of a complex combination of actions and omissions by players in all sectors –and therefore can be solved only by the coordinated efforts of those players, from businesses to government agencies, charities and members of affected populations
- A commitment to development of partnership approaches that allow collaborations with the community, media, other charities and institutions such as Kings College London School of Medical Education, Hudl CIC, Crying Sons Ltd to expand the charity's work so it would reach groups of young people from educationally and socially disadvantaged backgrounds.

## Review of activities

The Covid-19 pandemic has heightened existing challenges for children and young people (YP) and making them more complex for some. It is also presenting new challenges and risks for children and young people to deal with. The Trust is concerned that the YP it supports, who already face disadvantage in the labour market, are particularly vulnerable to being "left behind" in a labour market

impacted by Covid-19. Given this context, we focused attention on delivering programmes designed to enable our young people make the shift in skills required for effective participation in a post-Covid-19 labour market. In the period under review, we delivered two main programmes: I am Change Career Search and Skills Development and year 2 of 3 of the Career Pathway Programme for Schools, as well as Hope 2020 Campaign, our advocacy activity.

## I am Change Career Search and Skills Development Programme

We secured a BBC Children in Need in partnership with Youth futures Foundation (YFF) Covid-19 emergency grant to deliver the I am Change Career Search and Skills Development programme to support young people (YP) from disadvantaged backgrounds improve their employability skills and their prospects and pathways to gainful employment. We based the project on our Career Search and Skills Development (CSSD) programme that was first delivered in 2018, and expanded the scope of activities to explore topics made more relevant because of Covid-19. We added digital skills training, and mindfulness support activities to the content of the CSSD, which focuses mainly on employability skills development.

From the digital skills workshops, participants will get the opportunity to be exposed to the new digital economy. The mindfulness workshops would take participants through breathing exercises to help them master the art of breathing to control emotions. We believe that these additional activities would equip participants with appropriate knowledge and skills, and improve their chances of coping better with disruptions caused by the pandemic while working to access opportunities for gainful employment.

### Project Implementation

*Participant recruitment*: We recruited 46 young Londoners aged 17-24 with little or no work experience, with particular focus on those living in the boroughs of Southwark, Lambeth and Croydon for this project.

#### Programme activities delivered

The programme was delivered in three modules:

- Module 1 -I am Change Core session
- Module 2 - 2020 Change partner sessions – Digital Skills and Mindfulness
- Module 3 - Employability Skills improvement sessions

Delivery of "I am change" core session workshops started as planned on 25 May 2021, with 46 participants split into two groups. Cohort 1 attended their sessions on Tuesdays 1pm– 3pm, total number 29; cohort 2 with 17 participants attended their sessions on Thursdays 6pm -8pm.

The core "I am change" workshops were delivered by two live online sessions per week for six weeks from 25 May to 2 July. Each session lasted for 1.5 hours. Participants were given exercises to work through on their own after each session. In tables below we list the activities performed in delivering the programme.

## Module 1 – I am Change Core Sessions

| May 2021 | |
|---|---|
| Tuesday 25th May: 1-3pm<br>Thursday 27th May: 6-8pm | I am Change Core Session – **Understanding the Mind** |

| June 2021 | |
|---|---|
| Tuesday 1st June: 1-3pm<br>Thursday 3rd June: 6-8pm | I am Change Core Sessions – **The Train of Action** |
| Tuesday 8th June: 1-3pm<br>Thursday 10th June:6-8pm | I am Change Core Sessions – **Success Motivation** |
| Tuesday 15th June: 1-3pm<br>Thursday 17th June: 6-8pm | I am Change Core Sessions – **Happiness** |
| Tuesday 22nd June: 1-3pm<br>Thursday 24th June: 6-8pm | I am Change Core Sessions – **Unique Identity** |
| Tuesday 29th June: 1-3pm<br>Thursday 1st July: 6-8pm | I am Change Core Sessions – **Leadership Responsibility** |

## Module 2: 2020 Change Partner Sessions

| July | |
|---|---|
| Tuesday 6th July 6-8pm | Gratitude & Wellbeing – by Mindful Talent |
| Thursday 8th July 6-8:30pm | Breath Pod Exercises |
| Tuesday 13th July 6-8:30pm | Digital Learning – by Circus Street |
| Thursday 15th July 6-8.30pm | Financial Literacy - The Humble Penny |
| Tuesday 20th July 4 – 7pm | Talent Rise CV Workshop |
| Thursday 28th July 6:30pm – 8:00pm | Digital Learning – Circus Street |
| Thursday 27th July 6-8pm | TV & Film Workshop – Sara Putt Associates |
| Wednesday 28th July 6pm – 8pm | Insight Talk - Philip Skyes (British School of Etiquette) |

In late July, 2020 Change CIC transferred a total of 37 participants to HUDL CIC, our second delivery partner to begin delivery of module 3 activities of the programme. These were delivered on dates as shown below.

## Module 3: Employability Skills Development & Action Learning Sets

| | |
|---|---|
| Monday 12th July<br><br>Wednesday 14 July | Action learning Set A 1-3 pm<br>Action learning Set B 6- 8 pm<br>Action learning set C 1-3 pm<br>Action learning set D 6-8 pm |
| Thursday 22 July (2 hrs online session) | Development Day 1 -Interviewing skills training, with 1-1 practice time and feedback sessions. |
| Aug 2021 | |
| Tues 3rd and Thursday 5th (2 hrs online) | Development Day 2 – Assessment Centre, with 1-1 practice time and feedback sessions. |
| Monday 9th<br><br>Wednesday 11th | Action learning Set A 1-3 pm<br>Action learning Set B 6- 8 pm<br>Action learning set C 1-3 pm<br>Action learning set D 6-8 pm |

| **September & October 2021** | |
|---|---|
| Monday 13th September<br><br>Wednesday 15th September | Action learning Set A 1-3 pm<br>Action learning Set B 6- 8 pm<br><br>Action learning set C 1-3 pm<br>Action learning set D 6-8 pm |
| Friday 8 October | Development Day 3 - Networking delivered over 3 hours online |

## Project Monitoring and evaluation

We used a variety of tools to monitor delivery of the programme, and collected project outcome data as project activities were delivered. To gather feedback from participants, we issued online (google docs) evaluation forms and encouraged attendees to complete the satisfaction surveys at the end of each activity. We analysed the feedback that the YP provided to understand their experience of each activity, used the information provided to fine tune subsequent sessions or amend approach of delivery activities, if necessary. As well as the satisfaction surveys, we conducted structured interviews to capture more detailed information about participants' experiences.

Our Theory of Change includes a number of assumptions on the mechanism of change that link activities performed to anticipated outcomes of the programme. One of the key assumptions is that YP participating in the project would feel challenged by the activities, but would enjoy participating in those activities. Positive challenge and opportunity to achieve something is important to enabling YP to become more aware of their own skills, attitudes and behaviours and can also boost self-confidence, if

the challenge is overcome. Enjoyment is a fundamental characteristic that helps facilitate developmental processes.

We conducted structured interviews with five participants to assess the degree to which our assumptions were validated. Participants were selected for interview based on observation by workshop facilitators and the results of self-reporting questionnaires (SRQ) that we administered at the start of the project in May 2021.



*I am Change Career Search and Skills Development programme graduation photo*

*Project Evaluation*: Evaluation is about being able to describe the impact or change that has happened during a programme or intervention. It typically involves aggregating results at a group level to show the impact of a programme as a whole on outcomes for young people. In evaluating the impact of the I am Change CSSD programme, we used the young peoples' journey to employment –JET framework. To be prepared for work, young people need to develop a range of personal assets and skills, and gain experience. They may also need to address issues relating to their personal and family circumstances.

As stated above, we administered SRQs at two points: at project start between 25-27 May, which provided baseline measures and subsequently in the first week of October which provided the end of project measures. By analysing the results, we were able to determine the progress participants achieved in specific outcome areas. We used the following validated tools: Rosenburg self-esteem scale, Duckworth et al Grit & Determination scale to measure emotional capability improvements, and the Continuous Household Survey (understanding society) tool to measure confidence in searching for jobs and in presenting to employers, whether in writing CVs or attending interviews.

The project outcome assessment results which are summarised in the following tables are based on 27 respondent scores. We split the scores into four performance bands, showing the percentage of respondents that fall in each specific band. Our target for this programme is that participants will show good progress by scoring 75% or more of the maximum score on the scales.

## Outcome area: Emotional capabilities

| **Rosenberg self-esteem** | **Base** | | **Final** | |
|---|---|---|---|---|
| Scores summary | Profile | | Profile | |
| **Range** | **No.** | **%** | **No.** | **%** |
| 75% or greater | 5 | 19% | 8 | 30% |
| 60% to 74% | 12 | 44% | 16 | 59% |
| 50% to 59% | 6 | 22% | 3 | 11% |
| Below 50% | 4 | 15% | | |
| **Total** | **27** | **100%** | **27** | **100%** |

## Duckworth Grit & Determination

| | **Base** | | **Final** | |
|---|---|---|---|---|
| **Scores summary** | Profile | | Profile | |
| **Range** | **No.** | **%** | **No.** | **%** |
| 75% or greater | 4 | 15% | 11 | 40% |
| 60% to 74% | 14 | 52% | 8 | 30% |
| 50% to 59% | 6 | 22% | 8 | 30% |
| Below 50% | 3 | 11% | | |
| **Total** | **27** | **100%** | **27** | **100%** |

At the start of project, the profile of respondents' scores showed that only 5 (19%) scored 75% or greater; 12 (44%) scored between 60-74% whilst 37% scored below the 60% on the Rosenburg self-esteem scale. However, by end of the project 8 respondents (30%) had achieved the target 75% or greater; 16 (59%) made progress scoring 60-74% on the scale, up from 44% at the start of the project. Only 3 (11%) compared to 37% of respondents scored below 60% on the scale.

The Duckworth scores showed a similar pattern, with those achieving the target of 75% score on the scale increasing from 4 (15%) at the start to 11 (40%) by end of the project. No respondent scored below 50% on the scale by end of the project, which would suggest that there has been positive improvement of emotional capabilities of participants on the programme.

## Employability skills development

| **CHS, Confidence level** | **Base** | | **Final** | |
|---|---|---|---|---|
| **Scores summary** | Profile | | Profile | |
| **Range** | **No.** | **%** | **No** | **%** |
| 75% or greater | 3 | 11% | 13 | 48% |
| 60% to 74% | 9 | 33% | 11 | 41% |
| 50% to 59% | 9 | 33% | | |
| Below 50% | 6 | 22% | 3 | 11% |
| **Total** | **27** | **100%** | **27** | **100%** |

We used the Continuous Household Survey (CHS) understanding society to measure the employability skills development of participants on the programme. As shown in the table above, the number of respondents reporting confidence at the target level in finding jobs and presenting to employers has increased significantly from 3 (11%) at the start of the project to 13 (48%). Those respondents in the second performance band, with scores over 60% to 74% increased marginally from 9 to 11. At the start of project, 15 respondents reported CHS scores below the 60% level, but by the second SRQ the numbers in the two lower performance bands fell to only 3, indicating that a good number of participants have started to experience progress in improving employability skills.

## Case Studies

Below we provide case studies to illustrate how participants have been impacted by the I am Change Career Search and Skills Development programme.

1. *Participant T a young person not working but searching for work. Prior to starting the I am Change CSSD programme, I did not have a job. Now I am in full time job (holding job) hoping to do a Master in Electrical Engineering degree. My Confidence in presenting to employers has very much improved; previously when in an interview I did not have good direction, when I am asked "tell me about yourself". I wouldn't really know what to say but now doing the programme I have found who I am. Now I can show it. Working with new people was challenging; working with people that I have never worked with before was the most difficult but after I have done team work to improve communication skills, it wasn't as hard as it could have been.*
2. Participant I, a young person not working but searching for work was one of three respondents who although made marginal improvement in confidence level scored below the 75% target on the CHS tool. Herewith excerpts of her experience of the programme, recorded at an end of project interview:

What were your objectives of attending the I am Change CSSD programme?
*"I wanted to improve my communication skills and do something different for myself.*
Were your objectives achieved?
*"I think in the long-term communication skills is something you build on. The core programme helped me a lot.*
Which Development Day activities did you enjoy most?
*"Not sure. The 1:1 interview was really good. I was surprised of the positive side of the feedback I got. I was nervous, generally nervous when talking. The Assessment Centre was interactive; improved with my feedback…."*
I's additional comment,
*"I have received an email to also look at the Circle programme which is for coaching. It is really good. It is linked to Action Learning Sets, open questioning, learning to coach. I was feeling more confident, I knew how to construct open questions which made me feel really good, I was more confident to talk … I was proud of myself".*

# Career Pathway Programme for Schools -Year 2 of 3

The Career Pathway Programme for Schools (CPPFS) is a three-year programme funded by Greater London Authority (GLA) Young Londoners Fund for delivery at Harris Academy Peckham (HAP) and Harris City Academy Crystal Palace (HCACP). The programme is designed to support 120 pupils who are at risk of /have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers. The programme seeks to address:

- Low mind-set, behaviours and goals by giving young people the necessary behaviours, attitude and tools to enable them to make positive choices and re-engage in learning, with career goals in place and the skills and the grit to persist, including through managing setbacks.

- Entrenched behaviours and attitudes by giving sustained exposure to positive, influential mentors from a variety of career sectors, at least two times per week after school, offering guidance, positive companionship and emotional support.

- Self-efficacy so that young people can set realistic goals.

The above activities are to enable a fundamental shift in mind-set that the target pupils require, in self-perception, and the skills to harness opportunities, to engage fully and maximise their potential.

Delivery of year 1 of the programme started in March 2020 with a view to completion in June 2020. However, the Covid-19 pandemic interrupted delivery of year 1 activities which was stopped and re-scheduled twice: March to June 2020 and January to April 2021. Because of these disruptions delivery of year 1 of the 15-week programme was performed over a period of 18 months. Unsurprisingly, only 16 of the 40 participants graduated when the project ended in July 2021. In the ensuing paragraphs, we report activities of year 2 of 3 of this flagship programme that took place up to the year ended 31 May 2022.

## Promotion and Recruitment

We started promotion of year 2 of 3 of the CPPFS at the two Harris Academies in February 2022 by distributing flyers at the schools. As well as the flyers we provided a 2-minute video, for screening at the school, highlighting the benefits pupils could obtain from participating in the programme. After weeks of communication activities, we held the first information session to share information on the purpose of the CPPFS, activities to be performed and benefits of participation in the programme with 18 Year 10 pupils at Harris Academy Peckham. A total of 15 pupils registered to participate in the programme by end of the information session. At the second school HCACP we held the information session later than planned on 26 April. Here, sixteen pupils registered for the programme.

We began delivery of year 2 of 3 of the CPPFS programme at HAP on Wednesday 27 April 2022 from 2-4pm, with 15 pupils that registered at the information session. In the first few sessions we noticed that more students were joining the classes. By week three the number of regular attendees increased to 22 (target 20). Although more students tried to join, we decided after session three not to accept new participants.

At HCACP on the other hand where 16 students registered at the information session, there was a hiccup with attendance when the 12-week programme started on Thursday 5 May, from 3.15 pm-5pm. On investigating the attendance issue, we found that the 3.15 pm start was too late for the students. So, after consulting with our school contact and the principal we brought the start time at HCACP

forward from 3.15pm to 2 pm. Attendance stabilised but participant numbers did not increase as we experienced at HAP.

## The CPPFS programme activities

Pupils recruited for the CPPFS programme experience a mix of issue based interactive workshops to build mental toughness, develop personal, social, and self-management skills, along with group mentoring activities with dedicated peer/career mentors once a week for 12 weeks after-school covering:

- Study-skills exercises
- Time management and organizational skills development
- Discussion of self-control topics (problem solving, conflict resolution, stress, anger management)
- Consideration of career opportunities
- Provision of recreational/social activities designed to increase social skills and creative/artistic expression

Those aged 15 are introduced to:

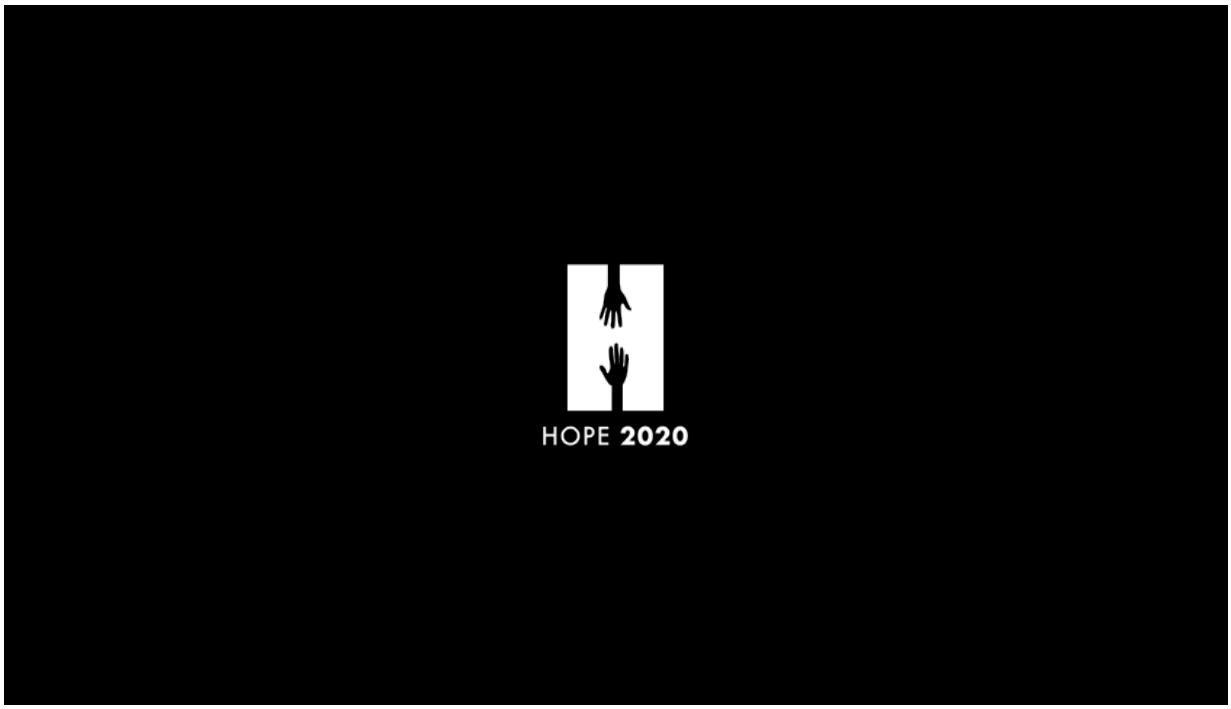
- Different career sectors, exploring interests and developing pathways to careers
- Support with essential employability skills training including CV development, interview, and presentation
- Opportunities to participate in organisational tours, with partner business organisations.

On Monday 30 May, the first day of the half term break, we took participants on an organisation insight trip to Shell Centre, Waterloo, London where they spent the day learning about the oil and gas company's business. Students also had the opportunity to visit Shell's Trading Floor to observe the operation of commodity trading activities. On the 1st of June we organised a social/recreational activity of bowling and bonding session for participants at the Hollywood Bowling club, Surrey Quays, Southwark.

In addition to the issue based interactive workshops, participants will attend Gang Awareness workshops to be educated about the factors that drive the evolution of youth violence, knife crime and gangs in high-risk inner-city environments. These workshops, which will be delivered by delivery partner Crying Sons Ltd, will equip participants with strategies on how they can access support and build resilience against being lured into crime or gangs. The Gang Awareness workshops will be delivered at HCACP on Tuesdays 14, 21 and 28 June; and at HAP on Fridays 17, 24 June and 1 July. We will complete delivery of year 2 of 3 of the CPPFS by Thursday 14 July 2022.

# Hope 2020 Campaign and 20th Anniversary Celebration

Since defining our three-year strategic plan in 2019, life has changed significantly for the young people we support due to the Covid-19 pandemic. In February 2020 we established the Damilola Youth Board of eight young professionals to represent the needs and ideas of young people in programme design. We launched *The Year of Hope* campaign in November 2019 to commemorate the 20th year anniversary of Damilola's death. As the series of events planned could not take place because of the Covid-19 pandemic we developed *The Hope 2020* brand for social media advocacy on Instagram and Twitter through 2020-2021, when social interactions were restricted to control spread of Covid-19.




## The Hope Collective

Formed to support the 20th anniversary legacy campaign for Damilola Taylor, the Hope 2020 campaign evolved into ***The Hope Collective,*** whose shared purpose is to establish real change that enables UK's most vulnerable communities to be free from poverty, violence and discrimination. We came together as a result of special partnerships that include every Violence Reduction Unit (VRU) in the UK, with youth sector support driven by UK Youth and National Citizens Services (NCS). The partnership opened a unique space between youth sector organisations and VRU networks, is committed to following the public health model of best practice for tackling problems of youth violence. Through the Hope Collective, young people can contribute their thoughts on issues that affect them, their lives and their communities. The goal of the Hope Collective is to 'change the narrative' for young people and focus on solutions, not symptoms, and importantly on their hopes for the future.

The Hope Collective structure includes the Advisory Board, made up of a maximum of twelve people; the Youth Management Group which leads and steers the overall activity of the movement, including deciding themes and ideas for events and social media. Once ideas have been formulated, the third component of the structure - the Operations Group - takes on responsibility for actioning them. The Advisory Board provides additional support to the Operations Group and further supports the collective with lobbying, awareness and fundraising.

## Hope Hacks

When Covid restrictions were lifted in March 2021 the Hope Collective organised 'Hope Hack' events which was designed and developed by the NCS events team (sit on the Hope Collective Operations group). The team aspired for the events to mirror a traditional 'hackathon', whereby a desired goal is achieved through a sprint-like event, normally taking place over several days. As part of the development the events team connected with an organisation called 'Liminal Labs' who had run similar virtual workshop sessions during the first lockdown and who "create spaces of curiosity and experimentation to address complex social problems, often utilising systems and design thinking practice."

With support of Liminal Labs. the NCS events team developed a format for the Hope Hacks, creating a space in which young people could be invited to share, explore and develop ideas to tackle issues affecting them and their communities. For consistency, each Hope Hack event followed a similar structure. To kick start each event, the audience heard from an inspirational speaker followed by an open and honest panel of influencers and young people discussing the event topic, followed by an opportunity for questions and conversation from the audience of young people.

The hack style workshops followed on from the inspirational session, and consisted of several phases:

- Research Wall: an area at the start of the hack to provide information, reflection and inspiration. The team decided on a 'washing line' approach, with posters highlighting inspiring projects, key quotes, statistics and research to build the research wall for participants to explore, engage and their hopes and fears about the topic.
- Ideation Phase: Following the research wall is a fast-paced ideation round, with high energy, using lots of post-it notes! Undertaking ideation in rounds allowed participants to build on ideas to make them more ambitious, thoughtful and impactful. The aim is to encourage quantity not quality, and ideas from which to explore further.
- Prioritising Ideas: Using a prioritisation matrix the team decides which ideas it wants to take forward using measures such as 'potential impact' and 'length of impact'. The goal being to pick one or two that the team is most passionate about or interested in building further.
- Idea Development: Using a variety of methods, such as storyboards, journey-mapping, role play, posters, the teams then works together to decide which idea to take forward to present back to the main audience. This is done in a number of ways, including role play, acting, rapping, singing and use of props such as posters.

Starting in July 2021, the Hope Collective embarked on a Hope Hack tour with a goal to reach the four nations of the UK, with each event focussing on 2 key themes. In the table below we provide a summary of the Hope Hack Tour.

## The Hope Hack Tour of the UK

| Hack Theme | City | Month held | The Hope Collective lead | Hack location |
|---|---|---|---|---|
| **Poverty & Inequality** | London | July 2021 | 2020 Change CIC | Lilian Baylis Technology College |
| **Mental & Physical Wellbeing** | Manchester | September 2021 | NCS & Onside | Mahdlo Youth Zone |
| **Racism & Division** | Belfast | October 2021 | Rio Ferdinand Foundation | Ashfield Boys School |
| **Environment & Housing** | Glasgow | November 2021 | Tigers & Scottish VRU | Tigers |
| **Education & employment** | Cardiff | November 2021 | Violence Prevention Unit - Wales | Principality Stadium |




The hack events in 2021 were a brilliant opportunity for young people to come together and speak openly about the issues of poverty and inequality. It gave young people a voice in the way issues that predominantly affect them are addressed, and to "change the conversation".

## Visit to No. 10 Downing Street

On November 25th, 2021, members of the Youth Management Group of the Hope Collective were invited to 10 Downing Street to participate in a discussion with members of the Downing Street policy team and to attend a reception with the Prime Minister, Boris Johnson.




*The Youth management Group of the Hope Collective at No. 10 Downing Street Reception*

Here are quotes from the Hope Hack Tours reflecting young peoples' aspirations and hope:

- *'We are working tirelessly to ensure that the stories of young deaths we hear about so often no longer end once assessed, reviewed, and published as statistics. Instead, they act as fuel for social action to create positive, progressive, and inclusive change.'*

- *'Young people in poverty are ambitious and ready to contribute to levelling up their disadvantaged communities. How long do they have to hold on and wait for a chance to speak? A chance to not just be heard, but to be listened to? For tangible actions to be carried out upon request? How much longer do I have to persuade my young people all over the UK that everything is going to be okay with absolutely no evidence of that?'*

- *'If the government levelled up the poorest communities by providing access to alternative pathways, there would be no gangs, no county lines, and the knife crime in our communities would soon be nothing more than a historical reference.'*

## Day of Hope Service

To celebrate the legacy of Damilola Taylor and inspire hope in young people, the Hope Collective successfully lobbied the Government to designate 7th December, Damilola's birth date, as the official Day of Hope in the UK; a day for sharing young people's hopes and aspirations.

On Tuesday 7th December 2021, we organised a service at Southwark Cathedral to commemorate the 20th anniversary of the Damilola Taylor Trust, and the work the Hope Collective did in the current year. The day, which was also the official UK Day of Hope, saw activities all over the UK celebrating young peoples' hopes and ambitions.

The Trust's goal for its anniversary service was to bring the youth sector together in love, peace and hope, to promote and celebrate the kind of young person that Damilola was turning into. The service was covered by ITV London News, attended by the Mayor of London, Sadiq Khan, Dame Cressida Dick (Commissioner of the Metropolitan Police) and others including member organisations of the Hope Collective, youth workers and civil society.



*The Mayor of London with CPPFS participants at the Day of Hope Service 7 December 2021*

In his keynote speech at the service, Abba Bakko, a member of the Damilola Youth Board as well as the Youth Management Group of the Hope Collective stated, "I am in no doubt, after being in different parts of the country with the Hope Collective, that many of our young people have been inspired by the opportunities they have been presented with. The opportunities to have a voice and to be heard, the opportunities to build long-term relationships and connections, and the opportunities to add value to their communities".

# Plans for the future

Although we are recovering from the pandemic, the nation now faces the worst cost of living crisis since the 1950s, thanks to the Russian Ukraine war, which has disrupted the global energy market. There is no denying that, in the UK, young people are being disproportionally affected. We are deeply concerned about the impact the crisis is having on the young people that we work with across the board.

Recent research[1] from The Co-op found that children as young as 10 are concerned and acutely aware of the rising cost of living with almost half (47%) of 10–25-year-olds seeing financial pressures as one of the top five challenges they'll face in the next 12 months. Youth employment figures are increasingly concerning and as of January 2022 there are 364,000 unemployed 18-24 year-olds in the UK. We know that high numbers of vacancies do not translate into opportunities for all young people, especially those from BAME background who already face discrimination in the labour market.

To respond effectively to this emerging issue, we will have to work harder to support young people for whom the transition from formal education into employment is not automatic, so that they can have access to economic opportunities in these challenging times. We believe that our services can bridge this gap and provide opportunities for young people to develop wider social, personal and self-management skills required for productive participation and integration into society.

We will continue to build on the achievements we have reported above and prioritise areas that have been identified as opportunity gaps to execute our updated strategy. We hope that at a time that the cost-of-living crisis means that core costs for premises, including bills will be increasing significantly, we will continue to have access to funding to be able to deliver and develop our programmes in response to the changing needs of beneficiaries.

[1] https://www.co-operative.coop/media/news-releases/levelling-up-too-little-too-late-almost-half-of-10-25-year-olds-say-they

## Financial review

In the reporting period, the Trust's gross income fell 57% to £126,875 (£297,870 in 2021). With total spending of £89,967 (£186,389 in 2021), we were left with net income of £36,908 at end of the year (£111,481 in 2021). The net income has increased total Revenue Funds from £227,891 at the beginning of the year to £264,798 as at 31 May 20222. Of this £190,819 is Restricted Fund balances earmarked for completion of projects carried forward (£152,602 in 2021) and £73,979 is Unrestricted Fund balances/free reserves (£75,289 in 2021).

### Reserves policy

Trustees' reserves policy provides the framework for managing reserves of the Trust. This is to maintain reserves sufficient to cover core operating costs for at least 6 months but not greater than 12 months.

## Structure, Governance and Management

### Governing document

Damilola Taylor Trust is a company limited by guarantee governed by its Memorandum and Articles of Association (M &A) dated 18 July 2001. It is registered as a charity with the Charity Commission.

Following amendments to the M& A, anyone over the age of 18 can become a member of the Company.

### Appointment of trustees

Trustees have been appointed following invitation from the chair of trustees or existing trustee board members. Newly appointed trustees are inducted by the chair and existing board members. As part of the plans to re-build the charity and its work, a more formal approach is now followed for recruiting trustees. The purpose of trustee recruitment is to ensure that the trustee board has the right skills and capacity to lead the charity effectively.

All trustee vacancies are advertised. Interested parties are required to submit a written application and attend an interview.

Candidates assessed as meeting the essential and desirable, knowledge and skills requirements set out in the Person Specification are considered for appointment. All new trustees are properly inducted to understand the vision, goals, key policies and procedures of the Trust before joining the organisation.

### Organisation

The board of trustees, currently with four members, administers the charity. The board normally meets monthly for ten months of the financial year, there are sub-committees covering programme/project management which meet fortnightly, or as needed, to effectively direct project implementation. To facilitate effective operations, the chair of trustees is given delegated authority, within terms of the Trust's Scheme of Delegation approved by the trustees, for operational matters, including contracts for procurement of Services or Goods, and bids for funding and finance.

As we have done in the past few years, our finance and administration function will continue to be performed by our finance service partner. Wherever possible, our programmes will be delivered by youth service practitioners. This organisational strategy should keep our overhead costs low, making us

nimble, enabling us to respond faster to changes in demography, government policy or economic conditions as we pursue our charitable objectives.

## Risk Management

The Trust is committed to establishing an effective risk management framework and culture to provide the tools for managing the charity's affairs going forward. We have identified a number of key risks that the charity is exposed to, given the nature of our activities. We will continue to thoroughly review the key risks (listed below), evaluate which actions we need to take to establish a sound framework for ongoing management of those risks.

| **Risk Category** | **Examples of risks** |
|---|---|
| Governance | Difficulty in recruiting trustees with relevant skills that the charity requires at this moment; conflict of interest |
| Financial risks | Loss of major funder, diversity of income sources |
| External risks | Public perception and adverse publicity, including reputational issues |
| Compliance with law and regulation | Breach of trust law, employment law, regulatory requirement of particular activities, such as anti-money-laundering, bribery and corruption; safeguarding children and young people. |

## The trustees have a risk management strategy that comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due. Trustees only approve commitments to expenditure when they are assured by the finance service partner that there are sufficient funds available in the Trust's coffers to cover the estimated expenditure.

## Trustees' responsibilities in relation to the financial statements

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Trust and of its incoming resources and application of resources, including the net income or expenditure, for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent

- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Trust will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and which 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 Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Reporting Accountants

Impact Accountants were re-appointed as the charitable company's accountants and have expressed their interest to continue in that capacity.

### Declaration

The company has taken advantage of the small companies' exemption in preparing the report above. The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors

Richard Taylor
Company Secretary
29 September 2022

# Independent Examiner's report to the trustees of Damilola Taylor Trust Limited

I report on the accounts of the company for the year ended 31 May 2022 which are set out on pages 24 to 42.

## Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) 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,
- to 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 statement

My examination was carried out in accordance with 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 the 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 to indicate that accounting records have not been kept in accordance with section 386 of the Companies Act 2006;

- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

A Shardow FCCA, CA
Jenny Associates, 73 Heathfield Drive, Mitcham, Surrey, CR4 3RD
29 September 2022

| Charity Name | | | Charity No | 1087597 | |
|---|---|---|---|---|---|
| **Damilola Taylor Trust** | | | Company No | 4219111 | |
| | | **Period start date** | **To** | **Period end date** | |
| | | **01-Jun-21** | | **31-May-22** | |

## Section A Statement of financial activities (including summary income and expenditure account)

| **Recommended categories by activity** | **Notes** | **Unrestricted funds** | **Restricted income funds** | **Total funds** | **Prior year funds** |
|---|---|---|---|---|---|
| | | **All in £** | | | |
| **Income** | 3 | | | | |
| **Income and endowments from:** | | | | | |
| Donations and legacies | | 10,177 | | **10,177** | 35,890 |
| Charitable activities | | | 115,900 | **115,900** | 261,980 |
| Other trading activities | | | | | |
| Investments | | | | | |
| Other | | 798 | | **798** | |
| **Total** | | **10,975** | **115,900** | **126,875** | **297,870** |
| | | | | | |
| **Expenditure** | 4 | | | | |
| **Expenditure on:** | | | | | |
| Raising funds | | 540 | 4,344 | **4,884** | 345 |
| Charitable activities | | 11,744 | 73,339 | **85,083** | 186,044 |
| **Total** | | **12,285** | **77,683** | **89,967** | **186,389** |
| | | | | | |
| **Net income/(expenditure)** | | (1,310) | 38,217 | 36,908 | 111,481 |
| ***Net movement in funds*** | | **(1,310)** | **38,217** | **36,908** | **111,481** |
| ***Reconciliation of funds:*** | | | | | |
| Total funds brought forward | | 75,289 | 152,602 | 227,891 | 116,410 |
| **Total funds carried forward** | | **73,979** | **190,819** | **264,798** | **227,891** |

| Charity Name: | Damilola Taylor Trust | Charity No | 1087597 |
|---|---|---|---|
| | | Company No | 4219111 |

## Section B Balance sheet

| | Notes | Unrestricted funds | Restricted income funds | Total this year | Total last year 2021 |
|---|---|---|---|---|---|
| | | **All in £** | | | |
| | | **Current assets** | | | |
| Debtors | 7 | 43 | 72,101 | **72,144** | 35,038 |
| Cash at bank and in hand | 8 | 73,936 | 122,576 | **196,512** | 238,554 |
| ***Total current assets*** | | **73,979** | **194,677** | **268,656** | **273,592** |
| Creditors: amounts falling due within one year | 9 | | 3,858 | **3,858** | 24,701 |
| *Net current assets* | | **73,979** | **190,819** | **264,798** | **248,891** |
| *Total assets less current liabilities* | | **73,979** | **190,819** | **264,798** | **248,891** |
| Provisions for liabilities | 10 | | | | 21,000 |
| *Total net assets* | | **73,979** | **190,819** | **264,798** | **227,891** |
| **Funds of the Charity** | | | | | |
| Restricted income funds | | | 190,819 | **190,819** | 152,602 |
| Unrestricted funds | | 73,979 | | **73,979** | 75,289 |
| **Total funds** | | **73,979** | **190,819** | **264,798** | **227,891** |

*The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS 102 SOR*

Signed by trustee/director on behalf of all the trustees/directors
Richard Taylor OBE, Date 29/09/2022Signature of director authenticating accounts being sent to Companies House
Dr Olugbenga Coker, Date 29/09/2022

# Section C Notes to the accounts

## Note 1 Basis of preparation

**1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

| | | |
|---|---|---|
| • | ✓ | the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 |
| • | ✓ | the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) |

• and with the Charities Act 2011.

| | |
|---|---|
| The charity constitutes a public benefit entity as defined by FRS 102. | ✓ |

**1.2 Going concern**

| | |
|---|---|
| An explanation as to those factors that support the conclusion that the charity is a going concern; | ***Not applicable*** |
| Disclosure of any uncertainties that make the going concern assumption doubtful; | ***Not applicable*** |
| Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern. | ***Not applicable*** |

**1.3 Change of accounting policy**

The accounts present a true and fair view and no changes have been made to the accounting policies adopted in note {2}.

| | |
|---|---|
| Yes | ✓ |
| No | |

***Please disclose:***

| | |
|---|---|
| ***(i) the nature of the change in accounting policy;*** | N/a |
| ***(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and*** | N/a |

| | |
|---|---|
| ***(iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS102 SORP.*** | *N/a* |

**1.4 Changes to accounting estimates**

No changes to accounting estimates have occurred in the reporting period (3.46 FRS102 SORP).

| | | |
|---|---|---|
| Yes | ✓ | |
| No | | |

***Please disclose:***

| | |
|---|---|
| ***(i) the nature of any changes;*** | N/a |
| ***(ii) the effect of the change on income and expense or assets and liabilities for the current period; and*** | N/a |
| ***(iii) where practicable, the effect of the change in one or more future periods.*** | N/a |

**1.5 Material prior year errors**

No material prior year error has been identified in the reporting period (3.47 FRS102 SORP) details of which are given below.

| | | |
|---|---|---|
| Yes | ✓ | |
| No | | |

# Note 2 Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

**2.2 INCOME**

**Recognition of income**

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

| Yes | No | N/a |
|---|---|---|
| ✓ | | |

**Offsetting**

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

| Yes | No | N/a |
|---|---|---|
| ✓ | | |

**Grants and donations**

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

| Yes | No | N/a |
|---|---|---|
| ✓ | | |

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

| Yes | No | N/a |
|---|---|---|
| ✓ | | |

**Government grants**

The charity has received government grants in the reporting period

| Yes | No | N/a |
|---|---|---|
| ✓ | | |

**Tax reclaims on donations and gifts**

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

| Yes | No | N/a |
|---|---|---|
| ✓ | | |

**Contractual income and performance related grants**

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

| Yes | No | N/a |
|---|---|---|
| ✓ | | |

**Donated goods**

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

| Yes | No | N/a |
|---|---|---|
| | | ✓ |

| Yes | No | N/a |
|---|---|---|

| | | Yes | No | N/a |
|---|---|---|---|---|
| | The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution. | | | ✓ |
| | Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'. | | | ✓ |
| | Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable. | | | ✓ |
| | Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable. | ✓ | | |

| | | Yes | No | N/a |
|---|---|---|---|---|
| **Donated services and facilities** | Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. | ✓ | | |
| | Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA. | ✓ | | |
| **Support costs** | The charity has incurred expenditure on support costs. | ✓ | | |
| **Volunteer help** | The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report. | ✓ | | |
| **Income from interest, royalties and dividends** | This is included in the accounts when receipt is probable and the amount receivable can be measured reliably. | ✓ | | |
| **Income from membership subscriptions** | | | | ✓ |
| | Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. | | | ✓ |
| | Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 | | | |

| | | | | |
|---|---|---|---|---|
| **Settlement of insurance claims** | FRS102 SORP) and are included as an item of other income in the SoFA. | | | ✓ |
| | | Yes | No | N/a |
| **Investment gains and losses** | This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. | | | ✓ |

**2.3 EXPENDITURE AND LIABILITIES**

| | | | | |
|---|---|---|---|---|
| | | Yes | No | N/a |
| **Liability recognition** | Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. | ✓ | | |
| | | Yes | No | N/a |
| **Governance and support costs** | Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. | ✓ | | |
| | | Yes | No | N/a |
| | Support costs include functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg HR costs by the time spent and other costs by their usage. | ✓ | | |
| | | Yes | No | N/a |
| **Grants with performance conditions** | Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output. | ✓ | | |
| | | Yes | No | N/a |
| **Grants payable without performance conditions** | Where there are no conditions attaching to the grant that enables the charity to realistically avoid the commitment, a liability for the full funding obligation is recognised. | ✓ | | |
| | | Yes | No | N/a |
| **Redundancy cost** | The charity made no redundancy payments during the reporting period. | | | ✓ |
| | | Yes | No | N/a |
| | Where terms and conditions of grant have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. | ✓ | | |
| | | Yes | No | N/a |
| **Deferred income** | Where terms and conditions of grant have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. | ✓ | | |

| | | Yes | No | N/a |
|---|---|---|---|---|
| **Creditors** | The charity has creditors which are measured at settlement amounts less any trade discounts | ✓ | | |

| | | Yes | No | N/a |
|---|---|---|---|---|
| **Provisions for liabilities** | A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date | ✓ | | |

**2.4 ASSETS**

| | | | | |
|---|---|---|---|---|
| **Tangible fixed assets for use by charity** | These are capitalised if they can be used for more than one year, and cost at least | £400 | | |
| | | Yes | No | N/a |
| | They are valued at cost. | ✓ | | |
| | The depreciation rates and methods used are disclosed in notes to the accounts | | | |

| | | Yes | No | N/a |
|---|---|---|---|---|
| **Debtors** | Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received. | ✓ | | |

## Note 3 Income

| | Analysis of income | Unrestricted funds | Restricted income funds | Total funds | Prior year |
|---|---|---|---|---|---|
| | | All in £ | | | |
| **Donations and legacies:** | Donations and gifts | 10,177 | | **10,177** | 35,890 |
| | Gift aid | | | | |
| | Donated goods, facilities and services | | | | |
| | Other - write back of creditor | 798 | | **798** | |
| | **Total** | **10,975** | | **10,975** | **35,890** |
| **Charitable activities:** | Career Pathway Programme for Schools: Young Londoners Fund | | 48,000 | **48,000** | 48,000 |
| | Social Enterprise Support Fund: NL Community grant | | 47,900 | **47,900** | |
| | Youth filming Project: NL Celebrations | | 10,000 | **10,000** | |
| | Hope 2020 Campaign | | 10,000 | **10,000** | 27,000 |
| | I am Change CSSD: BBC Children in Need & YFF | | | | 70,000 |
| | I am Change Online: City Bridge Trust Covid-19 grant | | | | 50,000 |
| | I am Change Online: National Lottery Covid-19 grant | | | | 49,980 |
| | Life Skills Training & Mentoring: Home Office Comm. Fund: Covid-19 | | | | 14,000 |
| | Early intervention project: BBC Children in Need | | | | 3,000 |
| | **Total** | | **115,900** | **115,900** | **261,980** |
| **Total Income** | | **10,975** | **115,900** | **126,875** | **297,870** |

| | |
|---|---|
| **All income in the prior year was unrestricted except for:** | I am Change BBC CIN & YFF grant £70,000; I am Change Online City Bridge Trust Covid-19 grant £50,000; National Lottery grant £49,980; Career Pathway Programme for Schools Young Londoners grant £48,000; Hope 2020 Campaign income £22,000; Home Office Life Skills Training & Mentoring Covid-19 grant £14,000; Early intervention project BBC CIN £3,000. |

## Note 4 Expenditure

| | Analysis of expenditure | Unrestricted funds | Restricted funds | Endowment funds | Total funds | Prior year |
|---|---|---|---|---|---|---|
| | | All in £ | | | | |
| **Expenditure on raising funds:** | Incurred seeking donations | 540 | | | **540** | 345 |
| | Incurred seeking grants | | 4,344 | | **4,344** | |
| | **Total expenditure on raising funds** | **540** | **4,344** | | **4,884** | **345** |
| | | | | | | |
| **Expenditure on charitable activities** | I am Change CSSD BBC CIN & YFF | | 43,754 | | **43,754** | 20,903 |
| | Career Pathway Programme for Schools | | 32,969 | | **32,969** | 24,628 |
| | Hope 2020 Campaign/ 20 Anniversary | | 16,022 | | **16,022** | 32,755 |
| | Community Support | 11,744 | | | **11,744** | 11,488 |
| | Youth Filming | | 1,594 | | **1,594** | 5,063 |
| | MOPAC LSTM Provision reversed | | (11,000) | | **(11,000)** | 8,501 |
| | HO/VRU Covid-19 CSSD Provision reversed | | (10,000) | | **(10,000)** | 13,819 |
| | I am Change Online Project | | | | | 68,886 |
| | **Total exp. on charitable activities** | **11,744** | **73,339** | | **85,083** | **186,044** |
| **Total** | **Total expenditure** | **12,284** | **77,683** | | **89,967** | **186,389** |

**4.1 Other information:**

**Analysis of expenditure on charitable activities**

| Activity or programme | Activities undertaken directly | Support Costs | Total this year | *Total prior year 2021* |
|---|---|---|---|---|
| | ***All in £*** | | | |
| I am Change CSSD BBC CIN &YFF | 31,669 | 12,085 | **43,754** | **20,903** |
| Career Pathway Prog. for Schools | 23,863 | 9,106 | **32,969** | **24,628** |
| Hope 2020 Campaign/20th Anniversary | 11,596 | 4,426 | **16,022** | **32,755** |
| Community Support | 8,500 | 3,244 | **11,744** | **11,488** |
| Youth Filming | 1,154 | 440 | **1,594** | **5,063** |
| MOPAC LSTM Project - provision reversed | (11,000) | | **(11,000)** | **8,501** |
| HO/VRU Covid-19 CSSD - provision reversed | (10,000) | | **(10,000)** | **13,819** |
| I am Change Online Project | | | | **68,887** |
| **Total** | **55,782** | **29,301** | **85,083** | **186,044** |

**4.2 Prior year expenditure on charitable activities can be analysed as follows:**

| Activity or programme | Activities undertaken directly | Support Costs | Total Prior year 2021 |
|---|---|---|---|
| | ***All in £*** | | |
| I am Change online Programme | 56,898 | 11,988 | **68,886** |
| Hope 2020 Campaign | 27,000 | 5,755 | **32,755** |
| Career Pathway Programme for Schools | 20,275 | 4,353 | **24,628** |
| I am Change CSSD | 17,193 | 3,710 | **20,903** |
| Home Office: Life skills training & mentoring | 11,400 | 2,419 | **13,819** |
| MOPAC -Life skills training & mentoring | 7,000 | 1,501 | **8,501** |
| Youth Filming | 4,120 | 943 | **5,063** |
| Community support | 9,437 | 2,051 | **11,488** |
| **Total** | **153,323** | **32,721** | **186,044** |

## Note 5 Support Costs

| Support costs apportioned | I am Change CSSD BBC CIN &YFF | Career Pathway Prog. for Schools | Hope 2020 Campaign/ 20th Anniversary | Community Support | Youth Filming | Raising Funds | Total |
|---|---|---|---|---|---|---|---|
| Finance & management | 9,394 | 7,079 | 3,440 | 2,521 | 342 | 1,049 | **23,825** |
| Governance | 1,521 | 1,146 | 557 | 408 | 55 | 170 | **3,857** |
| Printing, insurance & sundries | 442 | 333 | 162 | 119 | 16 | 49 | **1,121** |
| Communication | 334 | 252 | 122 | 90 | 12 | 37 | **847** |
| Volunteers' expenses | 394 | 297 | 144 | 106 | 14 | 44 | **1,000** |
| **Total support costs** | **12,085** | **9,106** | **4,425** | **3,244** | **440** | **1,349** | **30,650** |

Support costs include functions undertaken to enable the charity perform its activities effectively and have been apportioned to those activities on bases consistent with the use of resources. Finance & Management, Communication, Governance, Printing insurance & sundries - direct resource spend; Volunteers expenses, time spent on activity.

| Note 6.1 Fees for examination of the accounts | This year | Last year |
|---|---|---|
| | £ | £ |
| Independent examiner's fees | 1,169 | 1,085 |

## Note 7 Debtors and prepayments

**7.1 Analysis of debtors**

| | This year £ | Last year £ |
|---|---|---|
| **Prepayments and accrued income** | 201 | |
| **Other debtors** | 71,943 | 35,038 |
| **Total** | **72,144** | **35,038** |

## Note 8 Cash at bank and in hand

| | This year £ | Last year £ |
|---|---|---|
| **Cash at bank and in hand** | 196,512 | 238,554 |
| **Total** | **196,512** | **238,554** |

## Note 9 Creditors and accruals

| | Amounts falling due within one year | |
|---|---|---|
| **9.1 Analysis of creditors** | **This year £** | **Last year £** |
| **Trade creditors** | | 12,348 |
| **Accruals and deferred income** | 3,858 | 12,353 |
| **Total** | **3,858** | **24,701** |

| **Delivery of projects interrupted by the COVID -19 which will be delivered once they have been adapted for online/remote delivery or in settings where social distancing requirements can be complied with.** | This year £ | Last year £ |
|---|---|---|
| | | **21,000** |

| | This year £ | Last year £ |
|---|---|---|
| **Balance at the start of the reporting period** | 21,000 | 16000 |
| **Amounts added in current period** | | 10,000 |
| **Provisions reversed** | (21,000) | (5,000) |
| **Balance at the end of the reporting period** | | **21,000** |

## Note 11 Charity funds

**11.1 Details of material funds held and movements during the CURRENT reporting period**

** Key: R - Restricted income funds, including special trusts, of the charity; and U - Unrestricted funds*

| Fund names | Type* | Purpose and Restrictions | Balances brought forward | Income | Expenditure | Balances carried forward |
|---|---|---|---|---|---|---|
| I am Change online Programme - City Bridge Trust & National Lottery funded | R | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to access gainful employment, following the Covid-19 health crisis. | 31,094 | | 4,344 | **26,750** |
| MOPAC: Life Skills Training & Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner- city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | 4,113 | | (11,000) | **15,113** |
| Home Office: Life Skills Training and Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high- risk inner- city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | 8,476 | | (10,000) | **18,476** |
| Hope 2020 Campaign | R | Advocacy activity to keep the issue of knife crime and its destructive impact on the life chances of youths in inner cities on the public agenda, to influence policy on protecting YP. | 0 | 10,000 | 16,022 | **(6,022)** |
| I am Change Career Search and Skills Development - BBC CIN & Youth Futures Foundation funded | R | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to make the transition from formal education to stable employment, following the Covid-19 health crisis. | 49,097 | | 43,754 | **5,343** |
| Social Enterprise Support Fund: NL Community grant | R | To support development of the Career Pathway Programme for Schools (CPPFS) product for roll out to other schools as the Trust's trading activity for creation of unrestricted income stream. | 0 | 47,900 | | **47,900** |
| Early intervention project (Children In Need) | R | Supporting YP at risk of violence or crime to develop personal, social and self-management skills. | 3,000 | | | **3,000** |

| | | | | | | |
|---|---|---|---|---|---|---|
| Career Pathway Programme for Schools | R | To provide tailored support to pupils who are at risk of/ have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers | 56,822 | 48,000 | 32,969 | **71,853** |
| Youth Filming - National Lottery Community Fund funded | R | Support young people using film-making and its processes as a medium for engaging them and encouraging their collective participation in examining, developing and getting involved in implementing responses to their local community's need . | 0 | 10,000 | 1,594 | **8,406** |
| DTML, Community Support Damilola Taylor Library (Lagos) | UR | Activities to support development of YP from disadvantaged backgrounds; other activities that further the objects of the Trust as determined by trustees. | 75,289 | 10,975 | 12,285 | **73,979** |
| **Total funds** | | | **227,891** | **126,875** | **89,968** | **264,798** |

**11.2 Details of material funds held and movements during the PRIOR reporting period**

| **Fund names** | **Type** | **Purpose and Restrictions** | **Balances brought forward** | **Income** | **Expenditure** | **Transfers** | **Balances carried forward** |
|---|---|---|---|---|---|---|---|
| I am Change Online Programme - City Bridge Trust & NLF | R | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to access gainful employment, following the Covid-19 health crisis. | | 99,980 | 68,886 | | **31,094** |
| MOPAC: Life Skills Training & Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | 12,615 | | 8,501 | | **4,113** |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Home Office: Life Skills Training and Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | 8,295 | 14,000 | 13,819 | | **8,476** |
| Hope 2020 Campaign | R | Advocacy activity to keep the issue of knife crime and its destructive impact on the life chances of youths in inner cities on the public agenda, to influence policy on protecting YP | (3,450) | 22,000 | 33,067 | 14,517 | |
| I am Change Career Search and Skills Development -BBC CIN & Youth Futures Foundation | R | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to make the transition from formal education to stable employment, following the Covid-19 health crisis. | | 70,000 | 20,903 | | **49,097** |
| Development grant, Big Lottery fund | R | To establish structures and processes to bring YP voice into the heart of the Trust's decision making, programme development and implementation. | 188 | | | (188) | |
| Early intervention project (Children in Need) | R | Supporting YP at risk of violence or crime to develop personal, social and self-management skills. | | 3,000 | | | **3,000** |
| Career Pathway Programme for Schools | R | To provide tailored support to pupils who are at risk of/ have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers | 33,450 | 48,000 | 24,628 | | **56,822** |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Youth Filming -National Lottery Community Fund funded | R | Support young people using film-making and its process as a medium for engaging them and encouraging their collective participation in examining, developing and getting involved in implementing responses to their local community's need | | | 5,063 | 5063 | |
| DTML, Community Support Damilola Taylor Library (Lagos) | UR | Activities to support development of YP from disadvantaged backgrounds; other activities that further the objects of the Trust as determined by trustees. | 65,312 | 40,890 | 11,521 | (19,392) | **75,289** |
| **Total funds** | | | **116,410** | **297,870** | **186,389** | | **227,891** |

# Note 12. Transactions with trustees and related parties

**12.1 Trustee remuneration and benefits**

| | |
|---|---|
| **None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False)** | **True** |

**12.2 Trustees' expenses**

| | |
|---|---|
| **No trustee expenses have been incurred (True or False)** | ***False*** |

| **Type of expenses reimbursed** | **This year** | **Last year** |
|---|---|---|
| | **£** | **£** |
| DBS Check | | **839** |
| Travel | 120 | |
| Subsistence | | |
| Meeting costs | 880 | |
| **Total** | **1,000** | **839** |

| | |
|---|---|
| Number of trustees reimbursed for expenses or who had expenses paid by the charity | |

**DAMILOLA TAYLOR TRUST**

England & Wales - Charity number 1087597

# Accounts

# DAMILOLA TAYLOR TRUST
# REPORT AND FINANCIAL STATEMENTS
# FOR THE YEAR ENDED 31 MAY 2021

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**Company information for the year ended 31 May 2021**

**Supporters:** We are grateful for support that we receive

**Corporate supporters**:
Lysis Financial

Norton Rose Fulbright

Shell Plc

The Co-op, Community Fund

BBC Children in Need

Youth Futures Foundation

The Worshipful Company of Weavers

Young Londoners Fund

Metropolitan Thames Valley Housing Association

Rio Ferdinand Foundation

Clarion Housing Group

Many others provide their support in kind and through attendance at events

**Government, Trusts, Foundations and Partners**:

The National Lottery –Awards for All, Communities Fund

London Community Response – The City Bridge Trust

Home Office – via VRU Commissioning

MOPAC – Mayor of London Policing and Crime/VRU

John Boyega

ACME Films Ltd

Skyway Charity

Paypal Giving Fund

Southwark Council

Kings College London –Extended Medical Degree Programme (EMDP)

Hudl CIC

Impact Accountants

Metropolitan Police

**Legal and Administrative Information**

| | |
|---|---|
| Company name: | Damilola Taylor Trust |
| Registered Office: | 18 Barrington Villas<br>London<br>SE18 3SB |
| Company number: | 04219111 |
| Charity number: | 1087597 |

Trustees: The trustees who are also directors under company law who served during the year and up to the date of this report were as follows:
Mr Richard Taylor OBE -Chair
Mr Tunde Taylor
Dr Olugbenga Coker
Mr Geoff Sheath

Every member of the Company agrees to contribute an amount not exceeding £1 if the Company is wound up while he or she is a member or within a year afterwards and the Company has debts and liabilities which it cannot meet out of its assets. The total number of such guarantees at 31 May 2021 was 4 (2020-4). The trustees are members of the Company but as directors have voting rights.

Bankers:
CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Accountants:
Impact Accountants
Chartered Certified Accountants
124 Old School Place
Croydon
CR0 4GB

Independent Examiner:
Jenny Associates
Chartered Certified Accountants
73 Heathfield Drive
Mitcham
Surrey
CR4 3RD

# Report of trustees for the year ended 31 May 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31 May 2021 which are also prepared to meet the requirements for the directors' report and accounts for Companies Acts purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)

**Our purposes and activities**

The purposes of the charity are:

- The advancement of the education of children and young people, mainly but not exclusively through leisure time activities so as to develop their mental, physical and spiritual capacities that they may grow to full maturity as individuals and members of society and to provide for them facilities for recreation and leisure time occupations.

- The relief of suffering and disability caused by or associated with epilepsy particularly among children and young people in West Africa.

- Such other charitable purpose or purposes as the trustees at their discretion shall decide.

The vision that shapes our annual activities remains supporting young people of London, giving them the opportunity to live their lives free of fear and violence. In doing so our aim is that the young people ultimately fulfil their potential so that they face the future with confidence and optimism. In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2).

Our approach is based on a number of core principles, which aim at ensuring that the personal and social development needs of vulnerable young people are met to enable them realise their potential. The following assumptions guide our vision and the interventions we make.

- The recognition that every child has a talent, which can be supported and encouraged by a caring supporting environment.

- Social problems such as youth on youth crime arise from and persist because of a complex combination of actions and omissions by players in all sectors –and therefore can be solved only by the coordinated efforts of those players, from businesses to government agencies, charities and members of affected populations

- A commitment to development of partnership approaches that allow collaborations with the community, media, other charities and institutions such as Kings College London School of Medical Education, Hudl CIC, Crying Sons Ltd and 2020 Change CIC to expand the charity's work so it would reach groups of young people from educationally and socially disadvantaged backgrounds.

## Review of activities

### Changing Context

The reporting period 1 June 2020 to 31 May 2021 was the first full financial year in which we experienced the impact of the Covid-19 pandemic on society. As governments around the world responded by shutting borders, and imposed social restrictions to mitigate the spread of the disease, social and economic activity stood still for a significant period in the year. The human and economic impacts have been stark.

Despite the challenges in wider society, we pursued our operating plans, worked with our delivery partners to adapt some of our programmes for delivery using remote/ online tools. As well as continuing delivery of our multi-year Career Pathway Programme for Schools (CPPFS), which started in March 2020, we implemented two other projects.

- I am Change Online
- Youth filming project; as well as our Hope 2020 Campaign.

We started delivery of I am Change Career Search and Skills Development programme in the last month of the financial year.

In the following paragraphs, we review the activities we performed, along with the challenges we faced in a post-Covid 19 pandemic year as we pursued our plans for supporting the young people we work with.

### Career Pathway Programme for Schools

Our commitment to build on the success we have achieved with our Career Pathway Programmes for young adults drove us to take the programme to schools for the benefit of pupils who despite existing support are failing to reach potential.

**Objectives**

The Career Pathway Programme for Schools (CPPFS) is an ambitious programme that we were fortunate to obtain a three-year funding from the Greater London Authority Young Londoners Fund (YLF) to implement. We also received a grant from the Worshipful Company of the Weavers towards delivery of year one of the programme.

The programme is designed to support 120 pupils who are at risk of /have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers. The programme seeks to address:

- Low mind-set, behaviours and goals by giving young people the necessary behaviours, attitude and tools to enable them to make positive choices and re-engage in learning, with career goals in place and the skills and the grit to persist, including through managing set-backs.
- Entrenched behaviours and attitudes by giving sustained exposure to positive, influential mentors from a variety of career sectors, at least two times per week after school, offering guidance, positive companionship and emotional support.
- Self-efficacy so that young people can set realistic goals.

The above activities are to enable a fundamental shift in mind-set that the target pupils require, in self-perception, and the skills to harness opportunities, to engage fully and maximise their potential.

**Project Delivery Plans**

We designed the programme to take two cohorts of 20 pupils from Harris City Academy Crystal Palace (HCACP) and Harris Academy Peckham (HAP) to experience a mix of issue-based and broad personal development activities:

- "I am Change" interactive workshops to build mental toughness, develop refusal skills and challenge cultural norms that support violence. (2 times a week after-school for 3 weeks)
- An extended period of group mentoring programme with dedicated peer/career mentors (once a week after-school for 12 weeks) covering:

    - Study-skills exercises; assistance with time management to support learning;
    - Discussion of self-control topics (problem solving, conflict resolution, stress, anger management);
    - Consideration of career opportunities;
    - Provision of recreational/social activities designed to increase social skills and creative/artistic expression.

For participants aged 16/17, the group mentoring programme will also include:

- the development of detailed career plans;
- support with essential employability skills including CV development, interview and presentation skills; and
- Opportunities for tours of target sector employers.

## Activities performed

We started CPPFS programme promotion activities at the two schools week beginning 3 February 2020 by distributing flyers to pupils, staff and parents. We followed this with a short video outlining objectives of the programme and the benefits that participants are likely to achieve from exposure to it. While the promotion activities were in progress, we organised the first of two information sessions for parents and prospective participants on 11 February at HCACP. Thirty pupils (identified by the school as those likely to benefit) and their parents attended the session. The second information session was held at HAP on 2 March. The programme was well received, especially from parents who readily acknowledged that their wards needed such a system of support in order to achieve their potential.

On Monday 24 February delivery of the CPPFS programme at HCACP started as planned, with delivery of the first "I am Change" workshops from 3.30pm to 5.30 pm. Subsequent workshops were delivered twice a week –Monday and Wednesdays for three weeks at the school, the last session of which was held on Wednesday 11 March. Our plan was to continue phase two activities at HCACP, with delivery of the group mentoring module of the programme on Wednesday 18 March.



**I am Change/Basic Skills Development Workshop Session at Harris City Academy Crystal Palace**

Although "I am Change" workshops were delivered as planned at HCACP, only one of the six scheduled workshops was delivered at HAP when Covid-19 control measures led to closure of schools in the country. Because schools were closed, we were unable to continue delivery of the interactive workshops at HAP nor the group mentoring sessions, the first of which was scheduled to be delivered at HCACP on 18 March 2020.

When it became evident that the face-to-face method of delivering the programme would not be possible as the country battled with controlling Covid-19, we started work on adapting the workshop activities for online/remote delivery.
The development work progressed during the summer break with a view to resumption of delivery of the two components of the project in the September 2020 when schools were expected to re-open for the autumn term when the first lockdown ended. We agreed a process for performing the online delivery of project activities at the school with our contact at Harris Academy Peckham, having regard to the school's safeguarding policies, procedures and standards, and scheduled delivery activities as follows:
Harris Academy Peckham:

- I am change workshops, 2 to 18 November
- Group mentoring activities once a week for 12 weeks, 25 Nov. to 16 December 2020 then 13 January to 3 March 2021

Harris City Academy Crystal Palace:
Group mentoring activities once a week for 12 weeks, 23 Nov. to 14 December 2020 then from 11 January to 1 March 2021

We consider parental figures as some of the most significant influencers in young people's lives. Although we held an initial information session with them prior to start of the programme in February 2020, we decided to re-engage with participants' parents again before project activities resumed in November. However, the school was unable to send invitation letters to parents on time so we couldn't resume delivery of the workshops on 2 November as planned. Although invitation letters to parents were eventually sent, no parent attended the re-scheduled parent's Zoom information session on 16 November.



**Another session of CPPFS in progress**

Furthermore, only 4 out of the 22 participants attended the first I am Change session at HAP when we resumed delivery using online tools on 16 November. Disappointed by the poor attendance figures on the 16 and 18 November, the project steering group (PSG) appealed to the school Principal to consider restructuring delivery of the workshops by having the youth workers (delivering team) come to the school to deliver the workshop in a building, with pupils attending the session socially distanced. We offered to have the delivery team members tested for Covid-19. The Principal agreed with our suggestion so, on 23 November the team resumed delivery of the "I am Change" workshop at the HAP in face-to-face setting.

Unsurprisingly, the attendance figures improved significantly, with all 22 participants attending the face-to-face workshop. Although there was a slight drop in numbers after this date, attendance at subsequent sessions was good, with an average of 17 participants showing up each week. Because of our experience at HAP, we delayed resumption of the group mentoring activities at HCACP in order to secure permission to deliver the activity there in face-to-face settings, too. Permission was eventually granted but we were only able to deliver one group mentoring session, which was held on 8 December 2020 before the school closed for the Christmas holiday.

In spite of the interruption, we made reasonable progress in implementing the CPPFS at HCACP and HAP by delivering the issue based I am Change workshops at both locations. Six workshops were delivered at HCACP over three weeks to 11 March 2020. In HAP these workshops were delivered on 16 March, 23 November to 9 December 2020. An average of 18 participants attended the workshops at the former while 15 attended at the latter location. When schools closed for the second time in January 2021 because of the Covid-19 pandemic, we paused delivery of the group mentoring activities again, with a view to resumption in March 2021 when the second lockdown was expected to end. By extending duration of the programme in response to the closure of schools, we were concerned that the risk of participants' interest waning would increase. When we resumed delivery of the group mentoring sessions in May 2021, attendance numbers fell significantly as we feared, especially at HAP.

None the less, we continued delivery of group mentoring sessions with dedicated career mentors twice a week after-school at HCACP. Each group mentoring session focused on a specific theme determined through discussion with participants. Delivery of the group mentoring sessions at HAP also resumed, although later than scheduled. However, when attendance numbers dropped significantly by early July, we asked that the remaining number of participants at HAP should join the face-face delivery activity at HCACP via Zoom link. On 19 July 2019 the final group mentoring session was delivered at HCACP to complete year one of the programme, just before the school summer break.

**Project evaluation**

Evaluation is about being able to describe the impact or change that has happened during a programme or intervention. It typically involves aggregating results at a group level to show the impact of a programme as a whole on outcomes for young people. In evaluating the CPPFS programme, we used a variety of tools:

**Table 1 – CPPFS programme outcome measuring tools**

| **Outcome area** | **Measurement tool** |
|---|---|
| 1. Self-efficacy | Bandura's self-efficacy scale |
| 2. Reduced violence | Buss & Perry's Aggression scale |
| 3. Improved self-esteem | Rosenberg's self-esteem scale |
| 4. Improved behaviour -attitude to own education | Longitudinal Study of Young People in Education |
| 5. Improved grit and determination | Duckworth et Al Grit and Determination scale |

As per our project evaluation plan, we collected data for measuring outcomes of the programme at two points. The first data collection point was in March 2020, which provided the baseline results. The second data collection activity in July 2021 provided data for the end point. By analysing the results at the start and end point we were able to establish progress participants had made in each outcome area. In table 2 below, we summarise results of evaluation of year one of the CPPFS programme.

**Table 2 – Summary of CPPFS programme outcomes**

| Outcome area | Anticipated outcome | How measured? | What has changed | No. of YP that achieved outcome |
|---|---|---|---|---|
| Improved mental health & well-being | Improved self-efficacy | Participants completed Bandura's self-efficacy scale at the start and end of the programme to establish progress | Apart from the ability to enlist social resources, where there was decrease in efficacy, 75% of respondents reported improved self-efficacy in self-regulated learning, self-regulation/ability to resist peer pressure and self-assertiveness | 12 |
| Improved mental health & well-being | Improved self-esteem | Participants completed Rosenberg Self-esteem scale at the start and end of programme to establish progress | 75% of respondents reported decrease in self-esteem, with only 25% reporting increase in self-esteem. This was not the result we anticipated | 4 |
| Reduced violence | Reduced level of participant aggression | Participants completed Buss & Perry Aggression questionnaire at the start and end of the project to establish progress | 50% of respondents reported reduced violence, with a range of reduction from 29% to as much as 40%. The other 50% reported increased aggression levels, with a range from 16% increase to as much as 40%. | 8 |
| Improved behaviour | Improved attitude to own education | Participants completed the Longitudinal Study of Young People in education/understanding society questionnaire at the start and end of the programme to establish progress | 100% of respondents reported their intention to stay in school to do A levels, with a view to going to university | 16 |

| | | | | |
|---|---|---|---|---|
| Improved behaviour | Improved emotional capabilities -grit and determination | Participants completed Duckworth et Al Grit & Determination scale at the start and end of programme to establish progress | 75% of respondents reported increase in exercising autonomy; in making decisions in areas of life that are important to them . Surprisingly, for grit and determination, the result was the other way, with 75% of respondents reporting a decrease in that capability/skill. | 12 |

**Analysis of the results**

**Outcome measure 1 - Self-efficacy:** All respondents reported increase in efficacy in self-regulated learning. Even though the measure of confidence in self-regulation was high at the baseline, all respondents reported increase in confidence in self-regulation at the end of the project. This is an important result, given the challenges pupils had to cope with during the Covid -19 pandemic.

**Outcome measure 2 Improved self-esteem:** The result of the change in self-esteem was not what we had anticipated to achieve. 75% of respondents reported decrease in self-esteem with only 25% reporting increase in self-esteem by end of the programme. We will look at this in years 2 and 3 of the programme, but we think the context of delivery of the programme (under the most challenging circumstances of the Covid-19 pandemic could have contributed to this outcome.

**Outcome measure 3 Reduced violence:** The results we achieved in this crucial area of outcome for the programme was mixed. Half of respondents reported reduced violence as measured by the Buss & Perry Aggression scale, with a range of reduction between 29 % to as much as 40% reduction. In contrast, the other half of respondents reported increased aggression levels, with a range of 16% increase to as much as 40%.

**Outcome measure 4 Improved behaviour, attitude to own education:** Results from measurement of this outcome was as we anticipated. 100% of respondents reported they intend to stay in school to do A levels, with a view to going to university. This would suggest that the programme has contributed to participants developing a positive attitude to their education.

**Outcome measure 5 Improved grit and determination:** Perseverance is an important personal skill that the programme is designed to help develop in participants. The thinking is that participants with grit and determination capabilities will pursue goals, especially in connection with their education that they set themselves, and would work to achieve those goals irrespective of obstacles they might face. As with the evaluation of self-esteem, the results for this outcome were mixed. Seventy-five per cent of respondents reported increase in exercising autonomy and will effectively resist peer pressure in areas of life that are important to them. On the other hand, when it came to grit and determination to set and pursue goals and be focused on achieving those goals, 75% of respondents reported a reduction in that capability. A strange result, as the very

fact of completing the programme should indicate that the respondents have indeed persevered in the face of the obstacles that Covid -19 threw at them.

**Conclusion:** Only 16 of the 40 YP (40%) who started the CPPFS programme completed it in July 2021. The drop in attendance at the group mentoring sessions post lockdown number two in May 2021 by participants from HAP adversely impacted the outcomes we have achieved in year one of the project. The group mentoring activities are designed to provide practical support, help participants develop essential skills and positive behaviours. Since many participants from HAP did not attend the group mentoring sessions, it is not surprising that we missed our retention target, as well as the number of participants that we expected to achieve the anticipated outcomes in the first year.

## I am Change Online Project

The second project we implemented in the year under review is the I am Change Online project which was funded with grants from City Bridge Trust (London Community Response) and the National Lottery Community Fund. The "I am Change" was adapted for online delivery to reach disadvantaged young people isolated as a result of Government's Corona virus Covid-19 pandemic restrictions. This emergency funding was given to support community organisations, including charities that work with dis-advantaged young people, who are likely to suffer most or be impacted adversely by the Covid-19 health crisis.

The aim was to help participants build resilience, set realistic goals with regards to employment in a labour market impacted by the Covid-19 pandemic. We expanded scope of the programme to explore topics made more relevant because of Covid-19 by adding digital skills training and mindfulness support. From the digital skills workshops, participants would get the opportunity to be exposed to the new digital economy. The mindfulness workshops would take participants through breathing exercises that will help them master the art of breathing to control emotions. These additional activities were expected to equip participants with appropriate knowledge and skills to improve their chances of coping better with disruptions caused by the pandemic and in accessing opportunities for gainful employment.

**Participant recruitment**
Having committed to reaching

a total of 78 young Londoners, we set out in November 2020 to recruit participants aged 17-30 for the project, with preference given to those living in the three south London boroughs of Southwark, Lambeth and Croydon.

**Activities delivered**
Delivery of the I am Change online project started as planned on 19 January 2021 with 68 participants, divided into three groups:

- Cohort 1 Attend sessions on Tuesdays 6pm – 8pm, total no. 22
- Cohort 2 Attend sessions on Thursday 1pm – 3pm, total no. 23
- Cohort 3 Attend sessions on Thursday 6pm - 8pm, total no. 23

The core I am change workshops were delivered by two live sessions per week for six weeks from 19 January to 25 February. Each session lasted for 1.5 hours. Participants were given exercises to work through on their own after each session. Attendance at the workshops was recorded, the results of which are summarised in table 3 below.

**Table 3 Attendance at the core "I am Change" workshop activities**

| Session dates | Workshop Topic | Number of participants attended (68) | Attendance rate (%) |
|---|---|---|---|
| 19 & 21 January | Understanding the Mind | 59 | 87% |
| 26 & 28 January | Thoughts- The Train of Actions | 56 | 82% |
| 2 & 4 February | Success Motivation | 55 | 81% |
| 9 & 11 February | Happiness | 54 | 79% |
| 16 & 18 February | Unique Identity | 50 | 74% |
| 23 & 25 February | Leadership Responsibility | 48 | 71% |
| **Average** | | **54** | **79%** |

The attendance rate of 79% achieved compares favourably to the target of 75%. The core workshop activities were followed by other activities designed to provide additional support so participants could manage the mental stress the pandemic might be causing them. These supplementary sessions were delivered over four weeks in March by 2020 Change partner organisations.

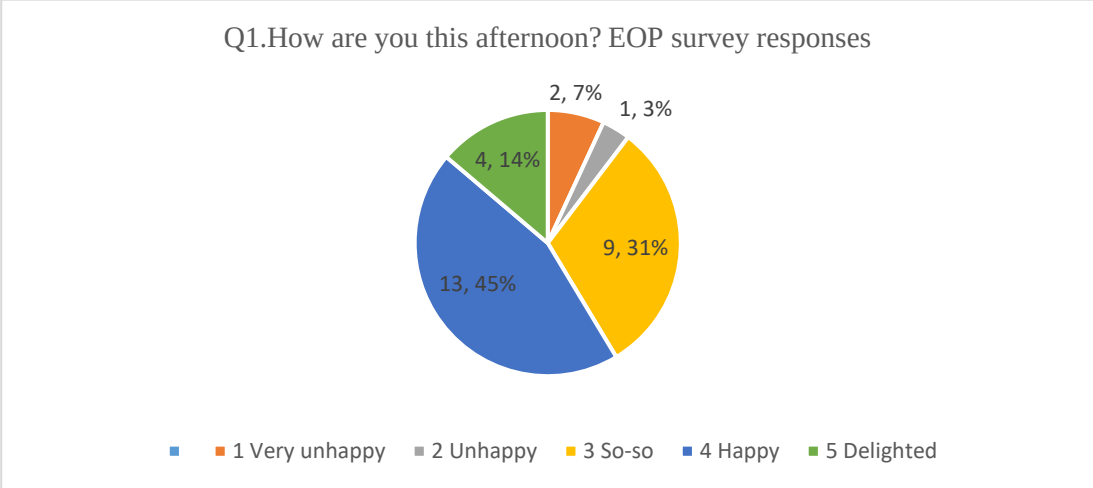
In the Mindfulness workshops, participants were taken through breathing exercises and coached on how to master the art of breathing to control emotions. The activities included digital skills training delivered by Circus Street and sessions on employability skills development. From the digital skills workshops, participants got the opportunity to be exposed to the world of digital. Participants gained free access to Circus Streets catalogue of training courses for one year. Any participant that successfully completes up to 18 of the lessons will be granted a digital skills qualification which then gives them access to apply for roles within the 500+ global companies that currently use Circus Street training platform.

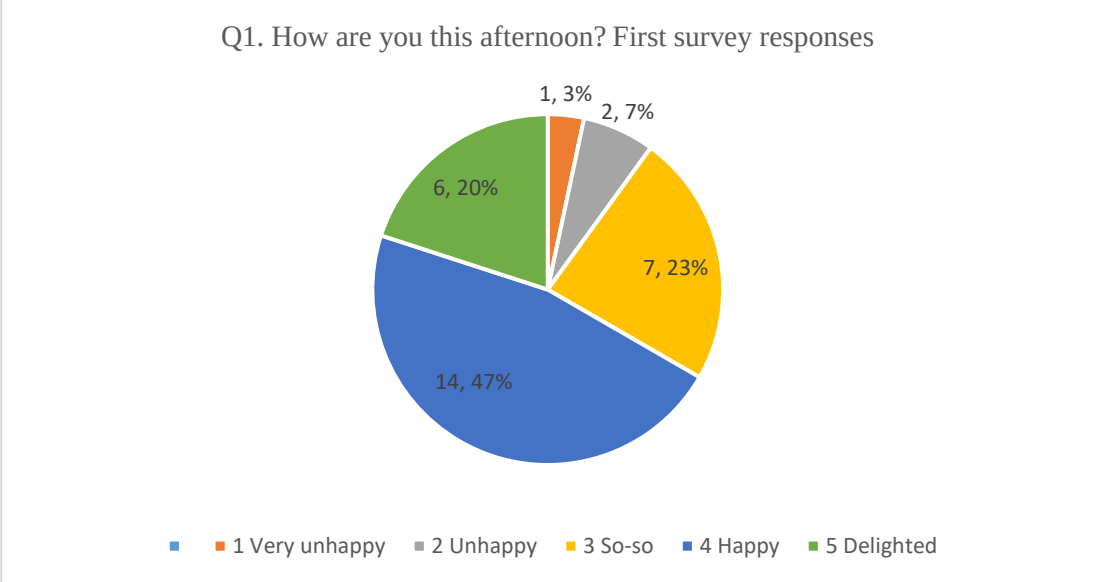
Participants were allocated mentors/coordinators at the start of the programme who provided guidance and on-going support over duration of the programme. The final two weeks of the programme was devoted to provision of mentoring support to participants. Mentors had one-to-one online sessions to help participants finalise their "video tapes": a statement of where one envisions to be in five years, expressed in the present.

The project ended in early April 2021 just before the Easter holidays. A total of 58 participants representing 85% of the number enrolled successfully graduated from the "I am Change" Online programme. Their achievement was celebrated in a virtual graduation ceremony held on 20 May 2021.

**Participant Feedback**

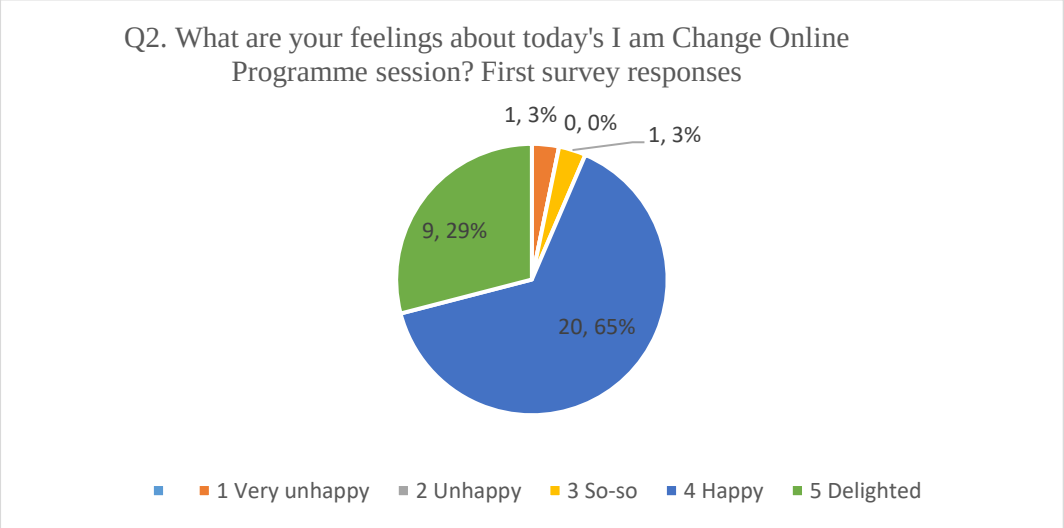
We embrace feedback as an opportunity to understand participants' experience of activities delivered on our programmes, as well as how they feel about specific aspects of the programme. We administered two separate satisfaction surveys, the first of which was issued on the 9th and 11th February. Thirty respondents completed this survey. The final end-of-project (EOP) survey which was administered in April received 29 -32 responses. Below we provide charts of the responses.

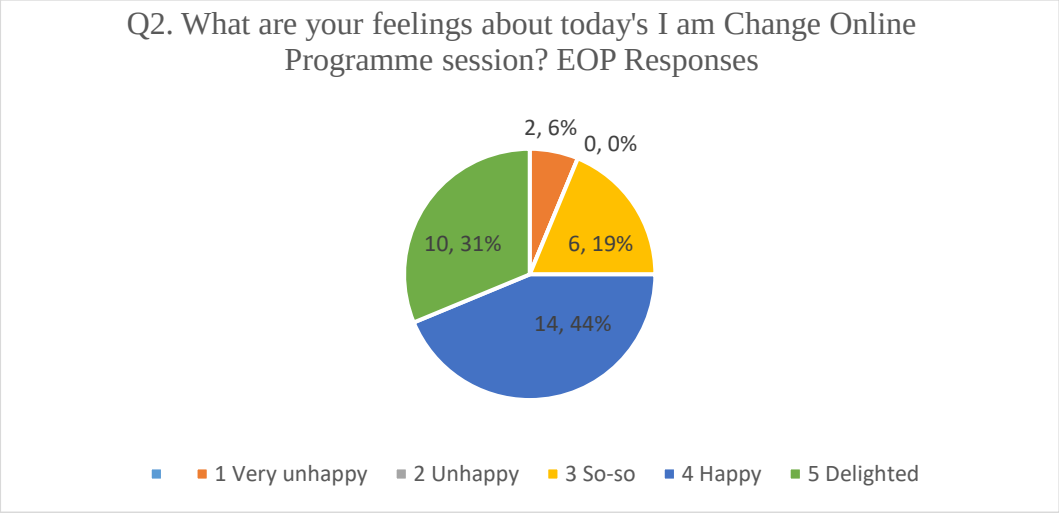


We started by ascertaining the state of mind that participants were in on the day, with a view to determining how their state of mind or feeling changed after taking part in the "I am Change workshop session that day. In both surveys, over half of the respondents (67%, 59%) stated they were happy or delighted whilst 10% stated they were unhappy or very unhappy before starting the project activity on the day.

When we asked,"What are your feelings about today's I am Change Online session", a greater number of participants stated they felt better after taking part in the session, as shown by the charts of question 2 below in the first as well as the EOP survey. The number of respondents that stated they felt happy or delighted during the first survey increased from 20/30 to 29/31 (69% to 94% of respondents). At the EOP survey, this number increased from 17/29 to 24/32 (59% to 77% of respondents).




Similarly, the numbers that felt unhappy or very unhappy before and after the session decreased during each survey. In the first survey a total of 3/30 felt unhappy or very unhappy before the session. After the session this number fell to 1/29 (10% to 3% of respondents). At the EOP survey this number reduced from 3/29 to 2/32 (from 10% to 6% of respondents) suggesting that participants on the whole felt good taking part in the programme.

**What did you learn?**

Having established how participants felt about the workshops, we asked in question number 3 if they learned anything new during the session.

A total of 25 respondents representing 86% said yes in the EOP survey. In the first survey 26 out of the 27 respondents (93%) said yes.

A sample of the responses we received when participants were asked to state what they learned are listed below:

- *What it takes to be a leader*
- *I understood the true motive on why one should change and how it can lead to effective long-lasting change*
- *I learnt about the significant amount of responsibility that leaders have, which emphasised the importance of self-development*
- *Responsibility means you have a duty to deal with something*
- *CUBE - was really useful when delivering my video tape*
- *The 3 ways to stay happy*
- *The different heat signatures for each emotion*
- *The different temperatures that are associated to our emotions*
- *Compassion, love and dignity are the ingredients for a happy life*

**Relationship with youth workers**

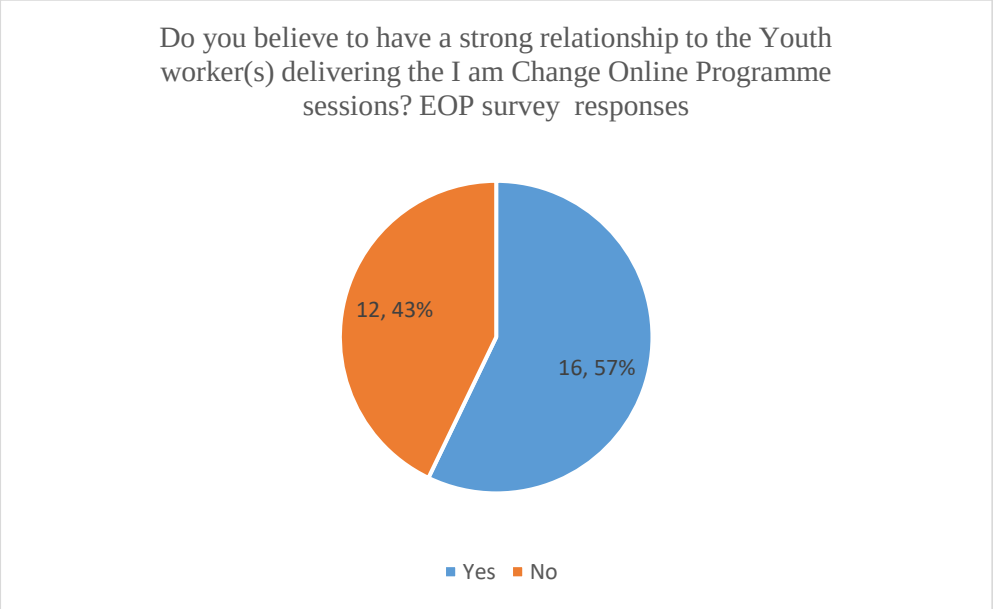
Environment and relationship between a youth worker and a young person are thought to be crucial in enabling learning and developmental experiences as well as being critical in engaging young people. Important dimension to this relationship includes that both parties "trust" each other and that young people are treated with respect and feel a fundamental sense of safety and security. So, in the fourth and final question, we tried to find out if the young people on the programme had strong relationships with the youth workers. The responses are very useful. In the first survey held just three weeks of starting the programme unsurprisingly only 3 (10%) of the 30 respondents said yes, they had a strong relationship with the youth workers (see charts below). However, by the end of the project the number reporting that they had a strong relationship with the youth workers delivering the programme increased from 3 to 16 (57%) of the 28 respondents. What is useful however, is the participants' response when we asked them to explain why they felt a relationship was strong or not.

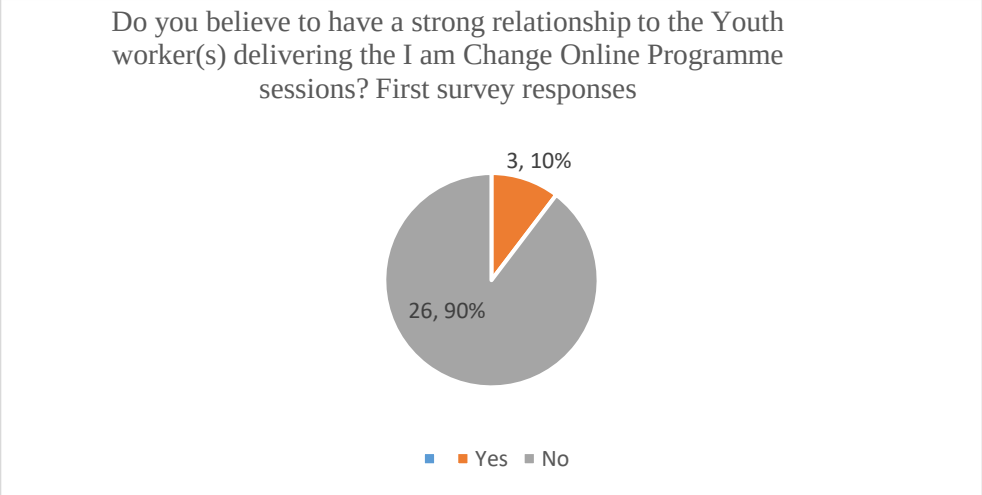
***If you answered yes, please explain the relationship***
***Why is it strong? What type of characteristics do the youth workers have to make it a strong relationship?***

- Open and honest communication, very friendly and don't beat around the bush when it comes to calling us out.
- All of the coordinators are so friendly and welcoming they also make sure that we are well informed, genuinely a joy to attend sessions
- We are communicating a bit better now

***If you answered no, please explain what is missing in the relationship?***

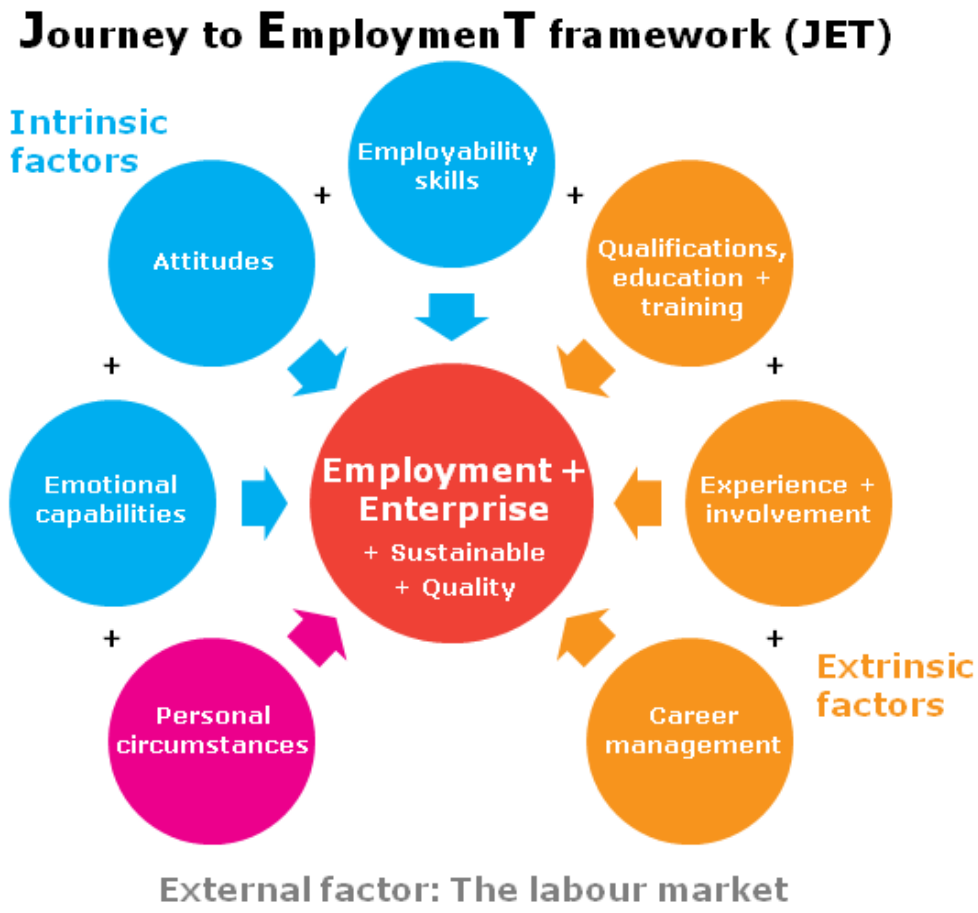
- *I wasn't contacted by anyone throughout my time at 2020 change*
- *I haven't gotten to talk to them enough.*
- *There needs to be trust built which takes time and authenticity*
- *Haven't managed to speak much one on one*
- *Nothings missing, just don't know them that well.*
- *I haven't really had the chance to speak to them one on one*




## Project Evaluation

In evaluating the impact of the I am Change Online programme, we used the young peoples' journey to employment –JET framework. To be prepared for work, young people need to develop a range of personal assets and skills, and gain experience. They may also need to address issues relating to their personal and family circumstances. The diagram below represents a young person's journey to employment—the JET framework.




In the centre of the diagram is the job outcome. Surrounding the central job outcome are the factors that contribute to this. For each of these areas, a number of indicators are listed, reflecting what research shows is most important in the journey to employment.
The complexity of job outcomes is reflected in the structure of the framework. The journey is not linear and many of the factors interact with each other to contribute to employability. We know that everyone's journey is different and there is not a single factor that guarantees success in the labour market. Individual young people may need support with all, some, or none of these areas. The framework also recognises that there are external factors that affect a young person's ability to get and sustain a job, including the state of the economy and the labour market.

We used the JET framework to help develop our project evaluation plan, with a focus on the three factors of the framework that the programme is designed to impact: emotional capabilities; employability skills as well as digital skills qualification. The results of our outcome measurement activities are summarised in table 4 below.

**Table 4 Anticipated and actual outcomes of the "I am Change Online Programme**

| Outcome Area | Anticipated outcome | Measurement tools; Target | Actual outcome achieved |
|---|---|---|---|
| Emotional capabilities | Improved self-esteem | Participants completed the Rosenberg scale at the programme start and end of project to establish progress; target 75% of participants demonstrate positive progress | Rosenberg Scale scores:<br>End of programme = 75%<br>Start of programme = 64%<br>Improvement of 11% achieved |
| | Improved grit and determination | Participants completed Duckworth's et Al 8-item Grit Scale at the start and end of project; 75% of participants demonstrate positive progress | Duckworth's et Al Grit scale scores:<br>End of programme = 71%<br>Start of programme = 61% |

| | | | |
|---|---|---|---|
| Employability Skills | Improved presentation to employers | Participants completed the Job Applications module of the Continuous Household survey (CHS) at the start and end of project; 75% of participants demonstrate positive progress | See table below |
| | Increase confidence in finding employment | Participants completed the National Career Service ICM Job Confidence Index at the start and end of project; 75% of participants demonstrate positive progress | See table below |
| Employment | Entry into employment | Participants will complete the National Career Service ICM Job Confidence Index at the start and end of project; 60% of participants successfully find jobs or connect to further training/apprenticeship leading to satisfactory employment. | To be measured |
| | | Participants will complete I am Change destination questionnaire – at six and 12 months after completion of programme | To be measured |

Results of the outcome measures have yielded useful information about the benefits of the "I am Change" Online programme that we had not measured before. As shown in the table above, the programme was impactful in helping participants improve their self-esteem. By end of the programme, 75% of participants demonstrated positive progress on the Rosenberg self-esteem scale. However, the improvement achieved in self-esteem was not replicated in participants' ability to manage their emotions to persevere when setbacks occur – personal assets that will be crucial in a post-Covid-19 labour market. The Duckworth Grit and determination scores showed that only 71% of Participants demonstrated positive progress compared to our target of 75%.
In the employability skills development area, we observed a mix of results similar to the emotional capabilities outcome area. In table 4.1 we report the results of participants' confidence in finding jobs. Unsurprisingly, 83% of participants were fairly or very confident in finding jobs through the internet at the start. This level of confidence increased 4% to 87% by end of the programme, which would suggest that the programme was impactful in this regard.

Apart from the internet, participants were generally not confident in finding jobs through the other five potential sources of jobs. With the increase use of the internet for most day-to-day activities, we might think it is less important to focus on "analogue" processes of finding jobs therefore we could disregard the low confidence index reported for the old methods.
However, we think it is not wise to discount all these sources. Employment agencies (whether accessed physically or digitally) for example, are good sources of jobs that young people with some work experience should be confident to turn to. Here, the programme needs to be more impactful, as only 47% of Participants reported that they were fairly or very confident in finding jobs through employment agencies.

**Table 4.1 Employability Skills – Confidence in finding jobs: detail results**

| Confidence in finding job through | Newspapers & Mags | Internet | Family & Friends | Job Centre | Emp. Agency | Local Business |
|---|---|---|---|---|---|---|
| Measured by CHS at: target 75% | % | % | % | % | % | % |
| End of programme | 37 | 87 | 52 | 13 | 47 | 28 |
| Start of programme | 18 | 83 | 31 | 18 | 38 | 28 |
| Progress | 19 | 4 | 21 | (5) | 9 | 0 |

**Table 4.2 Employability Skills - Improved Presentation to Employers: detail results**

| Measured by National Career Service ICM Job Confidence index at; target 75% | CV writing % | Cover letter % | Job Application % | Job Interview % |
|---|---|---|---|---|
| End of programme | 75 | 47 | 78 | 72 |
| Start of programme | 58 | 48 | 75 | 73 |
| Progress | 17 | (1) | 3 | (1) |

With regards to improved presentation to employers, the results are better. Participants' confidence levels in presenting themselves to employers improved, with 78% of the YP confident in completing job applications, 75% in writing CVs. The two areas that require more work are: cover letter writing and interviewing.

## Youth filming project

In November 2019 we launched a 12-month programme of positive events including a youth filming project leading up to 27 November 2020, to mark the 20th anniversary of Damilola's death. The vision of the campaign was to unify people around a common theme- Hope to inspire partnership working and unification of the London youth sector. We secured grant funding from the National Lottery Awards for All (AFA) to fund the youth filming element of the programme which was expected to start in March 2020, to create powerful content to support the Hope 2020 campaign. Then as we all now know, the Covid-19 pandemic hit. So, our delivery plans were put on hold, and revisited when the second lockdown ended in March 2021.

**Purpose/Objectives:** The main purpose of the project was to engage and support young people (YP) to highlight issues of concern to them in a powerful manner using a visual story-telling medium -film**.** In addition, the project was designed to provide technical, artistic and educational support to allow YP in inner-city deprived areas in South London to use the making of a film and its process as a medium for engaging them, encouraging YP's collective participation in examining, and developing responses to their local community's need. As in our previous youth filming projects, this project was led by YP, on this occasion by members of the Damilola Taylor Youth board (Damilola Youth).

**Activities**
The Damilola Youth team of four promoted the project with snappy videos for four weeks in March via Instagram, Facebook and Twitter social media channels. Young people aged 14-24 from across Southwark, Lambeth and Croydon were encouraged to participate in the project. The team managed to secure partnerships with the Central Film School, the Central School of Film and Drama, the London Film School and the Guildhall School of Music and Drama to provide technical, educational support, as well as venue for delivery of project activities. On Tuesday 6 April the Youth Filming project started, with induction of six participants. The schedule of activities performed to implement the project are shown in the table below, along with a hyperlink that gives an idea of the content of the workshops: https://lfs-outreach.padlet.org/svanroomen1/ohdam2f8xewj2kxz

**Table 5 Youth Filming Project Activity Schedule**

| **Week 1** | **05-Apr-21** | **06-Apr-21** | **07-Apr-21** | **08-Apr-21** | **09-Apr-21** |
|---|---|---|---|---|---|
| **AM 8.45 -11.30** | Bank holiday | Script writing | Screen writing; story boarding | Acting | Film making |
| **PM 13.00- 15.00** | Bank holiday | Script writing | Script writing | Career talks | Film making |
| **Week 2** | 12-Apr-21 | 13-Apr-21 | 14-Apr-21 | 15-Apr-21 | 16-Apr-21 |
| **AM 8.45 -11.30** | Early Cinema | POV Shot | Framing | Interpretation; editing | Viewing |
| **PM 13.00- 15.00** | Filming | Filming | Editing | Editing | Editing |

**Table 5.1 Location of activities**

| Activity Description | Location |
|---|---|
| Script writing, film making | Central Film School |
| Screen writing | Central School of Film and Drama |
| Acting | Guildhall School of Music and Drama |
| Early Cinema, Point-of -view Shot, framing, interpretation | London Film School (online) |
| Filming | Wilton Community Church, London N10 |

The young people were fundamental to the entire project, from acting, writing scripts, shooting and editing footage to understanding colour grading and lighting. A short film entitled The Grey Area, which examines the sensitive issue of boundaries in personal relationship between young boys and girls was produced at the end of the two weeks of the project. Below we reproduce images of key moments of the project.




**The location where The Grey Area was filmed: Wilton Community Church, London N10**

For the youth board, the project provided a unique opportunity for members to organise and implement a project activity as volunteers of the Trust. It was a daunting task given the challenges of having to re-schedule activities several times because of the pandemic; manage a project while adapting to the evolving dynamics of a new group at the same time as they were being inducted into the DTT organisation. In spite of those challenges the project was implemented effectively.



**Youth filming participants review shots with the cameraman**



**The Grey Area cast checking their scripts**



**Cast of the Grey Area at end of a filming session**

Here is what one of the young people (L) told us about his experience of the project.

> ***"There was a moment for those first few months where it felt like everything just stopped and things for me personally were building up. I spent those first few months just not doing much creatively and if I did, it was very isolated.***
> ***I got to take part in something I had never done before. It was amazing to be thrown in the deep end and just create something with people who were essentially strangers beforehand. We had guidance and learned from so many amazing practitioners across the two weeks but we got so much creative control that it truly feels like our film. To any young person considering taking part in the next project, I say: Yes, do it! Where else would you get to make your own film for free, meet other young people and learn so much about filmmaking in such a short amount of time. I would do it again if I could!"***

The youth board are looking at presenting the finished film, the Grey Area at the British Film Institute (BFI) film festival and are planning a public screening to showcase their work.

## Organisation Development and Plans for the Future

Since defining our three-year strategic plan in 2019, life has changed significantly for the young people we support due to the global Covid-19 pandemic. Now more than ever before, we must ensure our resources are invested into the areas our communities need the most
We acknowledge impact of the disruption on the long-term prospects of our young people, not only from an educational and economic perspective but also the wide-ranging personal considerations affecting their development, mindset, motivation and personal growth.

**Education**
The difficulties with helping young people stay in education were significant pre-pandemic and since learning moved to virtual classrooms due to lockdown restrictions and schools closed for greater part of the year, limited access to internet connectivity and physical devices created a 'digital divide'. A survey of parents between the April-May 2020 lockdown showed higher income households spent 30% more time each day on educational activities than households in the lowest fifth of the country's income demographic. YP from disadvantaged background faced growing inequalities [i]with access to education.

**Economic**
Training opportunities for young people in 2020 were severely impacted. Within just one month of the pandemic, three in five organisations stopped apprenticeships due to Covid-19[ii]. For those already working, the risk of unemployment persisted as employees under 25 were 2.5 times more likely than other age groups to work in a sector that was unable to operate due to Covid-19[iii].
This left young people from disadvantaged backgrounds and without financial independence extremely vulnerable.

**Personal**
Other significant impacts experienced by young people due to the pandemic include increased loneliness and isolation, lack of safe spaces due to youth clubs/external services being shut down, increased social media and online pressure, and a higher risk of gang involvement, substance abuse, violence and weapons use[iv]. 52% of students said their mental health has deteriorated or been negatively affected by Covid-19[v], with 29% seeking help.

**How we responded to these challenges**
Before 2020 we had identified opportunities in the limitations of our operational set up, which had been predominantly focused on delivering through partners to improve efficiency and reduce overheads. These limitations became our strengths during the pandemic enabling us to:

- Leverage our lean delivery model to respond quickly and initiate new projects;
- Secure funding to adapt our programmes to the changing needs due to Covid-19;
- Quickly embraced new ways of working in delivering programme activities and in administering the Trust's affairs.

In November 2019 we launched our three-year purpose-driven strategy, building on our existing mission and vision. We defined key performance measures and action plans to ensure we continue to understand and respond to the needs of our young people. Guided by our mission and vision, we formulated our 2019-2022 to build new capabilities and mature our existing activities by focusing on three strategic priorities, in collaboration with our inaugural DTT Youth Board.

To deliver on our three strategic priorities by 2022 we committed to

- Strengthen relationships with our existing programme partners
- Develop innovative programme packages to empower our communities
- Drive advocacy and brand awareness through our impact

Despite the challenges in wider society, we have remained strong in our focus to execute our 2022 strategy and have progressed many of our strategic goals towards completion. We are proud of our achievements during the last period from November 2019 to April 2021.

**Key highlights**

- **Strengthen relationships with our existing programme partners**
    - We have continued to build on our existing projects and increase our impact through our delivery partners including Co-Op, 2020 Change and Hudl CIC Youth in development for our Career Search and Skills Development programmes.
    - Participation in our Life and Social Skills Training and Mentoring Scheme has doubled year-on-year since 2018 which is testament to our partnership with Crying Sons Ltd.

**Develop innovative programme packages to empower our communities**

- In February 2020, the DTT's first Youth Board, 'Damilola Youth' was established. In April 2021, Damilola Youth project managed delivery of the Youth Filming project.

**Drive advocacy and brand awareness through our impact**

- The 'Year of Hope' campaign was launched in November 2019 to commemorate the 20th year anniversary of Damilola's death.
- Although a series of events could not take place as planned, a consistent brand has been developed for social media advocacy on Instagram and Twitter, growing our presence through @2020HopeCollective and @DayOfHopeUK

**Priority focus areas for 2021 -2022**

Significant progress has been made across all three strategic priorities in the last 18 months by increasing our capacity and securing emergency funding to adapt programmes during the pandemic. We will continue to build on these achievements and prioritise areas that have been identified as opportunity gaps to execute our 2022 strategy. Over the past year we have broadened our partnerships, extended our reach and continued to deliver impactful programmes despite Covid-19. To achieve our strategic goals, we will increase our focus and investment into the following areas over the next 18-month strategic period.

1. Develop a robust approach to protecting our intellectual property

2. Use data intelligence to inform our advocacy and communications strategy for policy change

3. Continue to incorporate the following external drivers into our work:
    - Re-engaging young people in learning post-pandemic
    - Connecting young people to employment opportunities post-pandemic
    - Providing support with mental health and social pressures to tackle loneliness, isolation and lack of safe spaces for young people.

## Financial review

In the reporting period, the Trust's gross income was £297,870 (£146,270 in 2020), total spending £186,389 (£128,859 in 2020), leaving net income of £111,481 (£17,411 in 2020).
As a result, the Trust's revenue reserves of £99,000 at the beginning of the year 1 June 2020 increased to £227,891 at the year ended 31 May 2021, of which £152,602 was Restricted Fund balances, earmarked for funding projects that have been carried forward to the next financial year (£51,098 in 2020). Unrestricted Fund balances were £75,289 (£65,312 in 2020).

## Reserves policy

Trustees' reserves policy provides the framework for managing reserves of the Trust. This is to maintain reserves sufficient to cover core operating costs for at least 6 months but not greater than 12 months.

**Structure, Governance and Management**

***Governing document***

Damilola Taylor Trust is a company limited by guarantee governed by its Memorandum and Articles of Association (M& A) dated 18 July 2001. It is registered as a charity with the Charity Commission. Following amendments to the M& A, anyone over the age of 18 can become a member of the Company.

**Appointment of trustees**

Trustees have been appointed following invitation from the chair of trustees or existing trustee board members. Newly appointed trustees are inducted by the chair and existing board members. As part of the plans to re-build the charity and its work, a more formal approach is now followed for recruiting trustees. The purpose of trustee recruitment is to ensure that the Trustee Board has the right skills and capacity to lead the charity effectively.

All trustee vacancies are advertised. Interested parties are required to submit a written application and attend an interview. Candidates assessed as meeting the essential and desirable, knowledge and skills requirements set out in the Person Specification are considered for appointment. All new trustees are properly inducted to understand the vision, goals, key policies and procedures of the Trust before joining the organisation.

**Organisation**

The board of trustees currently with four members, administers the charity. The board normally meets monthly for ten months of the financial year, there are sub-committees covering programme/project management which meet fortnightly or as needed to effectively direct project implementation. To facilitate effective operations, the chair of trustees is given delegated authority, within terms of the Trust's Scheme of Delegation approved by the trustees for operational matters, including contracts for procurement of Services or Goods, bids for funding and finance.

We will invest to use new technology to create better processes to enable us operate with optimum efficiency and effectiveness. As we have done in the past few years, our finance and administration function will continue to be performed by our finance service partner. Wherever possible, our programmes will be delivered by youth service practitioners. This organisational strategy should keep our overheads costs low, making us nimble, enabling us to respond faster to changes in demography, government policy or economic conditions as we pursue our charitable objectives.

**Risk Management**

The Trust is committed to establishing an effective risk management framework and culture to provide the tools for managing the charity's affairs going forward. We have identified a number of key risks that the charity is exposed to, given the nature of our activities. We will continue to thoroughly review the key risks (listed below), evaluate which actions we need to take to establish a sound framework for on-going management of those risks.

| **Risk Category** | **Examples of risks** |
|---|---|
| Governance | Difficulty in recruiting trustees with relevant skills that the charity requires at this moment; conflict of interest |
| Financial risks | Loss of major funder, diversity of income sources |
| External risks | Public perception and adverse publicity, including reputational issues |
| Compliance with law and regulation | Breach of trust law, employment law, regulatory requirement of particular activities such as anti-money laundering, bribery and corruption; safeguarding children and young people. |

The trustees have a risk management strategy that comprises:

- an annual review of the principal risks and uncertainties that the charity face
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due. Trustees only approve commitments to expenditure when they are assured by the finance service partner that there are sufficient funds available in the Trust's coffers to cover the estimated expenditure.

**Trustees' responsibilities in relation to the financial statements**

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Trust and of its incoming resources and application of resources, including the net income or expenditure, for the year. In preparing those financial statements the trustees are required to

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Trust will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and which 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 Trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Reporting Accountants**

Impact Accountants were re-appointed as the charitable company's accountants and have expressed their interest to continue in that capacity.

**Declaration**

The company has taken advantage of the small companies' exemption in preparing the report above. The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors

Richard Taylor
Company Secretary

11 February 2022

**Independent Examiner's report to the trustees of Damilola Taylor Trust Limited**
I report on the accounts of the company for the year ended 31 May 2021 which are set out on pages 34 to 54.

**Respective responsibilities of trustees and examiner**
The trustees (who are also the directors of the company for the purposes of company law) 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,
- to 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 statement**
My examination was carried out in accordance with 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 the 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 to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

A Shardow FCCA, CA
Jenny Associates
73 Heathfield Drive
Mitcham
Surrey
CR4 3RD
11 February 2022

| Charity Name | | | Charity No | 1087597 | |
|---|---|---|---|---|---|
| **Damilola Taylor Trust** | | | Company No | 4219111 | |
| | | **Period start date** | **To** | **Period end date** | |
| | | **01-Jun-20** | | **31-May-21** | |

# Section A Statement of financial activities (including summary income and expenditure account)

| Recommended categories by activity | Notes | Unrestricted funds | Restricted income funds | Total funds | Prior year funds |
|---|---|---|---|---|---|
| | | All in £ | | | |
| **Income** | 3 | | | | |
| **Income and endowments from:** | | | | | |
| Donations and legacies | | 35,890 | | **35,890** | 10,251 |
| Charitable activities | | 5,000 | 256,980 | **261,980** | 136,019 |
| Other trading activities | | | | | |
| Investments | | | | | |
| Other | | | | | |
| ***Total*** | | **40,890** | **256,980** | **297,870** | **146,270** |
| **Expenditure** | 4 | | | | |
| **Expenditure on:** | | | | | |
| Raising funds | | 32 | 312 | **345** | 4,683 |
| Charitable activities | | 11,488 | 174,556 | **186,044** | 124,176 |
| ***Total*** | | **11,521** | **174,868** | **186,389** | **128,859** |
| **Net income/(expenditure)** | | 29,369 | 82,112 | 111,481 | 17,411 |
| | | | | | |
| **Transfers between funds** | | (19,392) | 19,392 | | |
| ***Net movement in funds*** | | **9,977** | **101,504** | **111,481** | **17,411** |
| ***Reconciliation of funds:*** | | | | | |
| Total funds brought forward | | 65,312 | 51,098 | 116,410 | 98,999 |
| ***Total funds carried forward*** | | **75,289** | **152,602** | **227,891** | **116,410** |

| Charity Name: | Damilola Taylor Trust | Charity No | 1087597 |
|---|---|---|---|
| | | Company No | 4219111 |

## Section B Balance sheet

| | Notes | Unrestricted funds | Restricted income funds | Total this year | Total last year 2020 |
|---|---|---|---|---|---|
| **Current assets** *All in £* | | | | | |
| **Debtors** | 7 | 38 | 35,000 | **35,038** | 225 |
| **Cash at bank and in hand** | 8 | 79,627 | 158,928 | **238,554** | 141,170 |
| ***Total current assets*** | | **79,664** | **193,928** | **273,592** | **141,395** |
| **Creditors: amounts falling due within one year** | 9 | 4,376 | 20,325 | **24,701** | 8,985 |
| ***Net current assets/(liabilities)*** | | **75,289** | **173,603** | **248,891** | **132,410** |
| ***Total assets less current liabilities*** | | **75,289** | **173,603** | **248,891** | **132,410** |
| **Provisions for liabilities** | 10 | | 21,000 | **21,000** | 16,000 |
| ***Total net assets*** | | **75,289** | **152,603** | **227,891** | **116,410** |
| **Funds of the Charity** | 11 | | | | |
| **Restricted income Funds** | | | 152,602 | **152,602** | 51,098 |
| **Unrestricted Funds** | | 75,289 | | **75,289** | 65,312 |
| **Total Funds** | | **75,289** | **152,602** | **227,891** | **116,410** |

*The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime and in accordance with FRS 102 SORP.*

Signed by trustee/director on behalf of all the trustees/directors

| Signed | Date 11/02/2022 |
|---|---|
| Richard Taylor OBE | |

Signature of director authenticating accounts being sent to Companies House

| Signed | Date 11/02/2022 |
|---|---|
| Dr Olugbenga Coker | |

## Section C Notes to the accounts

Note 1 **Basis of preparation**

***This section should be completed by all charities.***

**1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.
The accounts have been prepared in accordance with:

| | |
|---|---|
| • the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 | ✓ |
| • the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) | ✓ |

• and with the Charities Act 2011.

| | |
|---|---|
| The charity constitutes a public benefit entity as defined by FRS 102. | ✓ |

**1.2 Going concern**

| | |
|---|---|
| An explanation as to those factors that support the conclusion that the charity is a going concern; | ***Not applicable*** |
| Disclosure of any uncertainties that make the going concern assumption doubtful; | ***Not applicable*** |
| Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern. | ***Not applicable*** |

**1.3 Change of accounting policy**

The accounts present a true and fair view and no changes have been made to the accounting policies adopted in note {2}.

| | |
|---|---|
| Yes | ✓ |
| No | |

***Please disclose:***

| | |
|---|---|
| ***(i) the nature of the change in accounting policy;*** | |
| ***(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and*** | |
| ***(iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS102 SORP.*** | |

**1.4 Changes to accounting estimates**

No changes to accounting estimates have occurred in the reporting period (3.46 FRS102 SORP).

| | | |
|---|---|---|
| Yes | ✓ | |
| No | | |

***Please disclose:***

| | |
|---|---|
| ***(i) the nature of any changes;*** | N/a |
| ***(ii) the effect of the change on income and expense or assets and liabilities for the current period; and*** | N/a |
| ***(iii) where practicable, the effect of the change in one or more future periods.*** | N/a |

**1.5 Material prior year errors**

No material prior year error has been identified in the reporting period (3.47 FRS102 SORP) details of which are given below.

| | | |
|---|---|---|
| Yes | ✓ | |
| No | | |

**Note 2 Accounting policies**

***This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.***

**2.2 INCOME**

| | | | | |
|---|---|---|---|---|
| **Recognition of income** | These are included in the Statement of Financial Activities (SoFA) when:<br>• the charity becomes entitled to the resources;<br>• it is more likely than not that the trustees will receive the resources;<br>• the monetary value can be measured with sufficient reliability. | Yes<br>✓ | No | N/a |
| **Offsetting** | There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102. | Yes<br>✓ | No | N/a |
| **Grants and donations** | Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP). | Yes<br>✓ | No | N/a |
| | In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP). | Yes<br>✓ | No | N/a |
| **Government grants** | The charity has received government grants in the reporting period | Yes<br>✓ | No | N/a |
| **Tax reclaims on donations and gifts** | Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise. | Yes<br>✓ | No | N/a |
| **Contractual income and performance related grants** | This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions. | Yes<br>✓ | No | N/a |
| **Donated goods** | Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so. | Yes | No | N/a<br>✓ |

| | | Yes | No | N/a |
|---|---|---|---|---|
| | The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution. | | | ✓ |
| | Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'. | | | ✓ |
| | Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable. | | | ✓ |
| | Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable. | ✓ | | |
| **Donated services and facilities** | Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably. | ✓ | | |
| | Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA. | ✓ | | |
| **Support costs** | The charity has incurred expenditure on support costs. | ✓ | | |
| **Volunteer help** | The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report. | ✓ | | |
| **Income from interest, royalties and dividends** | This is included in the accounts when receipt is probable and the amount receivable can be measured reliably. | ✓ | | |
| **Income from membership subscriptions** | Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies. | | | ✓ |

| | | Yes | No | N/a |
|---|---|---|---|---|
| | Membership subscriptions which give a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities. | | | ✓ |
| **Settlement of insurance claims** | Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA. | | | ✓ |
| **Investment gains and losses** | This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year. | | | ✓ |

## 2.3 EXPENDITURE AND LIABILITIES

| | | Yes | No | N/a |
|---|---|---|---|---|
| **Liability recognition** | Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. | ✓ | | |
| **Governance and support costs** | Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. | ✓ | | |
| | Support costs include functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg HR costs by the time spent and other costs by their usage. | ✓ | | |
| **Grants with performance conditions** | Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output. | ✓ | | |
| **Grants payable without performance conditions** | Where there are no conditions attaching to the grant that enables the charity to realistically avoid the commitment, a liability for the full funding obligation is recognised. | ✓ | | |
| **Redundancy cost** | The charity made no redundancy payments during the reporting period. | | | ✓ |
| | Where terms and conditions of grant have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. | ✓ | | |

| | | |
|---|---|---|
| **Deferred income** | Where terms and conditions of grant have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. | Yes ✓ / No / N/a |
| **Creditors** | The charity has creditors which are measured at settlement amounts less any trade discounts | Yes ✓ / No / N/a |
| **Provisions for liabilities** | A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date | Yes ✓ / No / N/a |

## 2.4 ASSETS

| | | |
|---|---|---|
| **Tangible fixed assets for use by charity** | These are capitalised if they can be used for more than one year, and cost at least | £400 |
| | They are valued at cost. | Yes ✓ / No / N/a |
| | The depreciation rates and methods used are disclosed in notes to the accounts | |
| **Debtors** | Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received. | Yes ✓ / No / N/a |

**Note 3 Income**

| | Analysis of income | Unrestricted funds | Restricted income funds | Total funds | Prior year |
|---|---|---|---|---|---|
| | | All in £ | | | |
| **Donations and legacies:** | Donations and gifts | 35,890 | | **35,890** | 10,251 |
| | Donated goods, facilities and services | | | | |
| | **Total** | **35,890** | | **35,890** | **10,251** |
| **Charitable activities:** | I am Change CSSD - BBC Children in Need & YFF | | 70,000 | **70,000** | |
| | I am Change Online - City Bridge Trust Covid-19 grant | | 50,000 | **50,000** | |
| | I am Change online - National Lottery Covid-19 grant | | 49,980 | **49,980** | |
| | Career Pathway Programme for Schools -Young Londoners Fund | | 48,000 | **48,000** | 24,000 |
| | Hope 2020 Campaign | 5,000 | 22,000 | **27,000** | 9,900 |
| | Life Skills Training & Mentoring - Home Office Comm. fund: Covid-19 | | 14,000 | **14,000** | 30,000 |
| | Early intervention project -BBC Children in Need | | 3,000 | **3,000** | |
| | Life Skills Training & Mentoring - MOPAC Seed Fund grant | | | | 39,437 |
| | Career Pathway Programme for Schools -Worshipful Company of Weavers grant | | | | 30,000 |
| | Career Search and Skills Development (The Co-op) | | | | **2,682** |
| | **Total** | **5,000** | **256,980** | **261,980** | **136,019** |
| **Total Income** | | **40,890** | **256,980** | **297,870** | **146,270** |

**Other information:**

| | |
|---|---|
| **All income in the prior year was unrestricted except for:** | £39,437 MOPAC Seed Fund LSTM; £30,000 Home Office LSTM; £30,000 Weavers Company Career Pathway Programme for Schools (CPPFS); £24,000 Young Londoners Fund CPPFS; £9,900 The National Lottery Youth Filming; £2,682 Career Search and Skills Development (The Co-op). |

**Note 4 Expenditure**

| | Analysis of expenditure | Unrestricted funds | Restricted funds | Endowment funds | Total funds | Prior year |
|---|---|---|---|---|---|---|
| **Expenditure on raising funds:** | Incurred seeking donations | 32 | 312 | | **345** | 263 |
| | Incurred seeking grants | | | | | 4,158 |
| | Advertising, marketing, and publicity | | | | | 262 |
| | **Total expenditure on raising funds** | **32** | **312** | | **345** | **4,683** |
| **Expenditure on charitable activities** | I am Change Online Programme | | 68,886 | | **68,886** | |
| | Hope 2020 Campaign | | 32,755 | | **32,755** | 7,581 |
| | Career Pathway Programme for Schools | | 24,628 | | **24,628** | 20549 |
| | I am Change CSSD | | 20,903 | | **20,903** | 27,462 |
| | Home Office: Life Skills Training & mentoring | | 13,819 | | **13,819** | 21705 |
| | MOPAC -Life skills training & mentoring | | 8,501 | | **8,501** | 28,772 |
| | Youth filming | | 5,063 | | **5,063** | |
| | Community support | 11,488 | | | **11,488** | 4,581 |
| | Development project TNL | | | | | 12,290 |
| | Damilola Taylor Library -Lagos State | | | | | 1,236 |
| | **Total exp. on charitable activities** | **11,488** | **174,556** | | **186,044** | **124,176** |
| **Total** | **Total expenditure** | **11,521** | **174,868** | | **186,389** | **128,859** |

**Other information:**

**Analysis of expenditure on charitable activities**

| **Activity or programme** | **Activities undertaken directly** | **Grant funding of activities** | **Support Costs** | **Total this year** | ***Total prior year 2020*** |
|---|---|---|---|---|---|
| | ***All in £*** | | | | |
| I am Change Online Programme | 56,898 | | 11,988 | **68,886** | |
| Hope 2020 Campaign | 27,000 | | 5,755 | **32,755** | **7,581** |
| Career Pathway Programme for Schools | 20,275 | | 4,353 | **24,628** | **20,549** |
| I am Change CSSD | 17,193 | | 3,710 | **20,903** | **27,463** |
| Home Office: Life skills training & mentoring | 11,400 | | 2,419 | **13,819** | **21,705** |
| MOPAC -Life skills training & mentoring | 7,000 | | 1,501 | **8,501** | **28,772** |
| Youth Filming | 4,120 | | 943 | **5,063** | |
| Community support | 9,437 | | 2,051 | **11,488** | **4,581** |
| Development project TNL | | | | | **12,290** |
| Damilola Taylor Library -Lagos State | | | | | **1,236** |
| **Total** | **153,323** | | **32,721** | **186,044** | **124,177** |

**Prior year expenditure on charitable activities can be analysed as follows:**

| Activity or programme | Activities undertaken directly | Grant funding of activities | Support Costs | Total Prior year 2020 |
|---|---|---|---|---|
| | ***All in £*** | | | |
| MOPAC -Life skills training & mentoring | 23,598 | | 5,174 | 28,772 |
| Career Search and Skills Development | 22,572 | | 4,891 | 27,463 |
| Home Office: Life Skills Training & mentoring | 17,802 | | 3,903 | 21,705 |
| Career Pathway Programme for Schools | 16,834 | | 3,715 | 20,549 |
| Development project TNL | 10,075 | | 2,215 | 12,290 |
| Hope 2020 Campaign/DTML | 6,219 | | 1,362 | 7,581 |
| Community support | 3,500 | 200 | 881 | 4,581 |
| Damilola Taylor Library -Lagos State | 1,000 | | 236 | 1,236 |
| **Total** | **101,600** | **200** | **22,377** | **124,176** |

**Note 5 Support Costs**

| Support costs apportioned | I am Change online Programme | Hope 2020 Campaign | Career Pathway Programme for Schools | I am Change CSSD (BBC CIN/YFF) | Home Office Covid -19 | MOPAC & HO Comm. Seed Fund | Youth filming project | Community Support | Raising Funds | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| Finance & management | 7,649 | 3,630 | 2,726 | 2,311 | 1,532 | 941 | 554 | 1,269 | 29 | **20,640** |
| Communication | 2,431 | 1,154 | 866 | 735 | 487 | 299 | 176 | 403 | 9 | **6,561** |
| Governance | 1,326 | 629 | 472 | 401 | 266 | 163 | 96 | 220 | 5 | **3,578** |
| Printing, insurance & sundries | 457 | 217 | 163 | 138 | 91 | 56 | 33 | 76 | 2 | **1,232** |
| Volunteers' expenses | 126 | 126 | 126 | 126 | 42 | 42 | 84 | 84 | 84 | **839** |
| **Total support costs** | **11,988** | **5,755** | **4,353** | **3,710** | **2,419** | **1,501** | **943** | **2,051** | **129** | **32,850** |

Support costs include functions undertaken to enable the charity perform its activities effectively and have been apportioned to those activities on bases consistent with the use of resources. Finance & Management, Communication, Governance, Printing insurance & sundries - direct resource spend; Volunteers expenses, time spent on activity.

**Note 6 Details of certain types of expenditure**

**Note 6.1 Fees for examination of the accounts**

| | This year £ | Last year £ |
|---|---|---|
| **Independent examiner's fees** | **1,085** | **1,051** |

**Note 7 Debtors and prepayments**

| **7.1 Analysis of debtors** | **This year £** | **Last year £** |
|---|---|---|
| **Prepayments and accrued income** | | 188 |
| **Other debtors** | 35,038 | 38 |
| **Total** | **35,038** | **7,480** |

| **Note 8 Cash at bank and in hand** | **This year £** | **Last year £** |
|---|---|---|
| **Cash at bank and in hand** | 238,554 | 141,170 |
| **Total** | **238,554** | **141,170** |

| **Note 9 Creditors and accruals** | **Amounts falling due within one year** | |
|---|---|---|
| **9.1 Analysis of creditors** | **This year £** | **Last year £** |
| **Trade creditors** | 12,348 | 5518 |
| **Accruals and deferred income** | 12,353 | 3,468 |
| **Total** | **24,701** | **8,986** |

**10. Provision for liabilities and charges**

| | This year £ | Last year £ |
|---|---|---|
| **Delivery of projects interrupted by the COVID -19 which will be delivered once they have been adapted for online/remote delivery or in settings where social distancing requirements can be complied with.** | **21,000** | **16,000** |

**10.1 Movements in recognised provisions and funding commitment during the period**

| | This year £ | Last year £ |
|---|---|---|
| **Balance at the start of the reporting period** | 16,000 | |
| **Amounts added in current period** | 10,000 | 16,000 |
| **Amounts charged against the provision in the current period** | (5,000) | |
| **Balance at the end of the reporting period** | **21,000** | **16,000** |

## Note 11. Charity Funds

## 11.1 Details of material funds held and movements during the CURRENT reporting period

** Key: R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

| Fund names | Type* | Purpose and Restrictions | Balances brought forward | Income | Expenditure | Transfers | Balances carried forward |
|---|---|---|---|---|---|---|---|
| I am Change Online Programme - City Bridge Trust & NLF | R | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to access gainful employment, following the Covid-19 health crisis. | | 99,980 | 68,886 | | **31,094** |
| MOPAC: Life Skills Training & Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | 12,615 | | 8,501 | | **4,113** |
| Home Office: Life Skills Training and Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high-risk inner-city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | 8,295 | 14,000 | 13,819 | | **8,476** |
| Hope 2020 Campaign | R | Advocacy activity to keep the issue of knife crime and its destructive impact on the life chances of youths in inner cities on the public agenda, to influence policy on protecting YP | (3,450) | 22,000 | 33,067 | 14,517 | |
| I am Change Career Search and Skills Development -BBC CIN & Youth Futures Foundation | R | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to make the transition from formal education to stable employment, following the Covid-19 health crisis. | | 70,000 | 20,903 | | **49,097** |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Development grant, Big Lottery fund | R | To establish structures and processes to bring YP voice into the heart of the Trust's decision making, programme development and implementation. | 188 | | | (188) | |
| Early intervention project (Children in Need) | R | Supporting YP at risk of violence or crime to develop personal, social and self-management skills. | | 3,000 | | | **3,000** |
| Career Pathway Programme for Schools | R | To provide tailored support to pupils who are at risk of/ have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers | 33,450 | 48,000 | 24,628 | | **56,822** |
| Youth Filming - National Lottery Community Fund funded | R | Support young people using film-making and its process as a medium for engaging them and encouraging their collective participation in examining, developing and getting involved in implementing responses to their local community's need | | | 5,063 | 5063 | |
| DTML, Community Support Damilola Taylor Library (Lagos) | UR | Activities to support development of YP from disadvantaged backgrounds; other activities that further the objects of the Trust as determined by trustees. | 65,312 | 40,890 | 11,521 | (19,392) | **75,289** |
| **Total funds** | | | **116,410** | **297,870** | **186,389** | | **227,891** |

**11.2 Details of material funds held and movements during the PRIOR reporting period**

** Key: R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

| Fund names | Type* | Purpose and Restrictions | Balances brought forward | Income | Expenditure | Transfers | Balances carried forward |
|---|---|---|---|---|---|---|---|
| MOPAC: Life Skills Training & Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high- risk inner- city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | 1,950 | 39,437 | 28,772 | | **12,615** |
| Home Office: Life Skills Training and Mentoring | R | To educate YP and parents about the factors that drive the evolution of youth violence and knife crime in high- risk inner- city environments, equipping participants with strategies on how to access support and build resilience against been lured into crime. | | 30,000 | 21,705 | | **8,295** |
| Hope 2020 Campaign/ DTML | R | Advocacy activity to keep the issue of knife crime and its destructive effect on the life chances of youths in inner cities on the public agenda, to influence policy on protecting YP | (5,769) | 9,900 | 7,581 | | **(3,450)** |
| Career Search and Skills Development | R | To provide tailored support to YP aged 17-25 with little or no work experience so that they can improve their employability skills to be able to make the transition from formal education to stable employment. | 21,947 | 2,682 | 27,462 | 2,833 | |
| Development grant, Big Lottery fund (cost of raising funds) | R | To establish structures and processes to bring YP voice into the heart of the Trust's decision making, programme development and implementation. | 16,713 | | 13,692 | (2,833) | **188** |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Early intervention project (Children in Need) | R | Supporting YP at risk of violence or crime to develop personal, social and self-management skills. | 3,000 | | 3,000 | | |
| Career Pathway Programme for Schools | R | To provide tailored support to pupils who are at risk of/ have engaged in criminal activity to engage fully in education and commence on a journey towards professional careers | | 54,000 | 20,550 | | **33,450** |
| Unrestricted funds: Damilola Taylor Memorial Lectures, Community support, Damilola Taylor Library Lagos | UR | Activities to support development of YP from disadvantaged backgrounds; other activities that further the objects of the Trust as determined by trustees. | 61,159 | 10,251 | 6,098 | | **65,312** |
| **Total funds** | | | **99,000** | **146,270** | **128,860** | | **116,410** |

**Note 12 Transactions with trustees and related parties**
**12.1 Trustee remuneration and benefits**

| | |
|---|---|
| **None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False)** | **TRUE** |

**12.2 Trustees' expenses**

| | |
|---|---|
| **No trustee expenses have been incurred (True or False)** | ***FALSE*** |

| **Type of expenses reimbursed** | **This year** | **Last year** |
|---|---|---|
| | **£** | **£** |
| DBS Check | **839** | |
| Travel | | 233 |
| Subsistence | | 132 |
| Meeting costs | | 47 |
| **Total** | **839** | **412** |

| | |
|---|---|
| Number of trustees reimbursed for expenses or who had expenses paid by the charity | 3 |

[i] The impact of Covid-19 on education A summary of evidence on the early impacts of lockdown. https://www.edge.co.uk/documents/92/covid-19_report_final_-_web_7C24k6R.pdf

[ii] People Management (2020) Three in five organisations have stopped recruiting apprentices due to COVID-19 survey says 19. https://www.peoplemanagement.co.uk/news/articles/three-five-organisations-stopped

[iii] Employees under 15 are 2.5 more likely than other age groups to work in a sector that was unable to operate due to Covid-19. https://www.ifs.org.uk/publications/14791

[iv] Covid-19 and Youth Employment. https://www.bitc.org.uk/wp-content/uploads/2020/07/bitc-factsheet-employmentcovid19andyouthemployment-june20.pdf

[v] Concerns Over Students Mental Health: New Research. https://www.youthemployment.org.uk/concerns-over-students-mental-health-new-research