

**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 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

<i>Ethnicity</i>	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

<i>Gender</i>	HAP	HCACP	Cohort
Male	11	5	16
Female	11	13	24
Sub-total	22	18	40
<i>Participant starts and completions</i>	HAP	HCACP	Cohort
Participant starts	22	18	40
Participant completions	22	17	39

<i>Attendance</i>	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
<i>Average attendance</i>		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



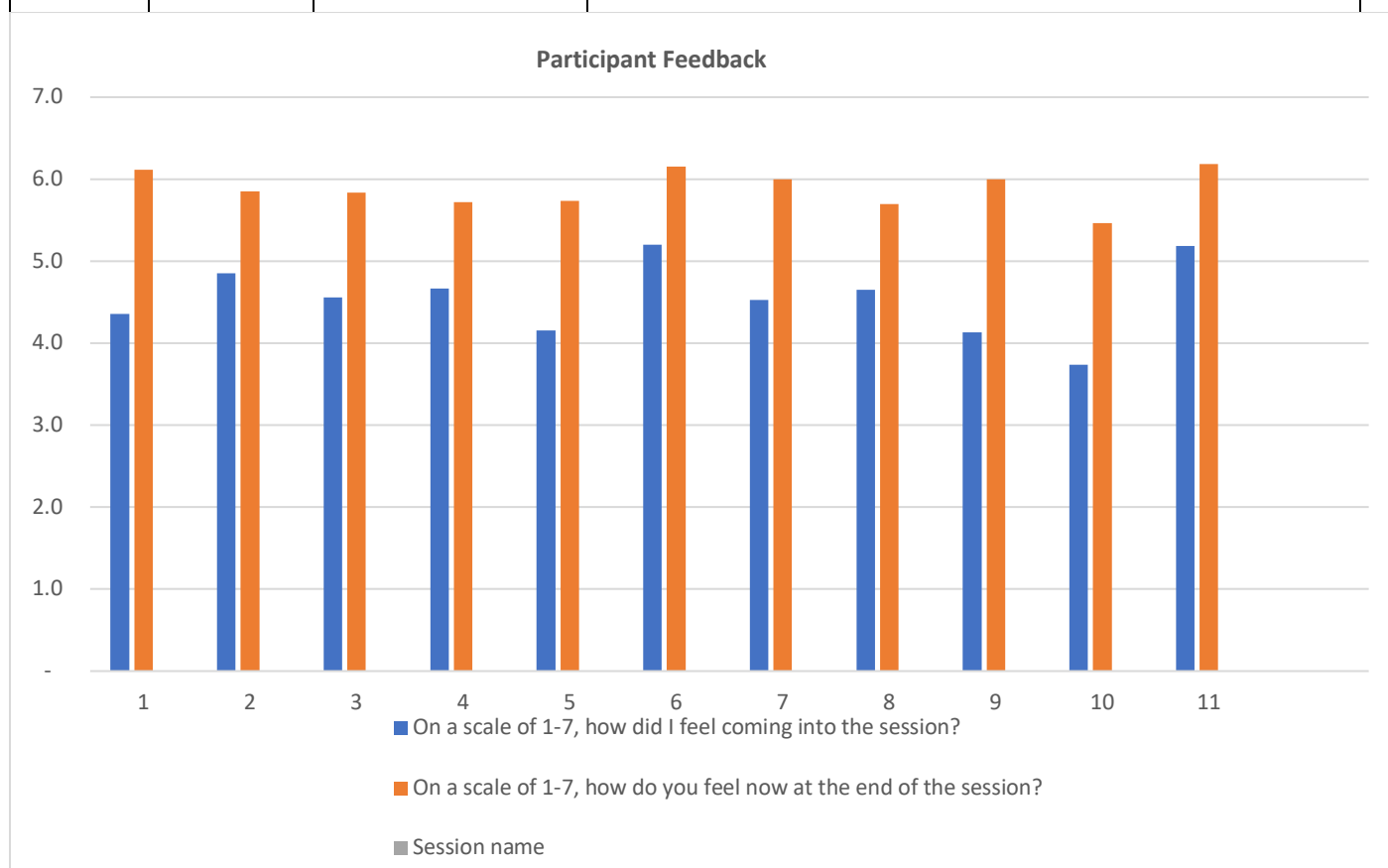
Class of 2022 CPPFS Autumn Graduation

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	-	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
<i>Performance band</i>	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 2023. 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.

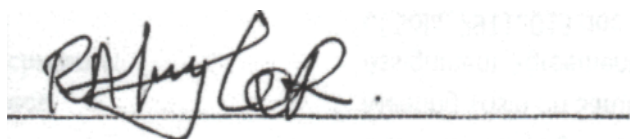
Reporting Accountants

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

A handwritten signature in dark ink, appearing to read 'Richard Taylor', is written over a horizontal line. The signature is stylized and cursive.

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)

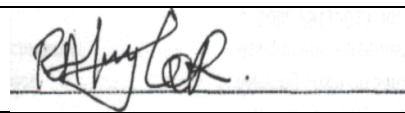
Recommended categories by activity	Notes	Unrestricted funds	Restricted income funds	Total funds	Prior year funds
------------------------------------	-------	--------------------	-------------------------	-------------	------------------

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
- ☐ 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	<input type="checkbox"/>
No	<input type="checkbox"/>

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	<input type="checkbox"/>
No	<input type="checkbox"/>

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: <ul style="list-style-type: none">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.	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
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.	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
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).	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
	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).	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Government grants	The charity has received government grants in the reporting period	Yes	No	N/a
		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.	Yes	No	N/a
		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.	Yes	No	N/a
		ü		
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
				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.	Yes	No	N/a
				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'.	Yes	No	N/a
				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.	Yes	No	N/a
				ü
	Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.	Yes	No	N/a
		ü		
		Yes	No	N/a

Donated services and facilities	<p>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.</p> <p>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.</p>	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a	Ü			Yes	No	N/a
Ü														
Yes	No	N/a												
Ü														
Yes	No	N/a												
Support costs	The charity has incurred expenditure on support costs.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
Yes	No	N/a												
Income from membership subscriptions		<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
Yes	No	N/a												
	<p>Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.</p> <p>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.</p>	<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
Yes	No	N/a												
Settlement of insurance claims		<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
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.	<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table border="1"> <tr><td></td><td></td><td></td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>				Ü					
Ü											
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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	Ü					
Yes	No	N/a									
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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	Ü					
Yes	No	N/a									
Ü											
Redundancy cost	The charity made no redundancy payments during the reporting period.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td></td><td></td><td>Ü</td></tr> </table>	Yes	No	N/a			Ü			
Yes	No	N/a									
		Ü									
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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	Ü					
Yes	No	N/a									
Ü											
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	Ü					
Yes	No	N/a									
Ü											
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	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	Ü					
Yes	No	N/a									
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	<table border="1"> <tr><td colspan="3">£400</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>	£400			Yes	No	N/a	Ü		
£400											
Yes	No	N/a									
Ü											
	They are valued at cost.										
	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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	Ü					
Yes	No	N/a									
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	Restricted funds	Total funds	Prior year
		All in £			
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

Independent examiner's fees

This year	Last year
1,100	1,169

Note 7 Debtors and prepayments

7.1 Analysis of debtors

Trade debtors

Prepayments and accrued income

Total

This year Last year

£	£
5,000	71,943
400	202
5,400	72,145

Note 8 Cash at bank and in hand

Cash at bank and in hand

Total

This year	Last year
169,273	196,512
169,273	196,512

Note 9 Creditors and accruals

9.1 Analysis of creditors

Trade creditors

Accruals and deferred income

Total

Amounts falling due within one year	
This year	Last year
1,800	
3,300	3,858
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

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**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

<i>Ethnicity</i>	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

<i>Gender</i>	HAP	HCACP	Cohort
Male	11	5	16
Female	11	13	24
Sub-total	22	18	40
<i>Participant starts and completions</i>	HAP	HCACP	Cohort
Participant starts	22	18	40
Participant completions	22	17	39

<i>Attendance</i>	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
<i>Average attendance</i>		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



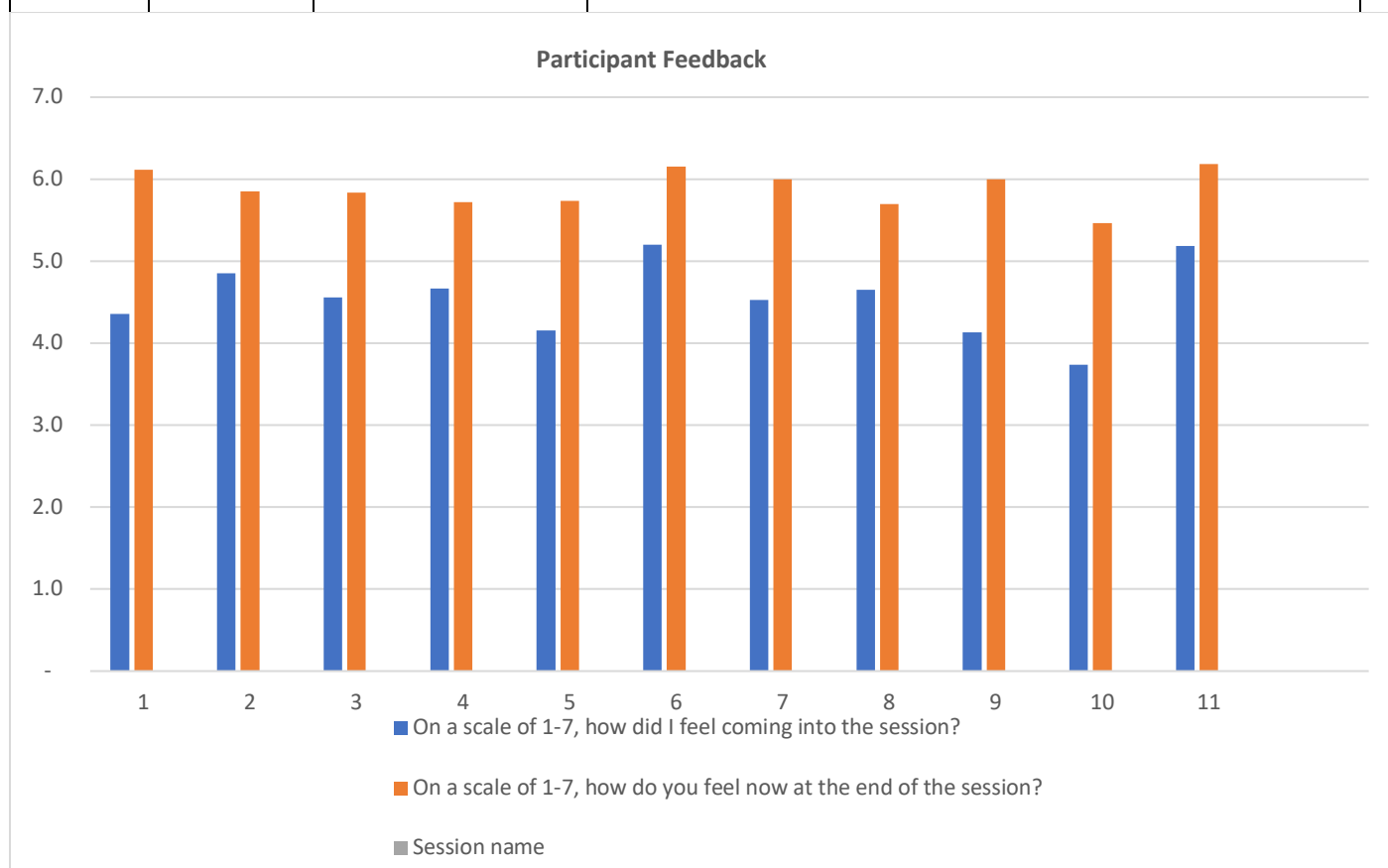
Class of 2022 CPPFS Autumn Graduation

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	-	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
<i>Performance band</i>	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 2023. 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.

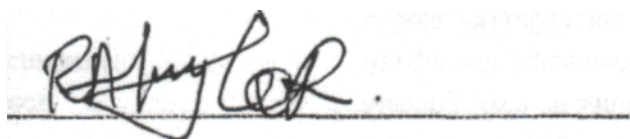
Reporting Accountants

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

A handwritten signature in dark ink, appearing to read 'Richard Taylor', is written over a horizontal line. The signature is stylized and cursive.

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)

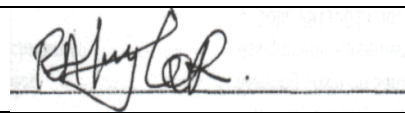
Recommended categories by activity	Notes	Unrestricted funds	Restricted income funds	Total funds	Prior year funds
------------------------------------	-------	--------------------	-------------------------	-------------	------------------

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
- ☐ 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	<input type="checkbox"/>
No	<input type="checkbox"/>

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	<input type="checkbox"/>
No	<input type="checkbox"/>

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: <ul style="list-style-type: none">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.	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
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.	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
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).	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
	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).	<table><tr><td>Yes</td><td>No</td><td>N/a</td></tr><tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Yes	No	N/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	N/a						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Government grants	The charity has received government grants in the reporting period	Yes	No	N/a
		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.	Yes	No	N/a
		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.	Yes	No	N/a
		ü		
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
				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.	Yes	No	N/a
				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'.	Yes	No	N/a
				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.	Yes	No	N/a
				ü
	Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.	Yes	No	N/a
		ü		

Yes No N/a

Donated services and facilities	<p>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.</p> <p>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.</p>	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a	Ü			Yes	No	N/a
Ü														
Yes	No	N/a												
Ü														
Yes	No	N/a												
Support costs	The charity has incurred expenditure on support costs.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
Yes	No	N/a												
Income from membership subscriptions		<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
Yes	No	N/a												
	<p>Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.</p> <p>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.</p>	<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
Yes	No	N/a												
Settlement of insurance claims		<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
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.	<table> <tr><td></td><td></td><td>Ü</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>			Ü	Yes	No	N/a						
		Ü												
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table> <tr><td>Ü</td><td></td><td></td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> </table>	Ü			Yes	No	N/a						
Ü														
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.	<table border="1"> <tr><td></td><td></td><td></td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>				ü					
ü											
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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	ü					
Yes	No	N/a									
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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	ü					
Yes	No	N/a									
ü											
Redundancy cost	The charity made no redundancy payments during the reporting period.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td></td><td></td><td>ü</td></tr> </table>	Yes	No	N/a			ü			
Yes	No	N/a									
		ü									
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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	ü					
Yes	No	N/a									
ü											
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	ü					
Yes	No	N/a									
ü											
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	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	ü					
Yes	No	N/a									
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	<table border="1"> <tr><td colspan="3">£400</td></tr> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>	£400			Yes	No	N/a	ü		
£400											
Yes	No	N/a									
ü											
	They are valued at cost.										
	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.	<table border="1"> <tr><td>Yes</td><td>No</td><td>N/a</td></tr> <tr><td>ü</td><td></td><td></td></tr> </table>	Yes	No	N/a	ü					
Yes	No	N/a									
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.
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Note 4 Expenditure

	Analysis of expenditure	Unrestricted funds	Restricted funds	Total funds	Prior year
		All in £			
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

Independent examiner's fees

This year	Last year
1,100	1,169

Note 7 Debtors and prepayments

7.1 Analysis of debtors

Trade debtors

Prepayments and accrued income

Total

This year	Last year
£	£
5,000	71,943
400	202
5,400	72,145

Note 8 Cash at bank and in hand

Cash at bank and in hand

Total

This year	Last year
169,273	196,512
169,273	196,512

Note 9 Creditors and accruals

9.1 Analysis of creditors

Trade creditors

Accruals and deferred income

Total

Amounts falling due within one year	
This year	Last year
1,800	
3,300	3,858
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