

**SAFE NEW FUTURES**  
**(REGISTERED NUMBER : 4189876)**

**ANNUAL REPORTS AND UNAUDITED ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021**

The Trustees present their report and accounts for the year ended 31 March 2020. The Trustees are also appointed as directors of the incorporated charity.

Charity number: 1088357

Company registration number: 4189876

Directors / trustees:	A Scammell	(Chairman)
	S Nicholls	
	A Smith	
	S Giles	(appointed 2 December 2020)
	A Henry	(appointed 2 December 2020)
	N Strong	(resigned 2 December 2020)

Company Secretary: S Nicholls

Principal / registered address: 29 Carlton Crescent,  
Southampton,  
Hampshire,  
SO15 2EW

Independent examiners: Knight Goodhead Limited  
7 Bournemouth Road  
Chandler's Ford, Eastleigh  
SO53 3DA

Bankers: Lloyds TSB  
63 London Road  
Southampton  
SO15 2US

#### **Objectives:**

1. To relieve poverty for the public benefit, primarily through training and support of unemployed people facing multiple barriers to work including mental health conditions such as anxiety and depression.
2. To advance education for the public benefit by delivering group training and individual coaching to develop individual capabilities competences, skills and understanding.
3. To advance citizenship and community development for the public benefit by training volunteers and voluntary sector organisation to deliver training programmes to communities in areas of multiple deprivation.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Governing document**

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 29 March 2001 and registered as a charity on 10 September 2001.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

#### **Recruitment and appointment of trustees**

The Articles of Association has established a policy that trustees undertake the role of company directors to manage the business of the charity by means of regular trustee meetings.

The organisation seeks to attract a board of trustees, which collectively demonstrates a diversity of experience and skills and to this end individuals with requisite capabilities are approached to offer themselves for election to the board.

Existing trustees are subject to retirement by rotation but can be re-appointed if the position they have vacated has not been filled.

#### **Trustee induction and training**

Most trustees are already familiar with the practical work of the charity, having been encouraged to attend the community-based courses run for the benefit of candidates.

New trustees are issued with an information pack including a Trustee Board Mandate, Trustee Board member role definition, a job description, Memorandum and Articles of Association, annual accounts, previous minutes and an introduction to Safe New Futures to understand their legal obligations and familiarise themselves with the organisation and the context in which it operates.

#### **Risk management**

A risk review is conducted to manage the risks faced by the organisation. The major risks identified include IT, staffing, financial and liability claims. The risks and the appropriate response systems are incorporated into the annual planning. In addition, each new project plan has an analysis of risk incorporated into the project plan.

Policies and procedures have been put in place to ensure compliance in the following:

- Organisational - including health & safety and equality & diversity.
- Client contact – including safeguarding, confidentiality and complaints.
- Staffing - including grievance, disciplinary, recruitment and appraisal.

A quality management approach has been implemented, to ensure consistent quality of delivery for all operational aspects. Quality is achieved by design, in terms of the course-manual and prescribed programme, plus the training and accreditation of new facilitators. There is an audit and inspection system which includes monitoring the learning outcomes, observing the quality of the teaching, and evaluating the management of the learning.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Organisational structure**

The Board of Trustees meet a minimum of four times per annum and are responsible for the strategic direction and policy of the charity. The Chief Executive Officer also attends the trustee meetings but has no voting rights.

A scheme of delegation is in place and day to day responsibility for the provision of services rests with the chief executive officer.

#### **Activities in pursuance of objectives**

##### **Needs analysis**

Society is facing epidemic levels of emotional and behavioural difficulties. The anxiety level of an average child today is the same as a psychiatric patient in the 1950s. Anxiety and depression is much more prevalent in areas of deprivation. Twenty years' experience of delivering programmes and listening to the needs of participants has given us an understanding of the needs they face. Participants face multiple complex barriers, including behavioural and emotional difficulties, very long-term unemployment, addictions, anxiety and depression, eating disorders, lack of confidence and very low self-esteem.

##### **The solution**

Underlying these issues are core beliefs including feelings of worthlessness, no hope of change, no sense of purpose, and lack of belonging. These beliefs must be addressed to overcome people's barriers. Change in thinking leads to change in behaviour. The New Futures course has been specially designed for this. It is a vocational CBT course.

Vocational elements include identifying strengths, contribution, goal setting and intrinsic motivation. CBT elements include overcoming barriers, healthy thinking and being empowered. The course elements include relatedness, group work and being treated with dignity. The new Futures programmes result in significant increase in self-efficacy, confidence and resilience which is the key to long term change of behaviour.

#### **Challenges, Activities, Achievements and Performance**

##### **Challenges:**

The key challenge for all organisations from April 2020 to March 2021, was the Covid 19 pandemic and subsequent lockdown restrictions.

In the week prior to the first lockdown, we ensured that all staff and facilitators had the ability to work effectively at home, to ensure a seamless service to clients. We then immediately carried out a complete turnaround to an optimised online blended learning model.

One key charity success in 2020/2021 has been to embed the redesigned online blended learning programme. The successful transition from face-to-face to online delivery has seen psychological measures remaining consistent and outcomes into education, training or employment have held up.



## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

We still use and now post hard copy manuals to candidates, used during zoom sessions and the personal softphone 1:1 weekly catch up with each candidate. End of course certificates are also sent via mail.

We chose Zoom as our delivery vehicle in April 2020 because it offered a user-friendly breakout room facility so that candidates can continue to work in smaller subgroups for certain tasks.

We optimised our virtual delivery by transforming our materials, puzzles and learning games for online use.

All staff and facilitators whether employed, free-lance or volunteers, only use Safe New Futures (SNF) owned laptops at home to ensure safeguarding online compliance.

In addition:

- The acquisition and use of SurveyMonkey to complete candidates' psychological measures pre and post course has enabled us to monitor and demonstrate the continuing efficacy of our programmes. Collating and analysing all responses digitally has streamlined and made our administrative processes more efficient.
- The introduction of a Teachable online learning platform containing all programme modules, ensures that candidates can review learning or catch up on missed learning.
- The purchase and introduction of Softphones for facilitators and candidates to record personal 1:1 calls enables compliance with safeguarding and quality assurance.
- Additional laptops and internet access for candidates ensured that the most disadvantaged were able to access the sessions remotely.

Peer-to-peer group support where candidates identify with each other, no longer feel alone, forge strong bonds, empathise with and help each other has continued. The ability to see everyone's face, and even glimpse their home environment has created an openness and friendship as strong as when programmes were face-to-face.

Our new online format has enabled us to reach candidates who would not have had the self-confidence to join us for example at a face-to-face venue or who have anxiety about mixing with strangers or using public transport.

It has also given our candidate's greater skills in using IT, with access to zoom and the temporary use of laptops which in turn, increases their personal skills and employability.

Significantly, we can now reach out more widely across Hampshire, including Southampton, Portsmouth, Gosport, Havant, Fareham, the Isle of Wight, Basingstoke, Andover, Aldershot, Winchester and the New Forest. Individuals from some of these locations would have struggled to access our face-to-face courses but can now benefit from the programmes via digital means.

Our greatest challenge has been that our referrers, e.g., the Job Centre, Employment Support Organisations and other Charities stopped referring as they temporarily ceased engaging with clients. This impacted our course numbers and we had to work extra hard to recruit candidates.

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

#### Activities:

The Trustees consider that the following activities provide a public benefit in line with charity's objectives and the general guidance provided by the Charity Commission.

From April 2020 – March 2021 (our financial year), Trading as Safe New Futures, 19 New Futures programmes were carried out, reaching approximately 121 people who finished the course, as follows:

Southampton New Futures (National Lottery / Henry Smith)		
No. of course	Pre-course interviews	Finished candidates
8	93	48
Solent Youth New Futures (Quilter)		
6	62	46
Teens New Futures (Mainly, Awards for All, St James Place, HIWCF Ford, Edward Gostling)		
4	38	28
New Futures Solent Supporting Employment (HIWCF, European Social Fund)		
1	12	3

We have continued supporting vulnerable and isolated unemployed individuals from Southampton and across the Solent region. These people come to us from deprived backgrounds and are often struggling with mild to moderate mental health issues. This impacts negatively on their self-esteem and confidence and depletes their beliefs in themselves to engage again with employment and society more generally.

They lack aspiration, are crippled with anxiety, present with poor psychological resilience and coping as well as with depressive conditions. A large number come from difficult or traumatic relationships and have adverse lifestyles including poor diet, antisocial behaviours, prior offending records and are in financial crisis. Many too are lonely and isolated with impoverished support systems. They may also have histories of self-harm, eating disorders, drug and alcohol dependency disorders and other addictive pathologies.

***"Literally life changing! It's the best thing I've done and for the first time in a year I have felt structure to my life, and I feel clearer in my mind. I would definitely recommend."***  
***Lucy, Age 41***

The self-development training programmes take a group cognitive behavioural approach and use a blended learning style. As a result of our courses, candidates are facilitated with both psychological resilience support, employability skills and vocation learning. This helps candidates move forward in their lives making meaningful change by accessing work or further training complete with psychological capability to achieve and sustain this.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **COURSE ACTIVITY**

We have successfully provided:

- a. Eight new training courses for vulnerable unemployed people in Southampton
- b. Six new training courses for young people not in employment training or education
- c. Four training courses for teenagers
- d. One Solent Supporting Employment course

All courses ran for 2 days per week over a five-week period and followed our scientifically evidenced and successful Choices training programme which has been re-branded as the 'New Futures' Programme. This blends a group cognitive behavioural approach with pre-employment/vocational learning support. The courses were followed up with individual and group follow up workshops for five months after the five-week course finishes.

#### **New Futures online courses - April 2020 to April 2021**

People's mental health and resilience has been tested considerably by Covid\_19., with lockdowns inducing/increasing loneliness and isolation.

The reduction/removal of social support systems; loss/threat to jobs; general health anxiety; and reduction in general medical and mental health support significantly impacted our candidates. In particular, numbers attending were down on previous years. However, the 125 beneficiaries completing the course did so with results that compared very well to previous years.

We have continued to see improvements in people's lives with over 81% greater self-esteem, 71% improving in confidence, 77% in job search goals, 70% less depressed and 78% less anxious.

These results pay homage to the quality of the course resources and our ability to:

- a. pivot and respond appropriately and effectively to the new changed circumstances and
- b. employ and equip quality facilitators to deliver these resources.

Despite record highs in unemployment, we have still seen over 45% of candidates access employment and feel confident this figure will increase post-pandemic.

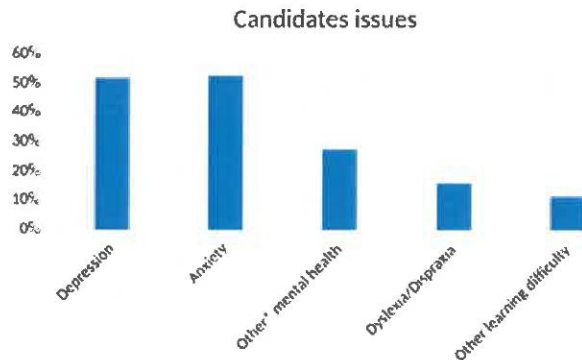
Many of our beneficiaries were even more impacted than normal with due to the Covid pandemic, with extra-multiple barriers to employment. Those who had been isolated & unwell for many years found themselves even more isolated. Agoraphobia, social anxiety and other mild to moderate mental health difficulties amongst our candidates were exacerbated and this was often preventing them from engaging with their communities or seeking work. The majority of our beneficiaries came from areas of multiple deprivation.

More than 60% declared a diagnosis of Depression and/or Anxiety on their initial referral forms although it was clear that many more struggled with a variety of mental health issues PTSD, Agoraphobia, OCD, Tourettes etc.

## SAFE NEW FUTURES

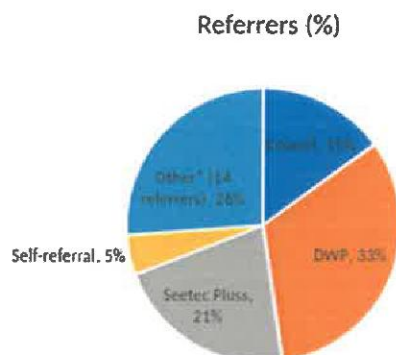
(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)



Examples of 'Other mental health' include agoraphobia, PTSD, Tourette's

Our main referrer is the Job Centre, and we were hit hard from April 2020, right the way through to March 2021 as the Job Centres stayed closed, providing support primarily to new claimants. Despite that, we still managed to obtain enough referrals to keep our courses running.



\* 'Other' referrers include: No Limits, Princes Trust, Community First

#### Achievements:

All candidates who attended our programmes of support engaged with the following activities:

##### A. Pre-course motivational interviews.

93 Southampton adults, 62 Solent youth, 38 teens and 12 Solent supporting Employment pre-course meetings were carried out.

These are delivered by the facilitators who will later run the course to introduce the candidates to the facilitators and initiate the foundations of the later facilitator-candidate relationship. Additionally, they relay information about the course and answer questions that candidates may have as well as determining if a candidate is suitable for a course in line with the support the course can offer. Ostensibly, the course is suitable for people with mild to moderate mental health conditions and as such those with severe mental health issues and severe behavioural problems are referred on to



## **SAFE NEW FUTURES**

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### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

other professionals for support. The pre course interviews endeavour to support the candidate's motivation to commit to the programme.

In many instances, as in previous years, these initial interviews act as interventions in themselves by helping candidates to reflect on their current situations, their wellbeing and consider their futures. By eliciting intrinsic motivation candidates engage more readily with the course feeling that they have a future that is worth working towards.

***"It is an opportunity for the facilitator to give the candidate a sense of hope, that positive change is possible and that we can help them begin a journey towards a better, more fulfilling life. Hopefully this helps motivate the candidate to join and actively participate on the course."***

***Michael, Lead Facilitator***

#### **B. Safe New Futures Training programmes.**

We are delighted that we doubled the number of training programmes compared to the previous year. We have carried out 19 online training programmes compared to 8 last year. Given the circumstances where many charities and most of our referrers significantly curtailed their services, it was a remarkable achievement.

All courses ran for 2 days per week over a five-week period and followed our scientifically evidenced and successful New Futures training Programme which has been re-branded as Southampton New Futures Programme. This blends a group cognitive behavioural approach with pre-employment/vocational learning support.

As such our sessions continue to use a mix of audio-visual film clips, presentations, whole group and small team challenges with activities that work well in break-out rooms and on the online platform. They are also accompanied with a 120-page workbook which is mailed in advance to candidates.

Each candidate uses this during the course and was able to keep this as a reference point post course. The workbook included key activities situated with the cognitive behavioural approach previously referenced including the main principles of personal strategies to overcome obstacles, a list of local organisations for support networks, self-promotion exercises, strengths statements and cognitive techniques to use when stressed.

We have continued to offer one-to-one coaching sessions throughout the programme. To be able to continue to do this, softphones have been installed on laptops so that these coaching conversations could be recorded for safeguarding purposes. These sessions embed the learning from the workshops and provide time and space for individuals to reflect and understand how the work we covered related specifically to them.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

***"Had confidence boost today. I've learned a bit more about myself & other people. The teamwork exercise was really good & helpful. It helped the ability to build confidence in public through talking to people in the group. It's good to see other people have problems too. You don't feel it's only you and your life sucks - it gives some perspective.", "I love your approach. You're not pushy, but slowly help people to open up and understand themselves., especially with the group rules which everyone understands and observes. I think you will help many people."***

***Mary, Age 34***

### **3. Follow Up Support**

Our programmes offer continuing training over a period of six months and each course is followed with three post course training days and individual follow up support. Generally, these days are carried out at one, three- and six-months post workshops.

All sessions give candidates an opportunity to continue to develop their skills and knowledge building from the original workshops as well as being able to reflexively continue to work towards their goals.

***"The course is really inspiring and gives you the confidence to get motivated again. It's thought provoking. Gets you out of a rut. It's also nice to have a laugh with people."***

***Liz, Age 57***

Furthermore, in a small number of cases where candidates have needed to adapt their initial goals, the post course training coupled with the skills developed through the workshops has allowed candidates the facility to be supported in adapting their goals so that they can achieve realistic outcomes in view of their own unique situations.

The emphasis throughout, however, remains on enabling and empowering candidates to be focussed and persistent in achieving their desired outcomes. We also provide IT and employability training where necessary to address any barriers to re-employment. These ongoing post course training days also provide an excellent platform to reinforce the learning objectives of the original workshops and bolster mental health resilience through the continuing cognitive behavioural approach.

***"I wish the course could go on for longer, it helps me with my motivation. I feel more able to get on with things. Goal setting was really useful. Now I am actually doing things rather than just thinking about it. I have opened an Etsy account. I Will produce more goods for account and sort out production area and I am going to do a school admin course via Reed."***

***Tracey, Age 53***



## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Performance:**

#### **Psychological outcomes:**

The psychological improvements from candidates are detailed below:

We continue to be pleased with the progress that candidates make from attending our courses. The results below demonstrate that there have been significant improvements to the candidate's mental health with the vast majority showing improvements in self-esteem and confidence with decreased levels of anxiety and depression.

Job Search Goals measures candidates individual belief in their innate ability to achieve goals and ultimately their self-motivation to gain employment. They have continued to improve despite the continuing pandemic and economic struggles that the country is facing. These results sit within our expected outcomes.

#### **Psychological improvements for candidates all ages taken on the first and last day of all five-week courses April 2020 – March 2021\***

##### **Summary for candidates who finished the course**

<b>All courses</b>	<b>Fist day ave.</b>	<b>Last day ave.</b>	<b>Change ave.</b>	<b>% Improvement</b>	<b>% People improved</b>
More Self Esteem	11.45	14.27	5.25	45.8%	81%
More Confidence	12.61	13.69	3.50	27.8%	71%
Job search goals	12.87	15.10	4.75	36.9%	77%
Less depressed	15.41	9.79	-2.56	16.6%	70%
Less anxious	12.94	8.00	-3.30	25.5%	78%

\*The questionnaires for these evaluations were designed by the University of Southampton following a three-year research project which successfully validated the Choices (New Futures) Training Programme.

We are very pleased to report that these improvements are not only sustained post-course but continue to rise one and three months post course, as can be seen in the table below. The reason is probably because because we address core beliefs and provide healthy belief tools is ensuring that improvements in Depression, Anxiety and Stress continue to increase post-course.

#### **DASS questionnaire taken at the pre course meeting, and one month and three months after the five-week course had finished, All ages, April 20 – March 21**

<b>DASS</b>	<b>Pre-course meeting average.</b>	<b>Average improvement one-month post- course</b>	<b>Percentage improvement</b>	<b>Average improvement three months post-course</b>	<b>Percentage improvements</b>
Depression	17.2	8.9	52%	8.5	50%
Anxiety	14.7	5.5	38%	6.7	49%
Stress	18.6	5.7	31%	7.7	42%

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Hard Outcomes:**

In a world too where unemployment has hit record highs we are pleased that we have still seen 46% of candidates access employment. As the world opens up again and the economy starts to recover, we would expect to see this figure rise as we continue to have input with candidates ongoing.

***"The course helped me to be more confident, believe in myself more and not to give up"***  
***Karina, Age 20***

***"The course has been really good for me. I am really nervous and usually I don't talk, but on this course, I've been able to chat loads; I didn't know what to expect when I joined – I have a lot to worry about life, but this has helped. It has given me a different perspective/solutions no need to worry – there's other ways of thinking about things. I also feel motivated again to work"***  
***Martha, Age 21***  
***Obtained a job with the registry office after the course***

#### **Lily (age 21), attended the programme starting in August 2020**

Lily has had a difficult family life and often has conflicts with her stepdad. She has enjoyed work in the past but has lost confidence since. With COVID-19 situation on top of everything else she felt she would struggle to get a job. From the course she feels more confident about getting a job. She also feels more able to control her anxieties and stress levels. Last time we spoke to her she had got a job working from home providing customer help for Tesco.

#### **Rachel (age 33), attended the programme starting in January 2021**

In her early 30s, Rachel is a single mum who has been on Universal Credit for just over 4 years. She was bullied at school and is not confident in her learning, particularly in maths. She feels this has held her back and affected how she has raised her daughter. She thought she would be shy but felt more confident and the course has helped her move out of her comfort zone and try new things.

Her personal wall included feeling lost-not sure where to go or what to do. She found the Venn diagram helpful thinking about her passions and how she could use it in the interview. The course made her think about new ways of looking for work. Subsequently she has been onto websites to find a suitable maths course which she would not have done before. She also went for a job interview in week following course.

#### **Community Impact**

The result of the New Futures course is that many people engage in their community by being good neighbours now that they are not depressed, joining a local group or by contributing through voluntary work. In addition, equipping local facilitators means that a resource is left in the local community when the funded project ends, building on-going sustainability.



## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Economic impact**

The return on the initial investment of welfare benefit savings is very high because the New Futures participants started so far from the job market, they were unlikely to gain a job in the next 5 years. Most other employment initiatives focus on those near the job market who would get a job in the next year, so their real savings are much smaller.

#### **Social impact**

There are wider social impacts because of the Safe New Futures Programme intervention. There are savings on mental health due to reduced GP time and reduction in prescriptions for antidepressants. There are gains to poor physical health which is closely correlated with unemployment and depression and reduced social care costs. There are gains in less vandalism and anti-social behaviour and savings in criminal justice for police, prison and court costs.

#### **Future delivery and funding**

Next year we will continue the delivery of adult, youth and teen programmes. We continue to have a strong evidence base for its efficacy. The New Futures programmes are meeting a gap that no other provision currently addresses.

We will continue our approach of ensuring:

- Diversity of funding via new Grant Making Trusts
- Sustainable funding which will cover multiple years such as the Henry Smith and National Lottery funding
- Outreach funding to fund courses in the community for example via HIWCF Solent Supporting Employment (ESF) funding.
- Traded income, such as the delivery of our Workplace programme delivered by Choices Training and Development Ltd, who in turn transferred the monies to Safe New Futures.

#### **Financial overview**

- Income for 2021 was £237,065 an increase of £84,152 on 2020 income of £152,913 (2020: an increase of £38,032 on 2019, which was £114,881).
- Total expenditure for the year increased by £72,481 to £218,782 due to an increase in the number of courses delivered (2020: increase of £28,047 to £146,301 compared to 2019 levels).
- The net surplus for the year was £18,283 (2020: £6,612 & 2019: deficit £3,373).
- Net assets were £70,929 (2020: £52,646 & 2019: £46,034).

#### **Principal funding sources**

The principal funding sources are detailed in notes 2 and 10 to the accounts.

Grant income is from a variety of sources, the charity is not overly reliant on any one source.

The subsidiary charity Choices Training & Development Ltd (CT&D) transferred funds of £8,989 representing 4% of income (2020: £19,800 representing 14% of income).

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Reserves policy**

The trustee board continue to ensure that enough reserves are held to ensure that all delivery commitments can be honoured. The deposit account ensures that restricted reserves are kept separate from the main charity funds.

At the balance sheet date, the total reserves of the charity were £70,929 (2020: £52,646 & 2019: £46,034), of which £39,078 (2020: £16,531 & 2019: £25,963) represented unrestricted funds. Restricted funds were £31,851 (2020: £36,115 & 2019: £20,071).

#### **Responsibilities of the trustees**

The directors are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the directors to prepare the directors' report and accounts for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

So far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware. Each director had taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who serve during the year are set out on page 1.

Approved by the directors on 8<sup>th</sup> September 2021

and signed on their behalf by:

**A Scammell, Director**



## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF SAFE NEW FUTURES**

I report to the charitable company's trustees on my examination of the accounts of the charitable company for the year ended 31 March 2021, which are set out on pages 15 to 26.

### **Responsibilities and basis of report**

As the trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charitable company's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent examiner's report**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



C J Goodhead FCA  
Knight Goodhead Limited  
Chartered Accountants

14 September 2021

7 Bournemouth Road  
Chandler's Ford, Eastleigh  
Hampshire SO53 3DA

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

(Including Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<i>INCOME</i>					
Donations and legacies	3	6,803	-	6,803	11,227
Charitable activities	2	23,989	206,273	230,262	141,686
<b>TOTAL INCOME</b>		<b>30,792</b>	<b>206,273</b>	<b>237,065</b>	<b>152,913</b>
<i>EXPENDITURE</i>					
Charitable activities	5	8,245	210,537	218,782	146,301
<b>TOTAL EXPENDITURE</b>		<b>8,245</b>	<b>210,537</b>	<b>218,782</b>	<b>146,301</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>		<b>22,547</b>	<b>(4,264)</b>	<b>18,283</b>	<b>6,612</b>
<b>FUNDS AT 1 APRIL 2020</b>		<b>16,531</b>	<b>36,115</b>	<b>52,646</b>	<b>46,034</b>
<b>FUNDS AT 31 MARCH 2021</b>		<b>39,078</b>	<b>31,851</b>	<b>70,929</b>	<b>52,646</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES**

(Including Income and Expenditure Account)

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2020 £</b>
<i>INCOME</i>			
Donations and legacies	11,227	-	11,227
Charitable activities	25,400	116,286	141,686
<b>TOTAL INCOME</b>	<b>36,627</b>	<b>116,286</b>	<b>152,913</b>
<i>EXPENDITURE</i>			
Charitable activities	46,059	100,242	146,301
<b>TOTAL EXPENDITURE</b>	<b>46,059</b>	<b>100,242</b>	<b>146,301</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>	<b>(9,432)</b>	<b>16,044</b>	<b>6,612</b>
<b>FUNDS AT 1 APRIL 2019</b>	<b>25,963</b>	<b>20,071</b>	<b>46,034</b>
<b>FUNDS AT 31 MARCH 2020</b>	<b>16,531</b>	<b>36,115</b>	<b>52,646</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

**SAFE NEW FUTURES**

Company number: 4189876

(Company limited by guarantee and not having a share capital)

**BALANCE SHEET AT 31 MARCH 2021**

	Notes	£	2021 £	£	2020 £
<b>FIXED ASSETS</b>					
Investments	6		1		1
Tangible assets	7		2,213		1,334
			<u>2,214</u>		<u>1,335</u>
<b>CURRENT ASSETS</b>					
Debtors	8	2,459		3,089	
Cash at bank and in hand		<u>111,323</u>		<u>92,875</u>	
		113,782		95,964	
<b>CREDITORS: amounts falling due within one year:</b>	9	<u>(45,067)</u>		<u>(44,653)</u>	
<b>NET CURRENT ASSETS</b>			68,715		51,311
<b>NET ASSETS</b>			<u>70,929</u>		<u>52,646</u>
<b>FUNDS</b>					
Unrestricted funds	10		39,078		16,531
Restricted funds	10		31,851		36,115
<b>TOTAL FUNDS</b>			<u>70,929</u>		<u>52,646</u>

For the financial year ended 31 March 2021, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the year and of its net income or expenditure for the financial year, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the directors and signed on their behalf by:

A Scammell  
Director



Dated: 15/4/2021

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021**

#### **1 ACCOUNTING POLICIES**

##### **(a) Accounting convention**

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102 and the Companies Act 2006.

The charitable company meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue.

##### **(b) Income**

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when the charitable company becomes unconditionally entitled to the grant.
- Income from charitable activities, including grants, when relating to performance and specific deliverables, and service contracts, are accounted for as the charitable company earns the right to consideration by its performance.
- Investment income is included when receivable.

##### **(c) Expenditure**

Expenditure is recognised in the period in which it is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective paid hours.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)**

#### **1 ACCOUNTING POLICIES (continued)**

##### **(d) Investments**

Fixed asset investments relate to shares held in the charitable company's subsidiary company, and are stated at cost.

##### **(e) Tangible fixed assets**

Fixed assets are capitalised for ongoing use within the company, where the individual cost of the asset exceeds £500.

Depreciation is provided so as to write off the cost of the fixed assets, less their residual value, in equal annual instalments over the estimated useful lives of the assets, at the following rates:

Computer and other equipment	33.3% straight line
Website	25% straight line

##### **(f) Funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management costs and overheads.

Unrestricted funds are donations and other incoming resources receivable or generated and are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company.

##### **(g) Group accounts**

The charitable company is a parent company subject to the small companies regime. The charitable company and its subsidiary comprise a small group and is therefore not required to, and has not chosen to, prepare group accounts.

##### **(h) Financial instruments**

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured at transaction price. Financial assets and liabilities classified as due within one year are not amortised.

##### **(i) Pensions**

Pensions are provided for staff by means of a defined contribution pension scheme to which the charitable company makes a contribution. Contributions in respect of these schemes are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are shown as either accruals or prepayments at the year end.



## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

2	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
	Funding contracts and grants:				
	Henry Smith	-	36,400	36,400	18,200
	HIWCF Henry Ford	-	-	-	6,000
	Garfield Weston Foundation	15,000	-	15,000	5,000
	National Community Lottery	-	30,605	30,605	26,255
	National Community Lottery - COVID adaptations	-	11,880	11,880	-
	St James Place Foundation	-	-	-	9,366
	Quilter Foundation	-	58,075	58,075	24,825
	Edward Gostling	-	-	-	21,640
	National Lottery Awards for All Community Fund	-	-	-	10,000
	National Lottery CEO	-	41,347	41,347	-
	HIWCF Covid	-	10,000	10,000	-
	HIWCF - Solent Supporting Employment	-	17,966	17,966	-
	Other course delivery:				
	CT & D Courses	8,989	-	8,989	19,800
	Choices manual sales	-	-	-	600
	<b>TOTAL CHARITABLE ACTIVITIES</b>	<b>23,989</b>	<b>206,273</b>	<b>230,262</b>	<b>141,686</b>

### 3 GRANT INCOME

Included within donations and legacies there were no grants of £2,000 or more received in the year.

4	STAFF COSTS	2021 £	2020 £
	Wages and salaries	109,854	72,231
	Social security costs	5,206	4,235
	Employers pension costs	4,531	2,898
		<u>119,591</u>	<u>79,364</u>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

#### 4 STAFF COSTS (continued)

The average number of staff employed during the year was 5 (2020: 3). No employee received emoluments of more than £60,000.

No remuneration was paid to trustees/directors during this or the previous year. During the year the charitable company paid remuneration, including pension contributions, totalling £59,189 (2020: £58,304) to key management personnel.

No trustees were reimbursed for expenses during this or the previous year.

5 EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>Costs directly allocated to activities</b>				
Direct staff costs (see note 4)	-	95,673	95,673	53,160
Travel and subsistence	-	455	455	4,596
Subcontractors	-	46,781	46,781	11,782
Licences and subscriptions	-	1,998	1,998	856
Choices manual costs	-	3,801	3,801	3,523
	-	148,708	148,708	73,917
<b>Support costs allocated to activities</b>				
Indirect staff costs (see note 4)	2,813	21,105	23,918	26,204
Subcontractors	-	-	-	12,495
Room hire	1,005	7,535	8,540	8,516
Catering	150	1,125	1,275	3,136
Training costs	336	2,520	2,856	1,205
Depreciation	189	1,417	1,606	1,286
Telephone	260	1,948	2,208	1,097
Postage, printing and stationery	352	2,637	2,989	597
Computer running costs	968	7,263	8,231	2,823
Legal and professional fees	85	635	720	-
Bookkeeping	904	6,777	7,681	7,466
Accountancy	434	3,256	3,690	3,010
Insurance	155	1,164	1,319	1,094
Bank charges	18	132	150	111
Sundry costs	210	1,571	1,781	1,840
Licences and subscriptions	42	318	360	-
Promotion, marketing and publicity	324	2,426	2,750	1,504
<b>TOTAL EXPENDITURE</b>	<b>8,245</b>	<b>210,537</b>	<b>218,782</b>	<b>146,301</b>

Support costs are apportioned in line with the income received from that source during the year, in so far as restricted funds are available.

Included within accountancy above are amounts due to the independent examiners in respect of the independent examination work of £2,340 (2020: £2,160).

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

#### 6 INVESTMENTS

Unlisted  
investments  
£

Investment in subsidiary at beginning and end of year

1

On 16 November 2015 a subsidiary company, Choices Training & Development Limited was established. Safe New Futures holds a £1 ordinary share in the subsidiary, representing 100% of the ordinary share capital.

#### 7 TANGIBLE FIXED ASSETS

	Computer & other equipment	Website	Total
	£	£	£

##### COST

At beginning of year	20,320	2,400	22,720
Additions	2,485	-	2,485
At end of year	22,805	2,400	25,205

##### DEPRECIATION

At beginning of year	18,986	2,400	21,386
Charge for the year	1,606	-	1,606
At end of year	20,592	2,400	22,992

##### NET BOOK VALUE

At end of year	2,213	-	2,213
At beginning of year	1,334	-	1,334

#### 8 DEBTORS

	2021	2020
	£	£

Other debtors	1,006	317
Prepayments and accrued income	737	560
Amounts due from subsidiary undertaking	716	2,212
	2,459	3,089

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

9 CREDITORS: amounts falling due within one year	2021 £	2020 £
Amounts owed to subsidiary undertaking	-	-
Other tax and social security	2,308	3,578
Accruals and deferred income	42,759	41,075
	<u>45,067</u>	<u>44,653</u>

10 a MOVEMENT IN FUNDS	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
<b>Restricted funds</b>				
Henry Smith	1,517	36,400	(34,883)	3,034
National Community Lottery	-	30,605	(30,605)	-
National Community Lottery - COVID adaptations	-	11,880	(11,880)	-
St James Place Foundation	4,683	-	(4,683)	-
Quilter Foundation	16,550	58,075	(59,283)	15,342
Edward Gostling	13,365	-	(13,365)	-
National Lottery CEO	-	41,347	(41,347)	-
HIWCF Covid	-	10,000	(10,000)	-
HIWCF - Solent Supporting Employment	-	17,966	(4,491)	13,475
				-
Total restricted funds	36,115	206,273	(210,537)	31,851
Unrestricted funds	16,531	30,792	(8,245)	39,078
Total funds	52,646	237,065	(218,782)	70,929

#### 10 b SOURCE OF FUNDS

##### Henry Smith

This grant provides a contribution to the costs of three years' salary and on costs of a Wellbeing Choices Facilitator at a project providing employment and training advice and support for people in Hampshire.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

#### 10 b SOURCE OF FUNDS (continued)

##### **National Community Lottery**

Funds an aged 18+ programme for the Southampton area matchfunded by Henry Smith Foundation.

##### **St James Place Foundation**

To fund teens courses.

##### **Quilter Foundation**

Funding for youth courses aged 16-25 in the Solent Region.

##### **Edward Gostling**

To fund teens courses.

##### **National Community Lottery - COVID adaptations**

Emergency covid costs cover for six months

##### **National Lottery CEO**

Supporting Vulnerable unemployed people with mental health difficulties

##### **HIWCF Covid**

Emergency covid costs for three months.

##### **HIWCF - Solent Supporting Employment**

Funding for Solent Supporting Employment covering Eastleigh, Havant, Gosport, Isle of Wight and New Forest.

#### 10 c COMPARATIVE MOVEMENT IN FUNDS

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
<b>Restricted funds</b>				
Henry Smith	9,203	18,200	(25,886)	1,517
HIWCF Ford Community	-	6,000	(6,000)	-
The Trusthouse Charitable Foundation	6,412	-	(6,412)	-
National Community Lottery	-	36,255	(36,255)	-
Radian Housing	4,456	-	(4,456)	-
St James Place Foundation	-	9,366	(4,683)	4,683
Quilter Foundation	-	24,825	(8,275)	16,550
Edward Gostling	-	21,640	(8,275)	13,365
Total restricted funds	20,071	116,286	(100,242)	36,115
Unrestricted funds	25,963	36,627	(46,059)	16,531
Total funds	46,034	152,913	(146,301)	52,646

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

11	ANALYSIS OF NET ASSETS BETWEEN FUNDS	Unrestricted funds £	Restricted funds £	Total 2021 £
	<i>As at 31 March 2021</i>			
	Tangible fixed assets	2,214	-	2,214
	Current assets	81,931	31,851	113,782
	Current liabilities	(45,067)	-	(45,067)
	NET ASSETS	39,078	31,851	70,929
		Unrestricted funds £	Restricted funds £	Total 2020 £
	<i>As at 31 March 2020</i>			
	Tangible fixed assets	1,335	-	1,335
	Current assets	59,849	36,115	95,964
	Current liabilities	(44,653)	-	(44,653)
	NET ASSETS	16,531	36,115	52,646

## 12 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 29 March 2001 in England and Wales and was registered on 10 September 2001 with the charitable company Commission in England and Wales.

The registered office of the charitable company is Voluntary Action Centre, St. Mary Street, Southampton, SO14 1NW.

## 13 TAXATION

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

## 14 DONATED SERVICES AND ASSETS

There were no donated services or assets received during the year.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)**

#### **15 SUBSIDIARY UNDERTAKING**

The charity owns 100% of the issued ordinary share capital of Choices Training and Development Limited, a company incorporated in England and Wales. The company donates profits to the parent charity.

Choices Training and Development Limited prepares its accounts each year to 31 March for filing with the Registrar of Companies. Its company registration number is 09873448. The results for the year ended 31 March 2021 are summarised as follows:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Turnover	-	53,650
Administration expenses	(10,274)	(44,661)
Taxation	-	-
Net profit	<u>(10,274)</u>	<u>8,989</u>

Included within administration expenses are donations totalling £8,989 (2020: £nil) made from Choices Training and Development Limited to Safe New Futures. This is shown as income within note 2.

At the balance sheet date Safe New Futures was owed £716 (2020: £2,212) from Choices Training and Development Limited, which is shown within debtors in note 8.