

BRIDGE MENTORING PLUS SCHEME

England & Wales · Charity number 1091536

Details

Status	Registered
Legal form	Charitable company
Company number	04371480
Registered	2002-04-05
Register	View on the Charity Commission register

Contact

Address	Bridge Mentoring Plus Scheme 46-48 Dunraven Place Bridgend CF31 1JB
Phone	01656647891
Email	ed.sacco@thebridgemps.org.uk
Website	thebridgemps.org.uk

Activities

Objects: TO FURTHER OR BENEFIT THE RESIDENTS OF THE BRIDGEND COUNTY BOROUGH AND NEIGHBOURING COMMUNITIES AND IN SUCH PARTS OF THE UNITED KINGDOM OR THE WORLD AS DIRECTORS OF THE CHARITY MAY FROM TIME TO TIME THINK FIT AND TO FULFIL SUCH OTHER PURPOSES WHICH ARE EXCLUSIVELY CHARITABLE ACCORDING TO THE LAW OF ENGLAND AND WALES AND ARE CONNECTED WITH THE CHARITABLE WORK OF THE CHARITY WITHOUT DISTINCTION OF SEX, SEXUAL ORIENTATION, RACE OR OF POLITICAL, RELIGIOUS OR OTHER OPINIONS BY:THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFITTHE PREVENTION OR THE RELIEF OF POVERTY IN PARTICULAR BUT NOT EXCLUSIVELY BY PROVIDING AND ASSISTING IN THE PROVISION OF EDUCATION, TRAINING AND MENTORING PROJECT AND ACTIVITIES AND ALL THE NECESSARY SUPPORT DESIGNED TO SUPPORT INDIVIDUALS TO BECOME SELF SUFFICIENTTHE RELIEF OF UNEMPLOYMENT FOR THE BENEFIT OF THE PUBLIC IN SUCH WAYS AS MAY BE THOUGHT FIT, IN PARTICULAR BUT NOT EXCLUSIVELY TO FIND EMPLOYMENTTHE PROVISION OF SUPPORT AND ACTIVITIES FOR YOUNG PEOPLE OR INDIVIDUALS AND FAMILIES OR PUBLIC BENEFIT, WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALSTO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY

Activities: The Bridge Mentoring Plus Scheme uses trained volunteer mentors to provide a one-to-one mentoring service for 10-25 year old disadvantaged young people throughout the Borough of Bridgend, South Wales. Providing education, recreational and emotional support in a confidential, non-judgemental way, we help young people achieve personal goals thus reducing the risk of social exclusion.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups

Geography

- **Area of benefit:** OFFENDERS AND EX-OFFENDERS AND THEIR FAMILIES, AND YOUNG PEOPLE IN BRIDGEND AND OTHER PARTS OF THE UNITED KINGDOM.
- Bridgend

Finances

Period end	Income	Expenditure	Assets	Employees
2025-02-28	£229,515	£289,441	-	-
2024-02-29	£264,903	£250,888	-	-
2023-02-28	£227,965	£197,560	-	-
2022-02-28	£161,748	£186,217	-	-
2021-02-28	£206,348	£135,994	-	-

Trustees

Name	Role	Appointed
Carl Heard		2023-11-29
Ceri Littlewood		2025-03-17
Manuela Heidy Hiett		2016-05-11
Michael James Ives		2025-05-30
Philip Andrew Clarke		2016-05-11
Thomas Law		2024-08-07

Accounts

**Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Unaudited Financial Statements
28 February 2025**

GORDON DOWN & COMPANY LIMITED

Accountants & Business Advisors
144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Financial Statements

Year ended 28 February 2025

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Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 28 February 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 28 February 2025.

Chair's report

Introduction

It gives me great pleasure to present this Trustees Report.

This report contains various facts and figures about the Charity's performance and work throughout the year 2024/25. I do hope it also illustrates the great achievements of the Charity in what has been a challenging year for ourselves and many other similar organisations.

During a period where funding has been challenging for ourselves and many other charities, the team have not only sustained support for our service users, but in some areas have been able to increase that support as demand has unfortunately increased.

This is especially evident in our aim to reduce food insecurity, with an increase on the number of packed lunches we have delivered as well as the introduction of cookery classes.

As we face these challenges in our sector, it is a credit to the staff and volunteers at The Bridge Mentoring Plus Services for remaining committed and always energised.

I especially wish to thank Sarah Hearne, our Principal Officer. Sarah's commitment to the role and the Charity is without question, and her leadership remains a huge asset.

My thanks are also extended to the entire workforce, paid and voluntary, for their hard work and energy. The people in the organisation make it what it is and we are very lucky to have so many people who are committed to its success.

Finally, I wish to thank my Co-Trustees for their hard work and ongoing support.

Carl Heard - Trustee and Chair of the Board

Date:

Reference and administrative details

Registered charity name	Bridge Mentoring Plus Scheme
Charity registration number	1091536
Company registration number	04371480
Principal office and registered office	46-48 Dunraven Place Bridgend CF31 1JB

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

The trustees

M Hiett	
P Clarke	
Mr S Baldwin	(Retired 7 November 2024)
E Faulkner	(Retired 7 May 2024)
E Hearne	(Retired 22 October 2024)
C Heard	
L Warren	(Served from 7 August 2024 to 13 January 2025)
J Law	(Appointed 7 August 2024)

Independent examiner

Carl West Gordon Down & Company Limited
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee.

Recruitment and appointment of new trustees

All Trustees in preparation for this report have had regard to the guidance issued by the Charity Commission on public benefit.

All members of the Board of Trustees are recruited through open advertisement and adhering to the following guidelines as set out by the Charity Commission for England and Wales:

- 1) A charity identifies the need for new trustees. This may be because vacancies have arisen through resignations, or it may be that existing trustees have decided that one or more new trustees with specific skills are needed to help run the charity more effectively.
- 2) The trustees agree what skills, experience and knowledge are needed, and write it down in the form of a short job description and person specification.
- 3) The trustees agree responsibilities and a process for recruitment; in doing this, they take care to comply with any specific requirements set out in the charity's governing document. Some of the work may be delegated to a sub-group of trustees, but the whole trustee board remains in full control of the process and decisions.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Structure, governance and management *(continued)*

Related parties

After due consultation with the trustees, there are no known related parties to disclose.

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in Bridge MPS in some way. They are also regularly invited to take part in team-building and staff development days and other Bridge MPS events.

Additionally, new trustees are given various documentation to familiarise themselves with the charity and the context within which it operates. These cover:

The obligations of Management Committee members

The main documents which set out the operational framework for the charity including the Memorandum and Articles

Resourcing and the current financial position as set out in the latest published accounts

Future plans and objectives.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, haven taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principle risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

Focus on building one-to-one relationships with key organisations and individuals Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives

Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Loss of focus/ mission drift

Mitigating Actions:

Regular meetings, involving range of stakeholders including staff and volunteers.

Regular and effective consultation with key client group Having engaged, skilled and trained trustees who provide challenge and support for Bridge MPS leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
Regular provision of safeguarding training for all staff and volunteers Effective supervision procedures
Effective risk assessment systems in place

Risk: A major property incident

Mitigating Actions:

Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

Regular appraisals & team meetings
Team development activities

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Structure, governance and management *(continued)*

Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

Development of activities and community projects to attract new members

Risk: Loss of funding for projects

Mitigating Actions:

Diversify funding streams

Generate own income

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 15 to the accounts. Payments made to other key management personnel are given in note 14. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Manager. The Manager is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and also has responsibility for the day to day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Objectives and activities

The Charity's objectives("the objectives") are to further or benefit the residents of the Bridgend County Borough and neighbouring communities and in such parts of the United Kingdom or the world as directors of the charity (herein called "the trustees") may from time to time think fit and to fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity without distinction of sex, sexual orientation, race or of political, religious or other opinions by:

- The promotion of equality and diversity for the public benefit
- The prevention or the relief of poverty in particular but not exclusively by providing and assisting in the provision of education, training, and mentoring project and activities and all the necessary support designed to support individuals to become self-sufficient.
- The relief of unemployment for the benefit of the public in such ways as may be thought fit but not exclusively to find employment.
- The provision of support and activities for young people or individuals and families or public benefit, which develop their skills, capacities, and capabilities to enable them to participate in society as mature and responsible individuals.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded, and assisting them to integrate into society.

Mission Statement

To break down barriers of social exclusion that prevent people from building bridges to a more positive future.

Vision

The Bridge MPS believe people should have every opportunity to succeed in life regardless of their background or circumstances. We provide a safe and welcoming environment for children, young people, and adults of all ages to have advice and support, engage in learning and volunteering opportunities or join interest groups to promote emotional health and wellbeing.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Achievements and performance

STAFF

Principal Officer - Sarah Hearne

Organisational Chart

Band 5: Principal Officer/CEO

Band 4: Development Officer - Finance Manager

Band 3: Community Hub Manager - Youth Services Manager - Volunteer Manager

Band 2: Youth Workers

Band 1: Hub Support Workers - Admin Support

The recruitment and selection decision of The Bridge MPS is of prime importance for obtaining the best possible person-to-job fit which will, when aggregated, contribute significantly towards The Bridge MPS' effectiveness. It is also becoming increasingly important, as The Bridge MPS evolves and changes, that new recruits show a willingness to learn, adaptability and ability to work as part of a team.

In all our Recruitment and Selection, we ensure a policy that incorporates the following:

- Fairness and consistency
- Non-discriminatory selection
- Conformation to all statutory regulations and agreed best practice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Achievements and performance *(continued)*

Youth Provision

Overview

The youth service that we offer the young people of Bridgend is for the ages of 8-18 years old. Being based in Bridgend County Borough, many of the young people that we work with are living in the top 20% of deprived areas as documented in the Welsh Index of Multiple Deprivation. This often means that many of the issues facing them are socio economic and that they are facing an uphill struggle that can be hard to break free of. We as an organisation aim to help any young people facing difficulties such as mental health and emotional wellbeing or education engagement issues. This happens through the different services that we offer.

Activities/Objectives

We have three strands to our youth provision which include the following:

- The Mentoring Program which is where we recruit and train volunteers to provide mentoring to children and young people aged 8-18, who may be experiencing adversity or emotional distress. This gives the young people of Bridgend someone to talk to and the confidence to meet their own individual targets that they may want to achieve that they can't do on their own. This is something we are hoping to expand and work on in partnership with schools to expand the service.
- Youth clubs - We currently provide a youth club for young people aged 13-18 which runs on a Tuesday evening 5-7pm. All sessions are planned and run by our youth workers with oversight from the youth manager. These sessions are based on the six key principles of youth work - Youth-led; Inclusivity, equality and diversity; Respect; Quality, safety and well-being; Empowerment; Positivity
- Training - We currently provide a work experience program for young people who are classed as NEET between 14-18 years old, that also promotes volunteering opportunities for young people. They gain an accredited certificate in serving food or food hygiene, as well as learning practical skills and improving confidence.

Achievement and Public Benefit

We have delivered youth club sessions to 25 young people, as well as delivering our 6 week work experience program to 7 young people. We continue to receive referrals to our mentoring program and have matched several with newly trained mentors. We continue to use the core funding for our Youth Manager to develop and grow our youth services and opportunities that we can offer young people in our community and have secured funding for a youth coordinator that will enable us to increase our capacity for delivering work experiences from 8 to 32 young people each year.

Community Hub

Overview

The Bridge Community hub is located in the heart of Bridgend Town Centre. A place where people can access direct support and informal support services in an inclusive and nurturing environment. Our purpose is to foster a sense of unity within our community and to provide tools that enable our members to create positive change in themselves and their surroundings.

We offer a range of services to support our community members in achieving their goals. Our hub provides access to dedicated support workers, education and training, well-being support and a

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Achievements and performance *(continued)*

community food pantry. Members can develop new skills and gain knowledge necessary to achieve their aims. We also provide a space where members can connect, network, and collaborate with like-minded individuals. This helps to create a supportive community, where everyone feels valued and supported.

We are continually developing our services, using feedback from our members and external agencies. We regularly review and adapt our programs to meet the changing needs of our community. This ensures that we remain relevant, responsive, and helpful.

Activities/Objectives

The Bridge community hub has 3 main areas of service delivery:

- **Enhancing Community Wellbeing:** The primary aim of The Bridge community hub is to support and enhance the wellbeing of its members. By providing support services such as formal and informal support, signposting, Form Filling or Digital assistance; the hub aims to improve the overall mental and physical health of the community.
- **Reducing Food Insecurity:** The community food pantry is a crucial part of the hub's service delivery. The aim is to increase access to healthy and nutritious food for individuals and families experiencing food insecurity. By reducing food insecurity, the hub aims to alleviate financial stress and improve the physical health of its members.
- **Fostering Social Connections:** The third aim is to foster social connections and build a sense of community. Structured activities such as workshops, volunteer opportunities, and community events encourage members to engage with each other and build new relationships. By promoting social connections, the hub aims to reduce social isolation and create a supportive and inclusive community.

We are proud of the impact we have had on the community and the success our members have achieved. Whether you are looking to access support, build new skills, our community hub is the perfect place for you. Join us today and become part of a thriving community dedicated to promoting positive change - Building Bridges to a more positive future.

Achievement and Public Benefit

Over the past year our Community Hub has had a key focus on reducing the impact of food insecurity with us providing 1,491 pantry bags and having 129 people registered. We have seen a dramatic increase for our packed lunches with us facilitating 927 this year as well as 869 free hot meals. We have also introduced free crisis pantry bags for when the foodbank is unable to be accessed as well as working in partnership with them to provide Christmas "goodie bags" for those in crisis. We did 14 crisis bags and 39 Christmas bags. We are also looking to commence slow cooker meal session where participants get to learn cooking skills and take home a meal for their families for free.

We have also implemented a new system for documenting stats and measuring impact for our support work delivered in the hub. Over the last year we have done 960 low level support work sessions equivalent to 160 hours as well as 294 structured support sessions. We have also updated our activity timetable and delivered 328 (3 hours) sessions.

We have run several Free Family days with kids activities that help to promote family values as well as reducing the impact of the cost of living crisis as we believe that all families should have access to affordable activities for kids.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Achievements and performance *(continued)*

Volunteering

Overview

Volunteering can be a very rewarding experience, and here at The Bridge we value the contribution made by volunteers. We are committed to involving them in appropriate positions and in ways that are encouraging, supportive and which develop the volunteer personally.

We offer a range of volunteering opportunities within our Community Hub and Youth Services and welcome volunteers of all abilities and backgrounds.

We can offer guidance and training to volunteers that enables them to develop practical skills and gain qualifications that can support routes into further education and career development.

At the Bridge we recognise our responsibility to arrange volunteering efficiently and sensitively so that the valuable gift of the volunteer's time is best used to the mutual advantage of all concerned.

Activities/Objectives

We have three strands to our volunteering service which include the following:

- General Volunteers - those who wish to volunteer in the community hub café, drivers that collect surplus food from our partnership supermarkets, general maintenance/DIY etc. and the opportunity to volunteer support in our youth clubs. Any volunteering related expenses can be fully reimbursed.
- Supported Volunteers - those with any additional learning, physical, mental, or emotional needs that require support and supervision whilst volunteering. Our volunteering program offers structured support to learn new skills and build confidence. We continue to work in partnership with Bridgend College and Heronsbridge school to provide volunteering placements for students with ALN.
- Volunteer Mentors - a suitable, vetted, and trained adult (18yrs+) who can provide one-to-one support for a vulnerable young person who may need an appropriate role model to mentor them to meet their own individual targets. All training is provided before mentoring starts and full support and supervision is given to the mentor during the mentoring relationship.

Achievement and Public Benefit

Over the last year we have provided both supported and general volunteer placements to over 50 people. We have taken on a full time volunteer coordinator who oversees the operational delivery of our placements and works to set targets with each of our volunteers individuals. We have increased our volunteer mentors and our ability to support young people. We have also provided training and increased employment opportunities for all of those who volunteer with us.

Collaborative Working

Partnership working continues to be a priority for us at the Bridge, to ensure that we can provide the best possible service for those members of our community that access our provision.

We continue to foster our relationship with Bridgend College providing rooms where they can deliver

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Achievements and performance *(continued)*

literacy and numeracy in a less formal learning environment. We also provide work placements for young people from local comprehensive school linking in with BCBC employees to meet the needs of those young people.

We remain committed in reducing the environmental waste of food and addressing food insecurity by working in partnership with both Fareshare Cymru and several local supermarkets to redistribute food to those in need. Our partnership with the Food Bank has strengthened, once again delivering Christmas goodie bags, as well as access to cooking sessions.

Awen Libraries have delivered several Art sessions within our hub giving access to affordable activities to our community.

We have also commenced a Professional "Pop Up" where we invite other organisation to attend our community hub every Monday morning to discuss their services and network with others for the benefit of the community users.

Financial Supporters

A full list of all those that have supported us over the last year can be found in our financial accounts. However, we would like to take the opportunity to express our gratitude and appreciation to them all - As a charity organisation we rely solely on the financial support of grant funders, trusts, and donations and without the continued support we would not be able to be sustainable and deliver our services to the community.

Financial review

Reserves policy

The Charity is one that is not for profit organisation. Its reserves are to be re-invested in order to achieve its principle aims and objectives. During the year the Trustees agreed to set a reserve policy which requires:

Reserves to be maintained at a level which ensures that the organisation's core activities could continue during a period of unforeseen difficulty for at least three months

A proportion of free reserves to be maintained in a readily realisable form ie cash on deposit.

The Trustees recognise that the Charity Commission guidelines recommend greater reserves but we have a set policy which reflects our wish to safely commit as much as possible within the budgets allowed for training and mentoring.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about Bridge MPS ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2025

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 22/9/15..... and signed on behalf of the board of trustees by:



Charity Secretary

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Bridge Mentoring Plus Scheme

Year ended 28 February 2025

I report to the trustees on my examination of the financial statements of Bridge Mentoring Plus Scheme ('the charity') for the year ended 28 February 2025.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the 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 the charity'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 statement

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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.

Carl West
Gordon Down & Company Limited
Independent Examiner

144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 28 February 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	16,599	160,803	177,402	211,194
Charitable activities	6	—	—	—	15,273
Other trading activities	7	51,475	—	51,475	38,436
Other income	8	638	—	638	—
Total income		<u>68,712</u>	<u>160,803</u>	<u>229,515</u>	<u>264,903</u>
Expenditure					
Expenditure on charitable activities	9,10	89,745	199,697	289,442	250,888
Total expenditure		<u>89,745</u>	<u>199,697</u>	<u>289,442</u>	<u>250,888</u>
Net (expenditure)/income		<u>(21,033)</u>	<u>(38,894)</u>	<u>(59,927)</u>	<u>14,015</u>
Transfers between funds		(1,298)	1,298	—	—
Net movement in funds		<u>(22,331)</u>	<u>(37,596)</u>	<u>(59,927)</u>	<u>14,015</u>
Reconciliation of funds					
Total funds brought forward		31,681	96,152	127,833	113,818
Total funds carried forward		<u>9,350</u>	<u>58,556</u>	<u>67,906</u>	<u>127,833</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 16 to 26 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Position

28 February 2025

	Note	2025 £	£	2024 £
Fixed assets				
Tangible fixed assets	17		5,754	8,962
Current assets				
Debtors	18	451		1,513
Cash at bank and in hand		68,110		124,398
		68,561		125,911
Creditors: amounts falling due within one year	19	6,409		7,040
Net current assets			62,152	118,871
Total assets less current liabilities			67,906	127,833
Funds of the charity				
Restricted funds			58,556	96,152
Unrestricted funds			9,350	31,681
Total charity funds	21		67,906	127,833

For the year ending 28 February 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 22 Sep 25 and are signed on behalf of the board by:

M Hiett
Trustee

The notes on pages 16 to 26 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 28 February 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46-48 Dunraven Place, Bridgend, CF31 1JB.

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

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

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

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

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

3. Accounting policies *(continued)*

Depreciation

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

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

4. Limited by guarantee

The Charity is a company limited by guarantee and therefore has no share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	16,599	—	16,599
Grants			
Garfield Weston	—	—	—
BAVO	—	4,181	4,181
Tudor Trust	—	26,000	26,000
AFA Community Fund	—	—	—
BBC Children In Need	—	15,750	15,750
Postcode Lottery	—	25,000	25,000
B & Q NEIGHBOURLY	—	—	—
Wesleyan Foundation	—	—	—
Welsh Church Act Fund	—	—	—
Sony Global Social Justice	—	8,398	8,398
Whitehead Ross	—	12,620	12,620
Henry Smith	—	50,300	50,300
South Wales Police	—	—	—
Sainsburys	—	500	500
Millenium Stadium Trust	—	—	—
Community Foundation Wales	—	5,000	5,000
Moondance	—	—	—
Other grant income	—	5,354	5,354
The Hedley Foundation	—	2,700	2,700
The Kristina Martin Charitable Trust	—	5,000	5,000
	<u>16,599</u>	<u>160,803</u>	<u>177,402</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	2,607	—	2,607

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Grants			
Garfield Weston	–	15,000	15,000
BAVO	–	5,000	5,000
Tudor Trust	–	26,000	26,000
AFA Community Fund	–	20,000	20,000
BBC Children In Need	–	18,000	18,000
Postcode Lottery	–	–	–
B & Q NEIGHBOURLY	–	6,400	6,400
Wesleyan Foundation	–	9,900	9,900
Welsh Church Act Fund	–	5,000	5,000
Sony Global Social Justice	–	–	–
Whitehead Ross	–	–	–
Henry Smith	–	50,300	50,300
South Wales Police	–	3,237	3,237
Sainsburys	–	1,500	1,500
Millenium Stadium Trust	–	2,500	2,500
Community Foundation Wales	–	9,978	9,978
Moondance	–	34,272	34,272
Other grant income	–	1,500	1,500
The Hedley Foundation	–	–	–
The Kristina Martin Charitable Trust	–	–	–
	<u>2,607</u>	<u>208,587</u>	<u>211,194</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bridgend Coucil - Homeless Provision	–	–	15,273	15,273

7. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Generated Income	30,951	30,951	26,465	26,465
Room Hire	20,524	20,524	11,971	11,971
	<u>51,475</u>	<u>51,475</u>	<u>38,436</u>	<u>38,436</u>

8. Other income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Other Income	638	638	–	–

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Mentoring and support	78,556	196,596	275,151
Support costs	11,189	3,101	14,290
	<u>89,745</u>	<u>199,697</u>	<u>289,441</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Mentoring and support	61,210	172,533	233,743
Support costs	13,017	4,128	17,145
	<u>74,227</u>	<u>176,661</u>	<u>250,888</u>

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Mentoring and support	275,151	11,110	286,261	247,318
Governance costs	—	3,180	3,180	3,570
	<u>275,151</u>	<u>14,290</u>	<u>289,441</u>	<u>250,888</u>

11. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2025 £	Total 2024 £
Premises	490	490	355
Communications and IT	273	273	1,250
General office	2,873	2,873	3,682
Finance costs	324	324	229
Governance costs	3,183	3,183	3,570
Support costs - Depreciation	3,868	3,868	4,895
Support costs - Other costs	3,282	3,282	3,164
	<u>14,293</u>	<u>14,293</u>	<u>17,145</u>

12. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	<u>3,868</u>	<u>4,895</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

13. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>—</u>	<u>2,500</u>

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	205,945	166,947
Social security costs	7,464	4,821
Employer contributions to pension plans	<u>3,180</u>	<u>2,545</u>
	<u>216,589</u>	<u>174,313</u>

The average head count of employees during the year was 11 (2024: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Number of staff - management	1	1
Number of staff - administrative	1	1
Number of staff - training	1	1
Number of staff - youth & support workers	7	6
Number of staff - other staff	<u>1</u>	<u>1</u>
	<u>11</u>	<u>10</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

16. Transfers between funds

Transfers from unrestricted reserves to restricted reserves are in relation to money spent over and above the grants received from the grant providers.

Transfers from restricted reserves to unrestricted reserves are in relation to underspends on the grants received from the grant providers.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

17. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 March 2024	49,690	45,554	95,244
Additions	—	660	660
At 28 February 2025	49,690	46,214	95,904
Depreciation			
At 1 March 2024	46,609	39,673	86,282
Charge for the year	1,198	2,670	3,868
At 28 February 2025	47,807	42,343	90,150
Carrying amount			
At 28 February 2025	1,883	3,871	5,754
At 29 February 2024	3,081	5,881	8,962

18. Debtors

	2025 £	2024 £
Other debtors	451	1,513

19. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	—	2,482
Social security and other taxes	1,963	—
Pension Control	1,232	927
Other creditors	3,214	3,631
	6,409	7,040

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,180 (2024: £2,545).

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

21. Analysis of charitable funds

Unrestricted funds

	At 1 March 2024	Income	Expenditure	Transfers	At 28 February 2025
	£	£	£	£	£
General funds	<u>31,681</u>	<u>68,712</u>	<u>(89,745)</u>	<u>(1,298)</u>	<u>9,350</u>

	At 1 March 2023	Income	Expenditure	Transfers	At 29 February 2024
	£	£	£	£	£
General funds	<u>48,011</u>	<u>56,316</u>	<u>(74,227)</u>	<u>1,581</u>	<u>31,681</u>

Restricted funds

	At 1 March 2024	Income	Expenditure	Transfers	At 28 February 2025
	£	£	£	£	£
Garfield Weston	7,415	—	(7,415)	—	—
BAVO	644	4,181	(3,074)	11	1,762
Awards For All	—	—	—	—	—
AFA Community Fund	16,108	—	(15,809)	—	299
BBC CIN	11,038	15,750	(22,544)	—	4,244
Postcode Lottery	—	25,000	(20,293)	—	4,707
Groundworks	—	—	—	—	—
Millenium Stadium Trust-	2,051	—	(654)	(3)	1,394
Community Foundation Wales	3,384	5,000	(7,726)	(11)	647
Moondance	9,576	—	(9,510)	(66)	—
Fords	362	860	(1,220)	(2)	—
Arnold Clark	371	1,000	(570)	—	801
Neighbourly Grant	—	230	(230)	—	—
Western Power - Local Giving	268	—	(135)	—	133
Magic Little Grants	33	—	(33)	—	—
Mr P James donation	—	—	—	—	—
Tudor Trust	6,536	26,000	(26,617)	—	5,919
Henry Smith Foundation	22,442	50,300	(51,560)	—	21,182
Comic Relief	—	—	—	—	—
National Grid	—	—	—	—	—
SW Police - Safer Streets	—	—	—	—	—
Coop	1,559	—	(699)	—	860
Sainsburys	942	500	(1,413)	—	29
Monmouthshire Building Society	1,420	—	(474)	—	946
Lidl	—	500	(500)	—	—
B & Q Neighbourly	5,389	—	(3,089)	—	2,300

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

21. Analysis of charitable funds *(continued)*

Wesleyan Foundation	6,231	—	(6,231)	—	—
Welsh Church Act Fund	—	—	—	—	—
Sony Global Social Justice	—	8,398	(4,430)	—	3,968
Whitehead Ross	—	12,620	(13,989)	1,369	—
Bridgend Town Council	383	—	(383)	—	—
Pobl	—	914	(460)	—	454
Welsh Water	—	250	(98)	—	152
Hafod	—	200	(80)	—	120
Warburton	—	400	(30)	—	370
Pilkington	—	1,000	(88)	—	912
The Hedley Foundation	—	2,700	(343)	—	2,357
The Kristina Martin Trust	—	5,000	—	—	5,000
	<u>96,152</u>	<u>160,803</u>	<u>(199,697)</u>	<u>1,298</u>	<u>58,556</u>

	At 1 March 2023	Income	Expenditure	Transfers	At 29 February 2024
	£	£	£	£	£
Garfield Weston	—	15,000	(7,585)	—	7,415
BAVO	1,298	5,000	(5,654)	—	644
Awards For All	336	—	(336)	—	—
AFA Community Fund	7,824	20,000	(11,716)	—	16,108
BBC CIN	14,675	18,001	(21,579)	(59)	11,038
Postcode Lottery	—	—	—	—	—
Groundworks	349	—	(347)	(2)	—
Millenium Stadium Trust-	—	2,500	(449)	—	2,051
Community Foundation Wales	164	9,978	(6,758)	—	3,384
Moondance	—	34,272	(24,696)	—	9,576
Fords	837	—	(475)	—	362
Arnold Clark	1,862	—	(1,491)	—	371
Neighbourly Grant	—	—	—	—	—
Western Power - Local Giving	403	—	(135)	—	268
Magic Little Grants	170	500	(637)	—	33
Mr P James donation	1,325	—	—	(1,325)	—
Tudor Trust	5,741	26,000	(25,205)	—	6,536
Henry Smith Foundation	16,239	50,300	(44,097)	—	22,442
Comic Relief	7,116	—	(7,097)	(19)	—
National Grid	2,872	—	(2,872)	—	—
SW Police - Safer Streets	—	3,236	(2,975)	(261)	—
Coop	1,962	—	(403)	—	1,559

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2025

21. Analysis of charitable funds *(continued)*

Sainsburys	500	1,500	(1,058)	—	942
Monmouthsire Building Society	2,135	—	(789)	74	1,420
Lidl	—	500	(510)	10	—
B & Q Neighbourly	—	6,400	(1,011)	—	5,389
Wesleyan Foundation	—	9,900	(3,669)	—	6,231
Welsh Church Act Fund	—	5,000	(5,000)	—	—
Sony Global Social Justice	—	—	—	—	—
Whitehead Ross	—	—	—	—	—
Bridgend Town Council	—	500	(117)	—	383
Pobl	—	—	—	—	—
Welsh Water	—	—	—	—	—
Hafod	—	—	—	—	—
Warburton	—	—	—	—	—
Pilkington	—	—	—	—	—
The Hedley Foundation	—	—	—	—	—
The Kristina Martin Trust	—	—	—	—	—
	<u>65,808</u>	<u>208,587</u>	<u>(176,661)</u>	<u>(1,582)</u>	<u>96,152</u>

22. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2025
Tangible fixed assets	569	5,185	5,754
Current assets	15,188	53,373	68,561
Creditors less than 1 year	(6,409)	—	(6,409)
Net assets	<u>9,348</u>	<u>58,558</u>	<u>67,906</u>

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2024
Tangible fixed assets	1,338	7,624	8,962
Current assets	37,383	88,528	125,911
Creditors less than 1 year	(7,040)	—	(7,040)
Net assets	<u>31,681</u>	<u>96,152</u>	<u>127,833</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Management Information

Year ended 28 February 2025

The following pages do not form part of the financial statements.

Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 28 February 2025

	2025 £	2024 £
Income and endowments		
Donations and legacies		
Donations	16,599	2,607
Garfield Weston	–	15,000
BAVO	4,181	5,000
Tudor Trust	26,000	26,000
AFA Community Fund	–	20,000
BBC Children In Need	15,750	18,000
Postcode Lottery	25,000	–
B & Q NEIGHBOURLY	–	6,400
Wesleyan Foundation	–	9,900
Welsh Church Act Fund	–	5,000
Sony Global Social Justice	8,398	–
Whitehead Ross	12,620	–
Henry Smith	50,300	50,300
South Wales Police	–	3,237
Sainsburys	500	1,500
Millenium Stadium Trust	–	2,500
Community Foundation Wales	5,000	9,978
Moondance	–	34,272
Other grant income	5,354	1,500
The Hedley Foundation	2,700	–
The Kristina Martin Charitable Trust	5,000	–
	<u>177,402</u>	<u>211,194</u>
Charitable activities		
Bridgend Coucil - Homeless Provision	–	15,273
Other trading activities		
Generated Income	30,951	26,465
Room Hire	20,524	11,971
	<u>51,475</u>	<u>38,436</u>
Other income		
Other Income	638	–
Total income	<u>229,515</u>	<u>264,903</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 28 February 2025

	2025 £	2024 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	205,945	166,947
Employer's NIC	7,464	4,821
Pension costs	3,180	2,545
Rent	15,250	14,190
Rates and water	974	919
Light and heat	7,060	5,356
Repairs and maintenance	5,278	12,427
Insurance	4,585	3,931
Other establishment	490	355
Other motor/travel costs	17	372
Legal and professional fees	9,550	10,590
Telephone	273	1,250
Other office costs	2,873	3,986
Depreciation	3,868	4,895
Training	4,224	2,016
Hub / Pantry / Zone consumables	8,762	5,121
Youth club expenses and trips	2,994	2,009
Computer costs	1,635	1,833
Sundries	3,276	2,960
Food parcel expenses	1,743	4,365
	<u>289,441</u>	<u>250,888</u>
 Total expenditure	 <u>289,441</u>	 <u>250,888</u>
 Net (expenditure)/income	 <u>(59,926)</u>	 <u>14,015</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 28 February 2025

	2025 £	2024 £
Expenditure on charitable activities		
Mentoring and support		
<i>Activities undertaken directly</i>		
Wages	205,945	166,947
Social security	7,464	4,821
Direct charitable activity 1 - pension costs	3,180	2,545
Rents	15,250	14,190
Rates & water	974	919
Light & heat	7,060	5,356
Repairs & renewals	5,278	12,427
Insurance	4,585	3,931
Travelling	17	372
Professional fees	6,370	7,020
Direct charitable activity 1 - other office costs	—	304
Training	4,224	2,016
Hub / Pantry / Zone consumables	8,762	5,121
Youth club expenses and trips	2,670	1,780
Computer costs	1,629	1,629
Food parcel expenses	1,743	4,365
	<u>275,151</u>	<u>233,743</u>
<i>Support costs</i>		
Cleaning expenses	490	355
Telephone	273	1,250
Printing, postage and stationery	2,873	3,682
Depreciation	3,868	4,895
Bank charges	324	229
Refreshments	6	204
Sundries	3,276	2,960
	<u>11,110</u>	<u>13,575</u>
<i>Governance costs</i>		
Governance costs - accountancy fees	3,180	3,570
	<u>3,180</u>	<u>3,570</u>
Expenditure on charitable activities	<u>289,441</u>	<u>250,888</u>

Accounts

COMPANY REGISTRATION NUMBER: 04371480

CHARITY REGISTRATION NUMBER: 1091536

**Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Unaudited Financial Statements
29 February 2024**

GORDON DOWN & COMPANY LIMITED

Accountants & Business Advisors

144 Walter Road

Swansea

SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Financial Statements

Year ended 29 February 2024

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Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 29 February 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 29 February 2024.

Reference and administrative details

Registered charity name Bridge Mentoring Plus Scheme

Charity registration number 1091536

Company registration number 04371480

Principal office and registered office 46-48 Dunraven Place
Bridgend
CF31 1JB

The trustees

M Hiett

P Clarke

Mr J Carlyon

(Retired 22 April 2023)

Mr S Baldwin

E Faulkner

E Hearne

C Heard

(Appointed 29 November 2023)

Company secretary E Hearne

Independent examiner Carl West Gordon Down & Company Limited
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Structure, governance and management *(continued)*

Recruitment and appointment of new trustees

All members of the Board of Trustees are recruited through open advertisement and adhering to the following guidelines as set out by the Charity Commission for England and Wales:

- 1) A charity identifies the need for new trustees. This may be because vacancies have arisen through resignations, or it may be that existing trustees have decided that one or more new trustees with specific skills are needed to help run the charity more effectively.
- 2) The trustees agree what skills, experience and knowledge are needed, and write it down in the form of a short job description and person specification.
- 3) The trustees agree responsibilities and a process for recruitment; in doing this, they take care to comply with any specific requirements set out in the charity's governing document. Some of the work may be delegated to a sub-group of trustees, but the whole trustee board remains in full control of the process and decisions.

Related parties

After due consultation with the trustees, there are no known related parties to disclose.

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in Bridge MPS in some way. They are also regularly invited to take part in team-building and staff development days and other Bridge MPS events.

Additionally, new trustees are given various documentation to familiarise themselves with the charity and the context within which it operates. These cover:

The obligations of Management Committee members

The main documents which set out the operational framework for the charity including the Memorandum and Articles

Resourcing and the current financial position as set out in the latest published accounts

Future plans and objectives.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, haven taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principle risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

Focus on building one-to-one relationships with key organisations and individuals Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives

Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Loss of focus/ mission drift

Mitigating Actions:

Regular meetings, involving range of stakeholders including staff and volunteers.

Regular and effective consultation with key client group Having engaged, skilled and trained trustees who provide challenge and support for Bridge MPS leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
Regular provision of safeguarding training for all staff and volunteers Effective supervision procedures
Effective risk assessment systems in place

Risk: A major property incident

Mitigating Actions:

Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

Regular appraisals & team meetings
Team development activities

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Structure, governance and management *(continued)*

Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

Development of activities and community projects to attract new members

Risk: Loss of funding for projects

Mitigating Actions:

Diversify funding streams

Generate own income

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 15 to the accounts. Payments made to other key management personnel are given in note 14. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Manager. The Manager is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and also has responsibility for the day to day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Objectives and activities

The Charity's objectives("the objectives") are to further or benefit the residents of the Bridgend County Borough and neighbouring communities and in such parts of the United Kingdom or the world as directors of the charity (herein called "the trustees") may from time to time think fit and to fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity without distinction of sex, sexual orientation, race or of political, religious or other opinions by:

- The promotion of equality and diversity for the public benefit
- The prevention or the relief of poverty in particular but not exclusively by providing and assisting in the provision of education, training, and mentoring project and activities and all the necessary support designed to support individuals to become self-sufficient.
- The relief of unemployment for the benefit of the public in such ways as may be thought fit but not exclusively to find employment.
- The provision of support and activities for young people or individuals and families or public benefit, which develop their skills, capacities, and capabilities to enable them to participate in society as mature and responsible individuals.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded, and assisting them to integrate into society.

Mission Statement

To break down barriers of social exclusion that prevent people from building bridges to a more positive future.

Vision

The Bridge MPS believe people should have every opportunity to succeed in life regardless of their background or circumstances. We provide a safe and welcoming environment for children, young people, and adults of all ages to have advice and support, engage in learning and volunteering opportunities or join interest groups to promote emotional health and wellbeing.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Achievements and performance

STAFF

Principal Officer - Sarah Hearne

Organisational Chart

Band 5: Principal Officer/CEO

Band 4: Development Officer - Finance Manager

Band 3: Community Hub Manager - Youth Services Manager - Volunteer Manager

Band 2: Youth Workers

Band 1: Hub Support Workers - Admin Support

The recruitment and selection decision of The Bridge MPS is of prime importance for obtaining the best possible person-to-job fit which will, when aggregated, contribute significantly towards The Bridge MPS' effectiveness. It is also becoming increasingly important, as The Bridge MPS evolves and changes, that new recruits show a willingness to learn, adaptability and ability to work as part of a team.

In all our Recruitment and Selection, we ensure a policy that incorporates the following:

- Fairness and consistency
- Non-discriminatory selection
- Conformation to all statutory regulations and agreed best practice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Achievements and performance *(continued)*

Youth Provision

Overview

The youth service that we offer the young people of Bridgend is for the ages of 8-18 years old. Being based in Bridgend County Borough, many of the young people that we work with are living in the top 20% of deprived areas as documented in the Welsh Index of Multiple Deprivation. This often means that many of the issues facing them are socio economic and that they are facing an uphill struggle that can be hard to break free of. We as an organisation aim to help any young people facing difficulties such as mental health and emotional wellbeing or education engagement issues. This happens through the different services that we offer.

Activities/Objectives

We have three strands to our youth provision which include the following:

- The Mentoring Program which is where we recruit and train volunteers to provide mentoring to children and young people aged 8-18, who may be experiencing adversity or emotional distress. This gives the young people of Bridgend someone to talk to and the confidence to meet their own individual targets that they may want to achieve that they can't do on their own. This is something we are hoping to expand and work on in partnership with schools to expand the service.
- Youth clubs - We currently provide a youth club for young people aged 13-18 which runs on a Tuesday evening 5-7pm. All sessions are planned and run by our youth workers with oversight from the youth manager. These sessions are based on the six key principles of youth work - Youth-led; Inclusivity, equality and diversity; Respect; Quality, safety and well-being; Empowerment; Positivity
- Training - We currently provide a work experience program for young people who are classed as NEET between 14-18 years old, that also promotes volunteering opportunities for young people. They gain a certificate from Agored Cymru in serving food, as well as learning practical skills and improving confidence.

Achievement and Public Benefit

We have delivered youth club sessions to 25 young people, as well as developing and piloting our work experience program. We continue to receive referrals to our mentoring program and have matched several with newly trained mentors. We have received funding for our youth manager and have set out our plan for the service over the next three years.

Community Hub

Overview

The Bridge Community hub is located in the heart of Bridgend Town Centre. A place where people can access direct support and informal support services in an inclusive and nurturing environment. Our purpose is to foster a sense of unity within our community and to provide tools that enable our members to create positive change in themselves and their surroundings.

We offer a range of services to support our community members in achieving their goals. Our hub provides access to dedicated support workers, education and training, well-being support and a community food pantry. Members can develop new skills and gain knowledge necessary to achieve their aims. We also provide a space where members can connect, network, and collaborate with

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Achievements and performance *(continued)*

like-minded individuals. This helps to create a supportive community, where everyone feels valued and supported.

We are continually developing our services, using feedback from our members and external agencies. We regularly review and adapt our programs to meet the changing needs of our community. This ensures that we remain relevant, responsive, and helpful.

Activities/Objectives

The Bridge community hub has 3 main areas of service delivery:

- **Enhancing Community Wellbeing:** The primary aim of The Bridge community hub is to support and enhance the wellbeing of its members. By providing support services such as formal and informal support, signposting, Form Filling or Digital assistance; the hub aims to improve the overall mental and physical health of the community.
- **Reducing Food Insecurity:** The community food pantry is a crucial part of the hub's service delivery. The aim is to increase access to healthy and nutritious food for individuals and families experiencing food insecurity. By reducing food insecurity, the hub aims to alleviate financial stress and improve the physical health of its members.
- **Fostering Social Connections:** The third aim is to foster social connections and build a sense of community. Structured activities such as workshops, volunteer opportunities, and community events encourage members to engage with each other and build new relationships. By promoting social connections, the hub aims to reduce social isolation and create a supportive and inclusive community.

We are proud of the impact we have had on the community and the success our members have achieved. Whether you are looking to access support, build new skills, our community hub is the perfect place for you. Join us today and become part of a thriving community dedicated to promoting positive change - Building Bridges to a more positive future.

Achievement and Public Benefit

Over the past year we have continued to provide support for the most vulnerable members of our community. Our food pantry service has been accessed over 1,445 times; we have provided 637 hot meals and 356 packed lunches for kids. The cost of living crisis continues to affect our community and we are always looking for new ways to mitigate the impact. Over the Christmas period we worked with the Foodbank to deliver "goodie" bags to those that were identified in crisis.

We continue to run activities that look at fostering connections and enhancing the wellbeing of our community. We have run several Family days with kids activities, Adult art sessions as well as Bounce and Rhyme toddler sessions.

Volunteering

Overview

Volunteering can be a very rewarding experience, and here at The Bridge we value the contribution made by volunteers. We are committed to involving them in appropriate positions and in ways that are encouraging, supportive and which develop the volunteer personally.

We offer a range of volunteering opportunities within our Community Hub and Youth Services and

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Achievements and performance *(continued)*

welcome volunteers of all abilities and backgrounds.

We can offer guidance and training to volunteers that enables them to develop practical skills and gain qualifications that can support routes into further education and career development.

At the Bridge we recognise our responsibility to arrange volunteering efficiently and sensitively so that the valuable gift of the volunteer's time is best used to the mutual advantage of all concerned. At the Bridge we recognise our responsibility to arrange volunteering efficiently and sensitively so that the valuable gift of the volunteer's time is best used to the mutual advantage of all concerned.

Activities/Objectives

We have three strands to our volunteering service which include the following:

- General Volunteers - those who wish to volunteer in the community hub café, drivers that collect surplus food from our partnership supermarkets, general maintenance/DIY etc. and the opportunity to volunteer support in our youth clubs. Any volunteering related expenses can be fully reimbursed.
- Supported Volunteers - those with any additional learning, physical, mental, or emotional needs that require support and supervision whilst volunteering. Our volunteering program offers structured support to learn new skills and build confidence. We continue to work in partnership with Bridgend College and Heronsbridge school to provide volunteering placements for students with ALN.
- Volunteer Mentors - a suitable, vetted, and trained adult (18yrs+) who can provide one-to-one support for a vulnerable young person who may need an appropriate role model to mentor them to meet their own individual targets. All training is provided before mentoring starts and full support and supervision is given to the mentor during the mentoring relationship.

Achievement and Public Benefit

Over the last year we have provided volunteer placements to over 50 people. We have increased our volunteer mentors and our ability to support young people. We have also provided training and increased employment opportunities for all of those who volunteer with us.

Collaborative Working

Partnership working continues to be a priority for us at the Bridge, to ensure that we can provide the best possible service for those members of our community that access our provision.

We continue to foster our relationship with Bridgend College providing rooms where they can deliver literacy and numeracy in a less formal learning environment. We also provide work placements for young people who are enrolled on the ILS program and health and social care training, alongside placements for year 13/14 students from Heronsbridge school.

We remain committed in reducing the environmental waste of food and addressing food insecurity by working in partnership with both Fareshare Cymru and several local supermarkets to redistribute food to those in need.

We have initiated new partnerships over the year, working with Awen Libraries, The Foodbank, and Employability to deliver service to our community.

We have also commenced a Professional "Pop Up" where we invite other organisation to attend our

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 29 February 2024

Achievements and performance *(continued)*

community hub every Monday morning to discuss their services and network with others for the benefit of the community users.

Financial Supporters

A full list of all those that have supported us over the last year can be found in our financial accounts. However, we would like to take the opportunity to express our gratitude and appreciation to them all - As a charity organisation we rely solely on the financial support of grant funders, trusts, and donations and without the continued support we would not be able to be sustainable and deliver our services to the community.

Financial review

Reserves policy

The Charity is one that is not for profit organisation. Its reserves are to be re-invested in order to achieve its principle aims and objectives. During the year the Trustees agreed to set a reserve policy which requires:

Reserves to be maintained at a level which ensures that the organisation's core activities could continue during a period of unforeseen difficulty for at least three months

A proportion of free reserves to be maintained in a readily realisable form ie cash on deposit.

The Trustees recognise that the Charity Commission guidelines recommend greater reserves but we have a set policy which reflects our wish to safely commit as much as possible within the budgets allowed for training and mentoring.

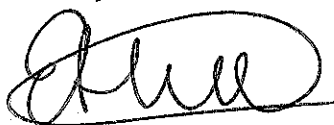
Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about Bridge MPS ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 19/06/24 and signed on behalf of the board of trustees by:



E Hearne
Charity Secretary

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Bridge Mentoring Plus Scheme

Year ended 29 February 2024

I report to the trustees on my examination of the financial statements of Bridge Mentoring Plus Scheme ('the charity') for the year ended 29 February 2024.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the 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 the charity'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 statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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).

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Bridge Mentoring Plus Scheme *(continued)*

Year ended 29 February 2024

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.



19/06/24

Carl West
Gordon Down & Company Limited
Independent Examiner

144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 29 February 2024

		Unrestricted funds	2024 Restricted funds	Total funds	2023 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	2,607	208,587	211,194	168,222
Charitable activities	6	15,273	—	15,273	18,327
Other trading activities	7	38,436	—	38,436	31,727
Other income	8	—	—	—	9,689
Total income		<u>56,316</u>	<u>208,587</u>	<u>264,903</u>	<u>227,965</u>
Expenditure					
Expenditure on charitable activities	9,10	74,227	176,661	250,888	197,560
Total expenditure		<u>74,227</u>	<u>176,661</u>	<u>250,888</u>	<u>197,560</u>
Net income		<u>(17,911)</u>	<u>31,926</u>	<u>14,015</u>	<u>30,405</u>
Transfers between funds		1,582	(1,582)	—	—
Net movement in funds		<u>(16,329)</u>	<u>30,344</u>	<u>14,015</u>	<u>30,405</u>
Reconciliation of funds					
Total funds brought forward		48,011	65,808	113,819	83,416
Total funds carried forward		<u>31,682</u>	<u>96,152</u>	<u>127,834</u>	<u>113,821</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 15 to 25 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Position

29 February 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	17	8,962	4,424
Current assets			
Debtors	18	1,513	14,869
Cash at bank and in hand		<u>124,398</u>	<u>98,131</u>
		125,911	113,000
Creditors: amounts falling due within one year	19	<u>7,040</u>	<u>3,605</u>
Net current assets		118,871	109,395
Total assets less current liabilities		<u>127,833</u>	<u>113,819</u>
Funds of the charity			
Restricted funds		96,152	65,808
Unrestricted funds		<u>31,681</u>	<u>48,011</u>
Total charity funds	21	<u>127,833</u>	<u>113,819</u>

For the year ending 29 February 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 17 May 2024 and are signed on behalf of the board by:

M Hiett
Trustee

The notes on pages 15 to 25 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 29 February 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46-48 Dunraven Place, Bridgend, CF31 1JB.

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

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

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

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

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

3. Accounting policies *(continued)*

Depreciation

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

Fixtures and fittings	-	25% straight line
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

4. Limited by guarantee

The Charity is a company limited by guarantee and therefore has no share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	2,607	—	2,607
Grants			
Garfield Weston	—	15,000	15,000
BCBC Summer of fun	—	—	—
BAVO	—	5,000	5,000
Tudor Trust	—	26,000	26,000
AFA Community Fund	—	20,000	20,000
BBC Children In Need	—	18,000	18,000
B & Q NEIGHBOURLY	—	6,400	6,400
Wesleyan Foundation	—	9,900	9,900
Welsh Church Act Fund	—	5,000	5,000
Henry Smith	—	50,300	50,300
Comic Relief	—	—	—
National Grid	—	—	—
South Wales Police	—	3,237	3,237
Coop	—	—	—
Sainsburys	—	1,500	1,500
Monmouthshire Building Society	—	—	—
Groundworks	—	—	—
Millenium Stadium Trust	—	2,500	2,500
Community Foundation Wales	—	9,978	9,978
Moondance	—	34,272	34,272
Other grant income	—	1,500	1,500
	<u>2,607</u>	<u>208,587</u>	<u>211,194</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	5,324	—	5,324

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Grants			
Garfield Weston	—	—	—
BCBC Summer of fun	—	1,827	1,827
BAVO	—	992	992
Tudor Trust	—	28,000	28,000
AFA Community Fund	—	9,970	9,970
BBC Children In Need	—	34,301	34,301
B & Q NEIGHBOURLY	—	—	—
Wesleyan Foundation	—	—	—
Welsh Church Act Fund	—	—	—
Henry Smith	—	50,300	50,300
Comic Relief	—	9,970	9,970
National Grid	—	9,635	9,635
South Wales Police	—	9,927	9,927
Coop	—	2,191	2,191
Sainsburys	—	500	500
Monmouthshire Building Society	—	2,135	2,135
Groundworks	—	1,000	1,000
Millenium Stadium Trust	—	—	—
Community Foundation Wales	—	—	—
Moondance	—	—	—
Other grant income	—	2,150	2,150
	<u>5,324</u>	<u>162,898</u>	<u>168,222</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bridgend Coucil - Homeless Provision	<u>15,273</u>	<u>15,273</u>	<u>18,327</u>	<u>18,327</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Generated Income	26,465	26,465	13,493	13,493
Room Hire	11,971	11,971	18,234	18,234
	<u>38,436</u>	<u>38,436</u>	<u>31,727</u>	<u>31,727</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

8. Other income

	Unrestricted Funds	Total Funds 2024	Unrestricted Funds	Total Funds 2023
	£	£	£	£
Other Income	—	—	9,689	9,689

9. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Mentoring and support	61,210	172,533	233,743
Support costs	13,017	4,128	17,145
	<u>74,227</u>	<u>176,661</u>	<u>250,888</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Mentoring and support	28,591	156,375	184,965
Support costs	10,586	2,008	12,595
	<u>39,177</u>	<u>158,383</u>	<u>197,560</u>

10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024	Total fund 2023
	£	£	£	£
Mentoring and support	233,743	13,575	247,318	193,874
Governance costs	—	3,570	3,570	3,686
	<u>233,743</u>	<u>17,145</u>	<u>250,888</u>	<u>197,560</u>

11. Analysis of support costs

	Analysis of support costs activity 1	Total 2024	Total 2023
	£	£	£
Premises	355	355	259
Communications and IT	1,250	1,250	1,530
General office	3,682	3,682	2,603
Finance costs	229	229	189
Governance costs	3,570	3,570	3,689
Support costs - Depreciation	4,895	4,895	2,536
Support costs - Other costs	3,164	3,164	1,792
	<u>17,145</u>	<u>17,145</u>	<u>12,598</u>

Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 29 February 2024

12. Net income

Net income is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	<u>4,895</u>	<u>2,536</u>

13. Independent examination fees

	2024	2023
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,500</u>	<u>2,500</u>

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	166,947	129,064
Social security costs	4,821	1,035
Employer contributions to pension plans	<u>2,545</u>	<u>1,642</u>
	<u>174,313</u>	<u>131,741</u>

The average head count of employees during the year was 10 (2023: 12). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff - management	1	1
Number of staff - administrative	1	1
Number of staff - training	1	2
Number of staff - youth & support workers	6	7
Number of staff - other staff	<u>1</u>	<u>1</u>
	<u>10</u>	<u>12</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

16. Transfers between funds

Transfers from unrestricted reserves to restricted reserves are in relation to money spent over and above the grants received from the grant providers.

Transfers from restricted reserves to unrestricted reserves are in relation to underspends on the grants received from the grant providers.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

17. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 March 2023	45,926	39,885	85,811
Additions	3,764	5,669	9,433
At 29 February 2024	49,690	45,554	95,244
Depreciation			
At 1 March 2023	44,720	36,667	81,387
Charge for the year	1,889	3,006	4,895
At 29 February 2024	46,609	39,673	86,282
Carrying amount			
At 29 February 2024	3,081	5,881	8,962
At 28 February 2023	1,206	3,218	4,424

18. Debtors

	2024 £	2023 £
Other debtors	1,513	14,869

19. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	2,482	11
Pension Control	927	473
Other creditors	3,631	3,121
	7,040	3,605

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,545 (2023: £1,642).

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

21. Analysis of charitable funds

Unrestricted funds

	At 1 March 2023	Income	Expenditure	Transfers	At 29 February 2024
	£	£	£	£	£
General funds	<u>48,011</u>	<u>56,316</u>	<u>(74,227)</u>	<u>1,581</u>	<u>31,681</u>

	At 1 March 2022	Income	Expenditure	Transfers	At 28 February 2023
	£	£	£	£	£
General funds	<u>19,113</u>	<u>65,067</u>	<u>(39,177)</u>	<u>3,008</u>	<u>48,011</u>

Restricted funds

	At 1 March 2023	Income	Expenditure	Transfers	At 29 February 2024
	£	£	£	£	£
Restricted Fund 1 - Big Lottery	—	—	—	—	—
Garfield Weston	—	15,000	(7,585)	—	7,415
BCBC Summer of fun	—	—	—	—	—
BAVO	1,298	5,000	(5,654)	—	644
Awards For All	336	—	(336)	—	—
AFA Community Fund	7,824	20,000	(11,716)	—	16,108
BBC CIN	14,675	18,001	(21,579)	(59)	11,038
Postcode Lottery	—	—	—	—	—
Track 2000	—	—	—	—	—
Greggs Foundation	—	—	—	—	—
Groundworks	349	—	(347)	(2)	—
Millenium Stadium Trust-Community Foundation	—	2,500	(449)	—	2,051
Wales	164	9,978	(6,758)	—	3,384
Albert GubayAlbert Gubay	—	—	—	—	—
Moondance	—	34,272	(24,696)	—	9,576
Persimmons	—	—	—	—	—
Fords	837	—	(475)	—	362
Arnold Clark	1,862	—	(1,491)	—	371
Neighbourly Grant	—	—	—	—	—
Western Power - Local Giving	403	—	(135)	—	268
Magic Little Grants	170	500	(637)	—	33
Mr P James donation	1,325	—	—	(1,325)	—
Tudor Trust	5,741	26,000	(25,205)	—	6,536

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

21. Analysis of charitable funds *(continued)*

Henry Smith Foundation	16,239	50,300	(44,097)	—	22,442
Comic Relief	7,116	—	(7,097)	(19)	—
National Grid	2,872	—	(2,872)	—	—
SW Police - Safer Streets	—	3,236	(2,975)	(261)	—
Coop	1,962	—	(403)	—	1,559
Sainsburys	500	1,500	(1,058)	—	942
Monmouthshire Building Society	2,135	—	(789)	74	1,420
Lidl	—	500	(510)	10	—
B & Q Neighbourly	—	6,400	(1,011)	—	5,389
Wesleyan Foundation	—	9,900	(3,669)	—	6,231
Welsh Church Act Fund	—	5,000	(5,000)	—	—
Bridgend Town Council	—	500	(117)	—	383
	<u>65,808</u>	<u>208,587</u>	<u>(176,661)</u>	<u>(1,582)</u>	<u>96,152</u>

	At 1 March 2022 £	Income £	Expenditure £	Transfers £	At 28 February 2023 £
Restricted Fund 1 - Big Lottery	—	—	3	—	3
Garfield Weston	5,594	—	(5,563)	(31)	—
BCBC Summer of fun	—	1,827	(1,652)	(175)	—
BAVO	3,620	991	(2,971)	(343)	1,297
Awards For All	6,319	9,970	(6,522)	(1,607)	8,160
AFA Community Fund	—	—	—	—	—
BBC CIN	7,000	34,301	(26,015)	(611)	14,675
Postcode Lottery	7,998	—	(8,004)	6	—
Track 2000	482	—	(482)	—	—
Greggs Foundation	3,128	—	(3,136)	8	—
Groundworks	—	1,000	(651)	—	349
Millenium Stadium Trust-Community Foundation	71	—	(85)	14	—
Wales	1,151	—	(949)	(38)	164
Albert GubayAlbert	—	—	—	—	—
Gubay	2,445	—	(2,369)	(76)	—
Moondance	16,047	—	(15,752)	(295)	—
Persimmons	758	—	(766)	7	(1)
Fords	1,087	250	(501)	—	836
Arnold Clark	2,500	—	(638)	—	1,862
Neighbourly Grant	—	401	(399)	(2)	—
Western Power - Local Giving	—	1,000	(574)	(23)	403
Magic Little Grants	—	500	(330)	—	170
Mr P James donation	6,103	—	(4,778)	—	1,325

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 29 February 2024

21. Analysis of charitable funds *(continued)*

Tudor Trust	–	28,000	(22,259)	–	5,741
Henry Smith Foundation	–	50,300	(34,061)	–	16,239
Comic Relief	–	9,970	(2,854)	–	7,116
National Grid	–	9,635	(6,763)	–	2,872
SW Police - Safer Streets	–	9,927	(10,083)	156	–
Coop	–	2,191	(229)	–	1,962
Sainsburys	–	500	–	–	500
Monmouthshire Building Society	–	2,135	–	–	2,135
Lidl	–	–	–	–	–
B & Q Neighbourly	–	–	–	–	–
Wesleyan Foundation	–	–	–	–	–
Welsh Church Act Fund	–	–	–	–	–
Bridgend Town Council	–	–	–	–	–
	<u>64,303</u>	<u>162,898</u>	<u>(158,383)</u>	<u>(3,010)</u>	<u>65,808</u>

22. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2024
Tangible fixed assets	1,338	7,624	8,962
Current assets	37,383	88,528	125,911
Creditors less than 1 year	(7,040)	–	(7,040)
Net assets	<u>31,681</u>	<u>96,152</u>	<u>127,833</u>

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2023
Tangible fixed assets	1,142	3,282	4,424
Current assets	50,474	62,526	113,000
Creditors less than 1 year	(3,605)	–	(3,605)
Net assets	<u>48,011</u>	<u>65,808</u>	<u>113,819</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Management Information

Year ended 29 February 2024

The following pages do not form part of the financial statements.

Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 29 February 2024

	2024 £	2023 £
Income and endowments		
Donations and legacies		
Donations	2,607	5,324
Garfield Weston	15,000	—
BCBC Summer of fun	—	1,827
BAVO	5,000	992
Tudor Trust	26,000	28,000
AFA Community Fund	20,000	9,970
BBC Children In Need	18,000	34,301
B & Q NEIGHBOURLY	6,400	—
Wesleyan Foundation	9,900	—
Welsh Church Act Fund	5,000	—
Henry Smith	50,300	50,300
Comic Relief	—	9,970
National Grid	—	9,635
South Wales Police	3,237	9,927
Coop	—	2,191
Sainsburys	1,500	500
Monmouthshire Building Society	—	2,135
Groundworks	—	1,000
Millenium Stadium Trust	2,500	—
Community Foundation Wales	9,978	—
Moondance	34,272	—
Other grant income	1,500	2,150
	<u>211,194</u>	<u>168,222</u>
Charitable activities		
Bridgend Coucil - Homeless Provision	15,273	18,327
Other trading activities		
Generated Income	26,465	13,493
Room Hire	11,971	18,234
	<u>38,436</u>	<u>31,727</u>
Other income		
Other Income	—	9,689
Total income	<u>264,903</u>	<u>227,965</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 29 February 2024

	2024 £	2023 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	166,947	129,064
Employer's NIC	4,821	1,035
Pension costs	2,545	1,642
Rent	14,190	15,250
Rates and water	919	833
Light and heat	5,356	4,896
Repairs and maintenance	12,427	3,974
Insurance	3,931	3,930
Other establishment	355	259
Other motor/travel costs	372	1,086
Legal and professional fees	10,590	11,465
Telephone	1,250	1,530
Other office costs	3,986	2,603
Depreciation	4,895	2,536
Training	2,016	2,842
Hub / Pantry / Zone consumables	5,121	2,123
Youth club expenses and trips	2,009	5,568
Computer costs	1,833	1,561
Sundries	2,960	1,648
Food parcel expenses	4,365	3,715
	<u>250,888</u>	<u>197,560</u>
Total expenditure	<u>250,888</u>	<u>197,560</u>
Net income	<u>14,015</u>	<u>30,405</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 29 February 2024

	2024 £	2023 £
Expenditure on charitable activities		
Mentoring and support		
<i>Activities undertaken directly</i>		
Wages	166,947	129,064
Social security	4,821	1,035
Direct charitable activity 1 - pension costs	2,545	1,642
Rents	14,190	15,250
Rates & water	919	833
Light & heat	5,356	4,896
Repairs & renewals	12,427	3,974
Insurance	3,931	3,930
Travelling	372	1,086
Professional fees	7,020	7,779
Direct charitable activity 1 - other office costs	304	—
Training	2,016	2,842
Hub / Pantry / Zone consumables	5,121	2,123
Youth club expenses and trips	1,780	5,379
Computer costs	1,629	1,417
Food parcel expenses	4,365	3,715
	<u>233,743</u>	<u>184,965</u>
Support costs		
Cleaning expenses	355	259
Telephone	1,250	1,530
Printing, postage and stationery	3,682	2,603
Depreciation	4,895	2,536
Bank charges	229	189
Refreshments	204	144
Sundries	2,960	1,648
	<u>13,575</u>	<u>8,909</u>
Governance costs		
Governance costs - accountancy fees	3,570	3,686
	<u>3,570</u>	<u>3,686</u>
Expenditure on charitable activities	<u>250,888</u>	<u>197,560</u>

Accounts

COMPANY REGISTRATION NUMBER: 04371480

CHARITY REGISTRATION NUMBER: 1091536

**Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Unaudited Financial Statements
28 February 2023**

GORDON DOWN & COMPANY LIMITED

Accountants & Business Advisors
144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Financial Statements

Year ended 28 February 2023

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Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 28 February 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 28 February 2023.

Reference and administrative details

Registered charity name Bridge Mentoring Plus Scheme

Charity registration number 1091536

Company registration number 04371480

Principal office and registered office 46-48 Dunraven Place
Bridgend
CF31 1JB

The trustees

M Hiett
P Clarke
J Morris (Retired 21 June 2022)
Mr J Carlyon (Retired 22 April 2023)
Mr S Baldwin
E Faulkner
E Hearne

Company secretary E Hearne

Independent examiner Carl West Gordon Down & Company Limited
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee.

Recruitment and appointment of new trustees

At the year end there were five trustees. New trustees are appointed at the recommendation of the Board.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Structure, governance and management *(continued)*

Related parties

After due consultation with the trustees, there are no known related parties to disclose.

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in Bridge MPS in some way. They are also regularly invited to take part in team-building and staff development days and other Bridge MPS events.

Additionally, new trustees are given various documentation to familiarise themselves with the charity and the context within which it operates. These cover:

The obligations of Management Committee members

The main documents which set out the operational framework for the charity including the Memorandum and Articles

Resourcing and the current financial position as set out in the latest published accounts

Future plans and objectives.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, have taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principle risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

Focus on building one-to-one relationships with key organisations and individuals Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives

Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Loss of focus/ mission drift

Mitigating Actions:

Regular meetings, involving range of stakeholders including staff and volunteers.

Regular and effective consultation with key client group Having engaged, skilled and trained trustees who provide challenge and support for Bridge MPS leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
Regular provision of safeguarding training for all staff and volunteers Effective supervision procedures
Effective risk assessment systems in place

Risk: A major property incident

Mitigating Actions:

Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

Regular appraisals & team meetings
Team development activities

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Structure, governance and management *(continued)*

Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

Development of activities and community projects to attract new members

Risk: Loss of funding for projects

Mitigating Actions:

Diversify funding streams

Generate own income

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 15 to the accounts. Payments made to other key management personnel are given in note 14. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Manager. The Manager is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and also has responsibility for the day to day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Objectives and activities

Mission Statement

To break down barriers of social exclusion that prevent people from building bridges to a more positive future.

Vision

The Bridge MPS believes that people should have every opportunity to succeed in life regardless of their background or circumstances. We provide a safe and friendly environment for children, young people and adults of all ages to have advice and support, engage in learning and volunteering opportunities or join interest groups in order to promote emotional health and well being.

Aims and objectives

The Charity's objectives("the objectives") are to further or benefit the residents of the Bridgend County Borough and neighbouring communities and in such parts of the United Kingdom or the world as directors of the charity (herein called "the trustees") may from time to time think fit and to fulfill such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity without distinction of sex, sexual orientation, race or of political, religious or other opinions by:

- The promotion of equality and diversity for the public benefit
- The prevention or the relief of poverty in particular but not exclusively by providing and assisting in the provision of education, training, and mentoring project and activities and all the necessary support designed to support individuals to become self sufficient.
- The relief of unemployment for the benefit of the public in such ways as may be thought fit, in particular but not exclusively to find employment.
- The provision of support and activities for young people or individuals and families or public benefit, which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Achievements and performance

STAFF

Principal Officer - Sarah Hearne (Commenced post March 2022)

Organisational Chart

Band 5 - Principal Officer/CEO

Band 4 - Development Officer - Finance Manager

Band 3 - Community Hub Manager - Youth Services Manager - Volunteer Manager

Band 2 - Youth Workers

Band 1 - Hub Support Workers - Admin Support

The recruitment and selection decision of The Bridge MPS is of prime importance for obtaining the best possible person-to-job fit which will, when aggregated, contribute significantly towards The Bridge MPS' effectiveness. It is also becoming increasingly important as The Bridge MPS evolves and changes, that new recruits show a willingness to learn, adaptability and ability to work as part of a team.

In all our Recruitment and Selection, we ensure a policy that incorporates the following:

- Fairness and consistency
- Non-discriminatory selection
- Conformation to all statutory regulations and agreed best practice

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Achievements and performance *(continued)*

Youth Provision

Overview

The youth service that we offer the young people of Bridgend is for the ages of 8-18 years old. Being based in Bridgend County Borough, many of the young people that we work with are living in the top 20% of deprived areas as documented in the Welsh Index of Multiple Deprivation. This often means that many of the issues facing them are socio economic and that they are facing an uphill struggle that can be hard to break free of. We as an organisation aim to help any young people facing difficulties such as mental health and emotional wellbeing or education engagement issues. This happens through the different services that we offer.

Activities/Objectives

We have three strands to our youth provision which include the following:

- The Mentoring Program which is where we recruit and train volunteers to provide mentoring to children and young people aged 8-18, who may be experiencing adversity or emotional distress. This gives the young people of Bridgend someone to talk to and the confidence to meet their own individual targets that they may want to achieve that they can't do on their own. This is something we are hoping to expand and work on in partnership with schools to expand the service.
- Youth clubs - We currently provide two youth clubs, one working with young people aged 8-16 which runs on a Monday evening 5-6:30pm and then one working with young people aged 13-18 which runs on a Tuesday evening 5-7pm. Both sessions have planned sessions on each week which are ran by our youth workers and where possible we take the young people on trips out into the community.
- SWEET Training - We currently provide a BTEC Personal Growth qualification for children who are classed as NEET between 14-18 years old, that also promotes volunteering opportunities for young people. This course is a no exam course with both an online option and physical books. There are different paths that can be taken as they are in a range of sizes from a Subsidiary Award which is a 0.25 GCSE equivalent right through to the Extended Certificate (2 GCSEs).

Achievement and Public Benefit

During the last year we have signed up 7 students for our SWEET training program and delivered youth clubs for over 50 young people, aiming to reduce antisocial behaviour and the increase employability of young people. As well as continuing to mentor young people that have been referred by statutory organisations to us for support.

Community Hub

Overview

The Bridge Community hub is located in the heart of Bridgend Town Centre. A place where people can access direct support and informal support services in an inclusive and nurturing environment. Our purpose is to foster a sense of unity within our community and to provide tools that enable our members to create positive change in themselves and their surroundings.

We offer a range of services to support our community members in achieving their goals. Our hub provides access to dedicated support workers, education and training, well-being support and a community food pantry. Members can develop new skills and gain knowledge necessary to achieve

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Achievements and performance *(continued)*

their aims. We also provide a space where members can connect, network, and collaborate with like-minded individuals. This helps to create a supportive community, where everyone feels valued and supported.

We are continually developing our services, using feedback from our members and external agencies. We regularly review and adapt our programs to meet the changing needs of our community. This ensures that we remain relevant, responsive, and helpful.

Activities/Objectives

The Bridge community hub has 3 main areas of service delivery:

- **Enhancing Community Wellbeing:** The primary aim of The Bridge community hub is to support and enhance the wellbeing of its members. By providing support services such as formal and informal support, signposting, Form Filling or Digital assistance; the hub aims to improve the overall mental and physical health of the community.
- **Reducing Food Insecurity:** The community food pantry is a crucial part of the hub's service delivery. The aim is to increase access to healthy and nutritious food for individuals and families experiencing food insecurity. By reducing food insecurity, the hub aims to alleviate financial stress and improve the physical health of its members.
- **Fostering Social Connections:** The third aim is to foster social connections and build a sense of community. Structured activities such as workshops, volunteer opportunities, and community events encourage members to engage with each other and build new relationships. By promoting social connections, the hub aims to reduce social isolation and create a supportive and inclusive community.

We are proud of the impact we have had on the community and the success our members have achieved. Whether you are looking to access support, build new skills, our community hub is the perfect place for you. Join us today and become part of a thriving community dedicated to promoting positive change - Building Bridges to a more positive future.

Achievement and Public Benefit

Over the past year we have continued to provide support for the most vulnerable members of our community. We have set up our new food pantry service, provided hot meals, and packed lunches for kids addressing the impact that the cost-of-living crisis is having on our community.

We have run numerous activities and groups, including a parent and toddler group, craft workshops for kids and a weekly quiz that aims to bring people together and reduce social isolation and increasing connections.

Volunteering

Overview

Volunteering can be a very rewarding experience, and here at The Bridge we value the contribution made by volunteers and are committed to involving them in appropriate positions and in ways that are encouraging, supportive and which develop the volunteer personally.

We offer a range of volunteering opportunities within our Community Hub and Youth Services and welcome volunteers of all abilities and backgrounds.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Achievements and performance *(continued)*

We can offer guidance and training to volunteers that enables them to develop practical skills and gain qualifications that can support routes into further education and career development.

At the Bridge we recognise our responsibility to arrange volunteering efficiently and sensitively so that the valuable gift of the volunteer's time is best used to the mutual advantage of all concerned.

Activities/Objectives

We have three strands to our volunteering service which include the following:

- General Volunteers - those who wish to volunteer in the community hub café, garden or as admin support. As well as drivers that collect surplus food from our partnership supermarkets, general maintenance/DIY etc. and the opportunity to volunteer support in our youth clubs. Any volunteering related expenses can be fully reimbursed.
- Supported Volunteers - those with any additional learning, physical, mental or emotional needs that require support and supervision whilst volunteering. We work in partnership with Bridgend College and Heronsbridge school to provide volunteering placements for students with ALN.
- Volunteer Mentors - a suitable, vetted, and trained adult (18yrs+) who can provide one-to-one support for a vulnerable young person who may need an appropriate role model to mentor them to meet their own individual targets. All training is provided before mentoring starts and full support and supervision is given to the mentor during the mentoring relationship.

Achievement and Public Benefit

We have provided placements to several young people during the last year and continued to mentor young people in addition to this. We have also provided training and increased employment opportunities for all of those who volunteer with us.

Collaborative Working

Partnership working continues to be a priority for us at the Bridge, to ensure that we can provide the best possible service for those members of our community that access our provision.

We continue to foster our relationship with Bridgend College providing rooms where they can deliver literacy and numeracy in a less formal learning environment. We also provide work placements for young people who are enrolled on the ILS program and health and social care training, alongside placements for year 13/14 students from Heronsbridge school.

We remain committed in reducing the environmental waste of food and addressing food insecurity by working in partnership with both Fareshare Cymru and several local supermarkets to redistribute food to those in need.

Financial Supporters

A full list of all those that have supported us over the last year can be found in our financial accounts. However, we would like to take the opportunity to express our gratitude and appreciation to them all - As a charity organisation we rely solely on the financial support of grant funders, trusts, and donations and without the continued support we would not be able to be sustainable and deliver our services to the community.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2023

Financial review

Reserves policy

The Charity is one that is not for profit organisation. Its reserves are to be re-invested in order to achieve its principle aims and objectives. During the year the Trustees agreed to set a reserve policy which requires:

Reserves to be maintained at a level which ensures that the organisation's core activities could continue during a period of unforeseen difficulty for at least three months

A proportion of free reserves to be maintained in a readily realisable form ie cash on deposit.

The Trustees recognise that the Charity Commission guidelines recommend greater reserves but we have a set policy which reflects our wish to safely commit as much as possible within the budgets allowed for training and mentoring.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about Bridge MPS ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 11/09/23 and signed on behalf of the board of trustees by:



E Hearne
Charity Secretary

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Bridge Mentoring Plus Scheme

Year ended 28 February 2023

I report to the trustees on my examination of the financial statements of Bridge Mentoring Plus Scheme ('the charity') for the year ended 28 February 2023.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the 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 the charity'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 statement

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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.



Carl West
Gordon Down & Company Limited
Independent Examiner

11/09/23

144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 28 February 2023

		Unrestricted funds	2023 Restricted funds	Total funds	2022 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	5,324	162,898	168,222	146,618
Charitable activities	6	18,327	—	18,327	—
Other trading activities	7	31,727	—	31,727	12,280
Other income	8	9,689	—	9,689	2,850
Total income		<u>65,067</u>	<u>162,898</u>	<u>227,965</u>	<u>161,748</u>
Expenditure					
Expenditure on charitable activities	9,10	<u>39,177</u>	<u>158,383</u>	<u>197,560</u>	<u>186,217</u>
Total expenditure		<u>39,177</u>	<u>158,383</u>	<u>197,560</u>	<u>186,217</u>
Net income/(expenditure)		<u>25,890</u>	<u>4,515</u>	<u>30,405</u>	<u>(24,469)</u>
Transfers between funds		3,008	(3,008)	—	—
Net movement in funds		<u>28,898</u>	<u>1,507</u>	<u>30,405</u>	<u>(24,469)</u>
Reconciliation of funds					
Total funds brought forward		<u>19,113</u>	<u>64,303</u>	<u>83,416</u>	<u>107,884</u>
Total funds carried forward		<u>48,011</u>	<u>65,810</u>	<u>113,821</u>	<u>83,415</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 14 to 24 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Position

28 February 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	17	4,424	4,781
Current assets			
Debtors	18	14,869	2,259
Cash at bank and in hand		<u>98,131</u>	<u>77,885</u>
		113,000	80,144
Creditors: amounts falling due within one year	19	<u>3,605</u>	<u>1,509</u>
Net current assets		109,395	78,635
Total assets less current liabilities		<u>113,819</u>	<u>83,416</u>
Funds of the charity			
Restricted funds		65,808	64,303
Unrestricted funds		<u>48,011</u>	<u>19,113</u>
Total charity funds	21	<u>113,819</u>	<u>83,416</u>

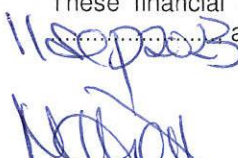
For the year ending 28 February 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on and are signed on behalf of the board by:



M Hiett
Trustee

The notes on pages 14 to 24 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 28 February 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46-48 Dunraven Place, Bridgend, CF31 1JB.

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

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

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

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

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

3. Accounting policies *(continued)*

Depreciation

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

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

4. Limited by guarantee

The Charity is a company limited by guarantee and therefore has no share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	5,324	—	5,324
Grants			
Garfield Weston	—	—	—
BCBC Summer of fun	—	1,827	1,827
BAVO	—	992	992
Tudor Trust	—	28,000	28,000
Awards For All	—	—	—
AFA Community Fund	—	9,970	9,970
BBC Children In Need	—	34,301	34,301
Postcode Lottery	—	—	—
Greggs Foundation	—	—	—
Henry Smith	—	50,300	50,300
Comic Relief	—	9,970	9,970
National Grid	—	9,635	9,635
South Wales Police	—	9,927	9,927
Coop	—	2,191	2,191
Sainsburys	—	500	500
Monmouthshire Building Society	—	2,135	2,135
Groundworks	—	1,000	1,000
Community Foundation Wales	—	—	—
Albert Gubay	—	—	—
Moondance	—	—	—
Other grant income	—	2,150	2,150
	<u>5,324</u>	<u>162,898</u>	<u>168,222</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	5,195	7,000	12,195

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Grants			
Garfield Weston	–	15,000	15,000
BCBC Summer of fun	–	850	850
BAVO	–	9,240	9,240
Tudor Trust	–	–	–
Awards For All	–	9,500	9,500
AFA Community Fund	–	–	–
BBC Children In Need	–	21,014	21,014
Postcode Lottery	–	16,038	16,038
Greggs Foundation	–	3,465	3,465
Henry Smith	–	–	–
Comic Relief	–	–	–
National Grid	–	–	–
South Wales Police	–	–	–
Coop	–	–	–
Sainsburys	–	–	–
Monmouthshire Building Society	–	–	–
Groundworks	–	–	–
Community Foundation Wales	–	9,000	9,000
Albert Gubay	–	6,000	6,000
Moondance	–	38,396	38,396
Other grant income	1,000	4,920	5,920
	<u>6,195</u>	<u>140,423</u>	<u>146,618</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bridgend Coucil - Homeless Provision	<u>18,327</u>	<u>18,327</u>	<u>–</u>	<u>–</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Generated Income	13,493	13,493	5,643	5,643
Room Hire	18,234	18,234	6,637	6,637
	<u>31,727</u>	<u>31,727</u>	<u>12,280</u>	<u>12,280</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

8. Other income

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
	£	£	£	£
Other Income	9,689	<u>9,689</u>	2,850	<u>2,850</u>

9. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Mentoring and support	28,591	156,375	184,965
Support costs	10,586	2,008	12,595
	<u>39,177</u>	<u>158,383</u>	<u>197,560</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Mentoring and support	32,547	142,324	174,872
Support costs	9,789	1,557	11,345
	<u>42,336</u>	<u>143,881</u>	<u>186,217</u>

10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Mentoring and support	184,965	8,909	193,874	184,140
Governance costs	—	3,686	3,686	2,077
	<u>184,965</u>	<u>12,595</u>	<u>197,560</u>	<u>186,217</u>

11. Analysis of support costs

	Analysis of support costs activity 1	Total 2023	Total 2022
	£	£	£
Premises	259	259	338
Communications and IT	1,530	1,530	1,101
General office	2,603	2,603	2,473
Finance costs	189	189	151
Governance costs	3,689	3,689	2,079
Support costs - Depreciation	2,536	2,536	3,201
Support costs - Other costs	1,792	1,792	2,003
	<u>12,598</u>	<u>12,598</u>	<u>11,346</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

12. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	<u>2,536</u>	<u>3,201</u>

13. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,500</u>	<u>2,079</u>

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	129,064	123,597
Social security costs	1,035	801
Employer contributions to pension plans	<u>1,642</u>	<u>1,267</u>
	<u>131,741</u>	<u>125,665</u>

The average head count of employees during the year was 12 (2022: 12). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Number of staff - management	1	1
Number of staff - administrative	1	1
Number of staff - training	2	2
Number of staff - youth & support workers	7	7
Number of staff - other staff	<u>1</u>	<u>1</u>
	<u>12</u>	<u>12</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

16. Transfers between funds

Transfers from unrestricted reserves to restricted reserves are in relation to money spent over and above the grants received from the grant providers.

Transfers from restricted reserves to unrestricted reserves are in relation to underspends on the grants received from the grant providers.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

17. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 March 2022	45,926	37,706	83,632
Additions	—	2,179	2,179
At 28 February 2023	45,926	39,885	85,811
Depreciation			
At 1 March 2022	43,772	35,079	78,851
Charge for the year	948	1,588	2,536
At 28 February 2023	44,720	36,667	81,387
Carrying amount			
At 28 February 2023	1,206	3,218	4,424
At 28 February 2022	2,154	2,627	4,781

18. Debtors

	2023 £	2022 £
Other debtors	14,869	2,259

19. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	11	—
Pension Control	473	37
Other creditors	3,121	1,472
	3,605	1,509

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £1,642 (2022: £1,267).

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

21. Analysis of charitable funds

Unrestricted funds

	At 1 March 2022	Income	Expenditure	Transfers	At 28 February 2023
	£	£	£	£	£
General funds	<u>19,113</u>	<u>65,067</u>	<u>(39,177)</u>	<u>3,008</u>	<u>48,011</u>

	At 1 March 2021	Income	Expenditure	Transfers	At 28 February 2022
	£	£	£	£	£
General funds	<u>37,254</u>	<u>21,325</u>	<u>(42,336)</u>	<u>2,870</u>	<u>19,113</u>

Restricted funds

	At 1 March 2022	Income	Expenditure	Transfers	At 28 February 2023
	£	£	£	£	£
Restricted Fund 1 - Big Lottery	—	—	3	—	3
Garfield Weston	5,594	—	(5,563)	(31)	—
BCBC Summer of fun	—	1,827	(1,652)	(175)	—
BAVO	3,620	991	(2,971)	(343)	1,297
Awards For All	6,319	9,970	(6,522)	(1,607)	8,160
BBC CIN	7,000	34,301	(26,015)	(611)	14,675
Postcode Lottery	7,998	—	(8,004)	6	—
Track 2000	482	—	(482)	—	—
Greggs Foundation	3,128	—	(3,136)	8	—
Groundworks	—	1,000	(651)	—	349
Millenium Stadium Trust-Community Foundation Wales	71	—	(85)	14	—
Albert GubayAlbert Gubay	1,151	—	(949)	(38)	164
Moondance	2,445	—	(2,369)	(76)	—
Persimmons	16,047	—	(15,752)	(295)	—
Fords	758	—	(766)	7	(1)
Arnold Clark	1,087	250	(501)	—	836
Neighbourly Grant	2,500	—	(638)	—	1,862
Western Power - Local Giving	—	401	(399)	(2)	—
Magic Little Grants	—	1,000	(574)	(23)	403
Mr P James donation	—	500	(330)	—	170
	6,103	—	(4,778)	—	1,325

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

21. Analysis of charitable funds *(continued)*

Tudor Trust	–	28,000	(22,259)	–	5,741
Henry Smith Foundation	–	50,300	(34,061)	–	16,239
Restricted fund 36 - desc in a/cs	–	9,970	(2,854)	–	7,116
Restricted fund 37 - desc in a/cs	–	9,635	(6,763)	–	2,872
SW Police - Safer Streets	–	9,927	(10,083)	156	–
Coop	–	2,191	(229)	–	1,962
Sainsburys	–	500	–	–	500
Monmouthshire Building Society	–	2,135	–	–	2,135
	<u>64,303</u>	<u>162,898</u>	<u>(158,383)</u>	<u>(3,010)</u>	<u>65,808</u>

	At 1 March 2021	Income	Expenditure	Transfers	At 28 February 2022
	£	£	£	£	£
Restricted Fund 1 - Big Lottery	41	–	–	(41)	–
Garfield Weston	–	15,000	(9,406)	–	5,594
BCBC Summer of fun	–	850	(736)	(114)	–
BAVO	2,075	9,240	(7,150)	(545)	3,620
Awards For All	4,050	9,500	(7,628)	396	6,318
BBC CIN	16,962	21,014	(31,017)	40	6,999
Postcode Lottery	–	16,038	(8,040)	–	7,998
Track 2000	23,667	–	(23,185)	–	482
Greggs Foundation	–	3,465	(337)	–	3,128
Groundworks	–	–	–	–	–
Millenium Stadium Trust- Community Foundation Wales	178	–	(107)	–	71
	<u>23,657</u>	<u>9,000</u>	<u>(28,870)</u>	<u>(2,636)</u>	<u>1,151</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2023

21. Analysis of charitable funds *(continued)*

Albert GubayAlbert					
Gubay	—	6,000	(3,555)	—	2,445
Moondance	—	38,396	(22,349)	—	16,047
Persimmons	—	1,000	(241)	—	759
Fords	—	1,420	(363)	31	1,088
Arnold Clark	—	2,500	—	—	2,500
Neighbourly Grant	—	—	—	—	—
Western Power - Local					
Giving	—	—	—	—	—
Magic Little Grants	—	—	—	—	—
Mr P James donation	—	7,000	(897)	—	6,103
Tudor Trust	—	—	—	—	—
Henry Smith Foundation	—	—	—	—	—
Restricted fund 36 -					
desc in a/cs	—	—	—	—	—
Restricted fund 37 -					
desc in a/cs	—	—	—	—	—
SW Police - Safer					
Streets	—	—	—	—	—
Coop	—	—	—	—	—
Sainsburys	—	—	—	—	—
Monmouthshire Building					
Society	—	—	—	—	—
	<u>70,630</u>	<u>140,423</u>	<u>(143,881)</u>	<u>(2,869)</u>	<u>64,303</u>

22. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2023 £
Tangible fixed assets	1,142	3,282	4,424
Current assets	50,474	62,526	113,000
Creditors less than 1 year	(3,605)	—	(3,605)
Net assets	<u>48,011</u>	<u>65,808</u>	<u>113,819</u>

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	2022 £
Tangible fixed assets	1,309	3,472	4,781
Current assets	19,313	60,831	80,144
Creditors less than 1 year	(1,509)	—	(1,509)
Net assets	<u>19,113</u>	<u>64,303</u>	<u>83,416</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Management Information

Year ended 28 February 2023

The following pages do not form part of the financial statements.

Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 28 February 2023

	2023 £	2022 £
Income and endowments		
Donations and legacies		
Donations	5,324	12,195
Garfield Weston	–	15,000
BCBC Summer of fun	1,827	850
BAVO	992	9,240
Tudor Trust	28,000	–
Awards For All	–	9,500
AFA Community Fund	9,970	–
BBC Children In Need	34,301	21,014
Postcode Lottery	–	16,038
Greggs Foundation	–	3,465
Henry Smith	50,300	–
Comic Relief	9,970	–
National Grid	9,635	–
South Wales Police	9,927	–
Coop	2,191	–
Sainsburys	500	–
Monmouthshire Building Society	2,135	–
Groundworks	1,000	–
Community Foundation Wales	–	9,000
Albert Gubay	–	6,000
Moondance	–	38,396
Other grant income	2,150	5,920
	<u>168,222</u>	<u>146,618</u>
Charitable activities		
Bridgend Coucil - Homeless Provision	18,327	–
Other trading activities		
Generated Income	13,493	5,643
Room Hire	18,234	6,637
	<u>31,727</u>	<u>12,280</u>
Other income		
Other Income	9,689	2,850
Total income	<u>227,965</u>	<u>161,748</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 28 February 2023

	2023 £	2022 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	129,064	123,597
Employer's NIC	1,035	801
Pension costs	1,642	1,267
Rent	15,250	15,250
Rates and water	833	548
Light and heat	4,896	3,544
Repairs and maintenance	3,974	8,299
Insurance	3,930	4,186
Other establishment	259	338
Other motor/travel costs	1,086	1,236
Legal and professional fees	11,465	7,534
Telephone	1,530	1,101
Other office costs	2,603	2,462
Depreciation	2,536	3,201
Training	2,842	621
Zone consumables	2,123	648
Youth club expenses and trips	5,568	5,223
Computer costs	1,561	1,541
Sundries	1,648	1,882
Food parcel expenses	3,715	2,938
	<u>197,560</u>	<u>186,217</u>
Total expenditure	<u>197,560</u>	<u>186,217</u>
Net income/(expenditure)	<u>30,405</u>	<u>(24,469)</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 28 February 2023

	2023 £	2022 £
Expenditure on charitable activities		
Mentoring and support		
<i>Activities undertaken directly</i>		
Wages	129,064	123,597
Social security	1,035	801
Direct charitable activity 1 - pension costs	1,642	1,267
Rents	15,250	15,250
Rates & water	833	548
Light & heat	4,896	3,544
Repairs & renewals	3,974	8,299
Insurance	3,930	4,186
Travelling	1,086	1,236
Professional fees	7,779	5,457
Training	2,842	621
Zone consumables	2,123	648
Youth club expenses and trips	5,379	5,072
Computer costs	1,417	1,529
Food parcel expenses	3,715	2,817
	<u>184,965</u>	<u>174,872</u>
<i>Support costs</i>		
Cleaning expenses	259	338
Telephone	1,530	1,101
Printing, postage and stationery	2,603	2,462
Depreciation	2,536	3,201
Bank charges	189	151
Refreshments	144	12
Sundries	1,648	1,882
PPE	—	121
	<u>8,909</u>	<u>9,268</u>
Governance costs		
Governance costs - accountancy fees	<u>3,686</u>	<u>2,077</u>
Expenditure on charitable activities	<u><u>197,560</u></u>	<u><u>186,217</u></u>

Accounts

COMPANY REGISTRATION NUMBER: 04371480

CHARITY REGISTRATION NUMBER: 1091536

**Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Unaudited Financial Statements
28 February 2022**

GORDON DOWN & COMPANY LIMITED

Accountants & Business Advisors
144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Financial Statements

Year ended 28 February 2022

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Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 28 February 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 28 February 2022.

Reference and administrative details

Registered charity name Bridge Mentoring Plus Scheme

Charity registration number 1091536

Company registration number 04371480

Principal office and registered office 46-48 Dunraven Place
Bridgend
CF31 1JB

The trustees

M Hiett
P Clarke
J Morris (Retired 21 June 2022)
Mr J Carlyon
Mr S Baldwin
E Faulkner (Appointed 7 July 2021)
E Hearne (Appointed 13 April 2021)

Company secretary E Hearne

Independent examiner Carl West Gordon Down & Company Limited
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee.

Recruitment and appointment of new trustees

At the year end there were seven trustees. New trustees are appointed at the recommendation of the Board.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Structure, governance and management *(continued)*

Related parties

After due consultation with the trustees, there are no known related parties to disclose.

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in Bridge MPS in some way. They are also regularly invited to take part in team-building and staff development days and other Bridge MPS events.

Additionally, new trustees are given various documentation to familiarise themselves with the charity and the context within which it operates. These cover:

The obligations of Management Committee members

The main documents which set out the operational framework for the charity including the Memorandum and Articles

Resourcing and the current financial position as set out in the latest published accounts

Future plans and objectives.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, have taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principle risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

Focus on building one-to-one relationships with key organisations and individuals Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives

Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Loss of focus/ mission drift

Mitigating Actions:

Regular meetings, involving range of stakeholders including staff and volunteers.

Regular and effective consultation with key client group Having engaged, skilled and trained trustees who provide challenge and support for Bridge MPS leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
Regular provision of safeguarding training for all staff and volunteers Effective supervision procedures

Effective risk assessment systems in place

Risk: A major property incident

Mitigating Actions:

Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

Regular appraisals & team meetings

Team development activities

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Structure, governance and management *(continued)*

Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

Development of activities and community projects to attract new members

Risk: Loss of funding for projects

Mitigating Actions:

Diversify funding streams

Generate own income

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 15 to the accounts. Payments made to other key management personnel are given in note 14. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Manager. The Manager is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and also has responsibility for the day to day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Objectives and activities

Mission Statement

To break down barriers of social exclusion that prevent people from building bridges to a more positive future.

Vision

The Bridge MPS believes that people should have every opportunity to succeed in life regardless of their background or circumstances. We provide a safe and friendly environment for children, young people and adults of all ages have advice and support, engage in learning and volunteering opportunities or join interest groups in order to promote emotional health and well being.

Aims and objectives

The Charity's objectives("the objectives") are to further or benefit the residents of the Bridgend County Borough and neighbouring communities and in such parts of the United Kingdom or the world as directors of the charity (herein called "the trustees") may from time to time think fit and to fulfill such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity without distinction of sex, sexual orientation, race or of political, religious or other opinions by:

- The promotion of equality and diversity for the public benefit
- The prevention or the relief of poverty in particular but not exclusively by providing and assisting in the provision of education, training, and mentoring project and activities and all the necessary support designed to support individuals to become self sufficient.
- The relief of unemployment for the benefit of the public in such ways as may be thought fit, in particular but not exclusively to find employment.
- The provision of support and activities for young people or individuals and families or public benefit, which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Achievements and performance

STAFF

Staff and positions during the year are as follows:

Bridge Staff

Principal Officer - Angela James

Finance Officer - Ed Sacco

Development Officer - Sarah Hearne

Engagement Caseworkers - Naomi Tuck/Vicky White/Nina Williams/Mark Williams/Sian Smart

Engagement Officer - Nicola Rundle

Reception/ Office Support - Frankie Ashong

Tutors - Angela James/Laura Thomas/Nicola Rundle

Youth Workers - Laura Thomas/Helen Crombie Davies

Adult support workers - Frankie Ashong/Naomi Tuck

Cleaner - Debra Simmonds

the Zone Staff

Project worker - Laura Thomas

Assistant project worker - Glynis Hopkins/Helen Crombie Davies/Kristian Langdon/Frankie Ashong

Numerous volunteers supported the Bridge and the Zone staff throughout the year.

Staff and Volunteer Training

Training courses attended both accredited and certificated:

- " Preparing to Volunteer
- " Mentoring Skills programme
- " Safeguarding
- " Serving food
- " Food Hygiene
- " Health & Safety
- " Digital Mental First Aid
- " Emergency First Aid
- " Resilience Training
- " Psychological Demand Avoidance
- " Playwork L2
- " Advocacy Training
- " Dargos
- " Internet Safety
- " Gender Identification
- " Physiological First Aid
- " Covid-19 Training
- " Safeguarding online
- " SWEET training
- " COVID-19
- " Nicodemus Training
- " Grant writing

Due to Covid-19 most of the training has been online.

Staff have also taken part in the following webinars:

- Covid-19 vaccination (employer considerations)
- Meet the funder - Moondance.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Achievements and performance *(continued)*

MENTORING

We received funding to start the mentoring Program again after Covid prevented any one-to-one work with young people. The funding included money to employ two support workers to make contact with the young people on our waiting list whilst building up our volunteer base again. A number of matches took place with the engagement workers meeting with the young people on a regular basis, supporting them with any problems or issues they faced. The engagement workers have also set up youth group evenings when the young people can get together over fun activities and socialize. With permission from Moondance the project will be extended for 4 months until Sept 22 as due to staff changes the funding wasn't used within the year.

VOLUNTEERING

Once again due to Covid-19, we have not been able to recruit many new volunteers. People are looking for work rather than volunteering. We have managed to keep our long-term volunteers and are trying to recruit new ones. We have had a few young people from the local college and from other voluntary organisations volunteering as part of their work placements. We have advertised in various places and talked to the college who we will be working in partnership with later in the year. Apparently, there is a shortage of people volunteering right across the board and we are among many organisations having difficulty recruiting.

Youth Work

SIBS project. A Children In Need small grant supports children from the age of 8-18 in a group setting. These children are from families where there is a family member with a disability and is meant to give them time for themselves. With the pandemic rules being relaxed children have started to return to the club and enjoy the activities again.

Community Foundation Wales youth club was for children both with disabilities and without and supported inclusion. Some children from our mentoring program attended these sessions prior to lockdown. During lockdown zoom meetings were used to engage the young people weekly. Breakout rooms were available for the more anxious young people to have one-to-one meetings with the youth workers. Not all young people were wanting or were able to attend every week if IT equipment was limited at home due to others needing to use it.

BBC CIN large grant provides 8-16-year-olds with the opportunity to engage with others in a youth work setting. It is very much geared to preparing young people for their futures in a fun way. Young people will be taught the benefits of Money management, Communication skills, and other Life skills. Additionally, the program offers 14-18-year-olds the opportunity for accredited (BTEC level 1 and 2) programs of learning i.e., Personal Identity, Managing Relationships, Healthy Living, Moving Forward, Money Matters, Global Citizenship, Community, Enterprise & Employability. To date we have 5 young people signed up and most have completed the first book. Young people on this program will also engage with volunteering opportunities within the organisation i.e., Office/reception work, Fundraising, Advertising and Promotional material, Customer Care and serving customers in the Zone, Mentoring and Youth work.

Awards for All "Free to choose club".

Our club runs every Wednesday evening from 6-8:30. We have an age range of young adults aged 17-30 with additional needs. Our aim and goal are to support adults in teaching them life skills that would help them in everyday life as they progress. The local PCSO came in and did a talk on health and safety. They give out alarms and pens. The local reptile shop came in and brought a variety of animals for the young adults to hold and learn about the animals and their nature. Many of the young adults overcame their fears by holding animals that they wouldn't have held by choice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Achievements and performance *(continued)*

We purchased iPads (supervised access) so they can learn about the topics we are talking about. Cinema trips enabled them to learn how to ask and pay for a ticket. Shopping trip to the Pines (to teach them how to manage money and pay at the till.) We initiated a Tuck shop so that they could each take a turn to run the tuck to learn how to oversee the money. Further activities included Painting with acrylic and watercolours, Quiz nights, and Cookery evenings. We put together an hour show at Christmas with a short nativity play, songs, and piano playing from those who play. Dances and a Rap and finished off with the 12 days of Christmas. The parents came to watch and really enjoyed it.

Some feedback from the young adults:

"I like to come to socialise, listen to people's conversation, and make new friends".

"Gives me confidence and makes me feel happy!". "Meeting new friends makes me feel happy".

"It is awesome, I really enjoy myself here".

Other grants received

Albert Gubay Funding to support food parcels and meals for the Zone clients and people in urgent need (extended until the end of June 22)

Awards for All provided funding for 2 support workers to run an evening club for young adults with additional needs ends July 22

Albert Hunt Unrestricted, but used for volunteer expenses when needed.

BAVO Transformation grant provided funding for Zone staff wages until end of March 21

Community Foundation Wales provided funding for a Development Officer that started February 2021 finished Feb 22

Community Foundation Wales (GWR) Provided funding for a training manager to train 8 young people in preparation for work or further training and to provide them with volunteer opportunities.

Fords Purchase of laptops computers finishes June 22

Greggs For a support worker in the Zone which ends Aug 22

Garfield Weston funded a Zone workers position until May 22

Moondance Foundation provided funding for the Mentoring project to re-start and will run until Sept 22.

Persimmons Funding for extra activities for children in the youth club. Finishes at the end of June 22

Postcode Lottery Funding for Manager and finance officer. Ends Aug 22

BAVO Summer of fun We provided 8 weeks (one afternoon per week) of play/fun-based activities held at the zone for children aged 0-16. We had 20 attending each session throughout the scheme. The main purpose of the grant was to help improve the social, emotional, physical, and mental well-being of the participating children/YP after covid restrictions were lifted and to help them with re-engaging with schooling in preparation for their return in September. Ended Sept 21.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Achievements and performance *(continued)*

The Zone Projects

Covid 19 has continued to have an impact on the activities at the Zone. We have tried to offer two additional support groups i.e. Parent and Toddler and Memory Lane which had very little interest at that present time. We have in the running a Sensory Play timetable which will run weekly. The staff are continually developing and broadening their communication skills they are currently completing an Alzheimer's training program to be more aware of the daily challenges sufferers face.

We have seen a great increase in attendees at our crafty and creative sessions as attendees feel more at ease attending the zone as covid restrictions are reduced.

Our garden and allotment group has gained the interest of new volunteers. Staff members oversee on-site and off-site activities.

"Come snack with us" is another volunteer lead activity that has grown in numbers since it started. On average 22 people attend on a weekly basis

FAN (Friends and neighbours group) had their Christmas party in the Zone. They have been regulars for the past 12 years.

Watercolours with Elaine (For beginners). Enjoyed by some of our service users.

Foodshare programmes

The Zone continues to work in partnership with **Tesco, Lidl, Aldi, Co-op, Sainsbury's and Greggs**, who provide sell-by-date food to us to distribute to those in need in the community. Staff and volunteers collect the food for distribution three mornings a week.

Food Share Cymru

We continue to pay for deliveries from Food Share Cymru, which are gratefully received by our clients at £2 per carrier bag of goods.

Fundraising

A few coffee mornings were held to raise funds.

In October 21 staff arranged a Halloween Spooktacular for the kids and a Christmas party where ticket sales contributed to our unrestricted funds. The restaurant owner next door Franco held a few fundraising events for our charity (pizza evening and meet Father Christmas afternoon for the children) this contributed to our unrestricted funds also.

In November, Songs and Supper went ahead and was very successful although we weren't able to fill all the seating due to people still being concerned about Covid. We had several excellent artists including Rebekah Rose, Steve Balsamo, and our usual stalwart Phil James.

Further events have been arranged for the coming year including a Quiz night, Day at the Races, and Songs and Supper. A Fundraising team has been set up and is meeting regularly to initiate new fundraising events/activities.

Additional methods of Income

Fundraising was impossible during the Pandemic with the various lockdowns and the social distancing

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Achievements and performance *(continued)*

making it difficult to have any people in at any given time. We are now looking at re-establishing this.

Room bookings have picked up slowly over the past year and we are expecting this to improve soon.

The coffee shop takings have picked up as we have increased the variety of food we offer.

Staff have contributed by donating through Facebook birthday fundraising.

The Seagull public house in Porthcawl raised money through a Quiz night.

There have also been some donations from people who know our work.

We are grateful to everyone who has contributed so generously not just with money but with their time too.

Collaborative working

We continue to work with Bridgend College providing work experience placements. In addition, we offer a rent-free room for a college tutor to deliver numeracy for our service users which has been a great success. Seven attendees achieved recognised qualifications.

We are planning a sign language course to be held at the Zone, so we can become more inclusive in communication with our community.

We continue to work with local agencies i.e. Wallich, Housing First, SCART team, Bridgend College, BAVO, O/T at Caswell clinic, PCSO's and Heronbridge School.

Tesco continues to support us in many ways from donating items for our fundraisers to gifting items from clothing, personal hygiene, and essentials.

We have maintained relationships with our many grant funders, and our local CVS (BAVO). We have renewed our membership with WCVA and Agored Cymru.

We are looking to establish new partnerships over the coming year that will contribute to equality and diversity in the activities we offer.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

Financial review

Reserves policy

The Charity is one that is not for profit organisation. Its reserves are to be re-invested in order to achieve its principle aims and objectives. During the year the Trustees agreed to set a reserve policy which requires:

Reserves to be maintained at a level which ensures that the organisation's core activities could continue during a period of unforeseen difficulty for at least three months

A proportion of free reserves to be maintained in a readily realisable form ie cash on deposit.

The Trustees recognise that the Charity Commission guidelines recommend greater reserves but we have a set policy which reflects our wish to safely commit as much as possible within the budgets allowed for training and mentoring.

Financial Supporters

The Bridge MPS would like to acknowledge and thank the following grant-making organizations, trusts, individuals, and authorities for their generosity and financial backing. All monies received from funders were treated as restricted and used for the purpose for which it was intended unless gifted.

Awards for All (Adults Social Group)

Albert Gubay

Albert Hunt

Bridgend Association of Voluntary Organisations

BBC Children In Need (large grant)

BBC CIN (small grant SIBBS)

Community Foundation Wales

Fords

Greggs

Garfield Weston

Individual gifts

Local Giving

Moondance

Persimmons

Postcode Lottery

SAS International (through Amazon Smile)

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about Bridge MPS ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2022

The trustees' annual report was approved on 01/10/22 and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to read 'E Hearne', enclosed within a large, hand-drawn oval.

E Hearne
Charity Secretary

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Bridge Mentoring Plus Scheme

Year ended 28 February 2022

I report to the trustees on my examination of the financial statements of Bridge Mentoring Plus Scheme ('the charity') for the year ended 28 February 2022.

Responsibilities and basis of report

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

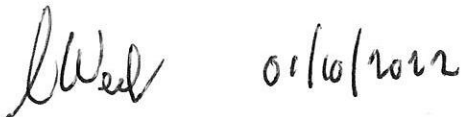
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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 statement

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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.



Carl West
Gordon Down & Company Limited
Independent Examiner

144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 28 February 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	6,195	140,423	146,618	183,767
Other trading activities	6	12,280	—	12,280	6,089
Other income	7	2,850	—	2,850	16,492
Total income		<u>21,325</u>	<u>140,423</u>	<u>161,748</u>	<u>206,348</u>
Expenditure					
Expenditure on charitable activities	8,9	42,336	143,881	186,217	135,994
Total expenditure		<u>42,336</u>	<u>143,881</u>	<u>186,217</u>	<u>135,994</u>
Net (expenditure)/income		<u>(21,011)</u>	<u>(3,458)</u>	<u>(24,469)</u>	<u>70,354</u>
Transfers between funds		2,869	(2,869)	—	—
Net movement in funds		<u>(18,142)</u>	<u>(6,327)</u>	<u>(24,469)</u>	<u>70,354</u>
Reconciliation of funds					
Total funds brought forward		37,254	70,630	107,884	37,530
Total funds carried forward		<u>19,112</u>	<u>64,303</u>	<u>83,415</u>	<u>107,884</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 16 to 26 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Position

28 February 2022

	Note	2022 £	£	2021 £
Fixed assets				
Tangible fixed assets	16		4,781	4,788
Current assets				
Debtors	17	2,259		2,742
Cash at bank and in hand		77,885		101,898
		80,144		104,640
Creditors: amounts falling due within one year	18	1,509		1,543
Net current assets			78,635	103,097
Total assets less current liabilities			83,416	107,885
Funds of the charity				
Restricted funds			64,303	70,629
Unrestricted funds			19,113	37,256
Total charity funds	21		83,416	107,885

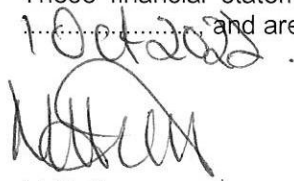
For the year ending 28 February 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 10 Oct 2022 and are signed on behalf of the board by:



M Hiett
Trustee

The notes on pages 16 to 26 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 28 February 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46-48 Dunraven Place, Bridgend, CF31 1JB.

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

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

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

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

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

3. Accounting policies *(continued)*

Depreciation

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

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The Charity is a company limited by guarantee and therefore has no share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	5,195	7,000	12,195
Grants			
Big Lottery - Main Grant	—	—	—
Garfield Weston	—	15,000	15,000
BCBC Summer of fun	—	850	850
BAVO	—	9,240	9,240
Awards For All	—	9,500	9,500
BBC Children In Need	—	21,014	21,014
Postcode Lottery	—	16,038	16,038
Track 2000	—	—	—
Greggs Foundation	—	3,465	3,465
Groundworks	—	—	—
Millenium Stadium Trust	—	—	—
Community Foundation Wales	—	9,000	9,000
Albert Gubay	—	6,000	6,000
Simon Gibson	—	—	—
Moondance	—	38,396	38,396
Edward Gosling Foundation	—	—	—
Other grant income	1,000	4,920	5,920
Government grant income	—	—	—
	<u>6,195</u>	<u>140,423</u>	<u>146,618</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	14,585	—	14,585

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Grants			
Big Lottery - Main Grant	–	10,000	10,000
Garfield Weston	–	–	–
BCBC Summer of fun	–	–	–
BAVO	–	16,556	16,556
Awards For All	–	9,350	9,350
BBC Children In Need	–	25,277	25,277
Postcode Lottery	–	–	–
Track 2000	–	31,617	31,617
Greggs Foundation	–	–	–
Groundworks	–	1,000	1,000
Millenium Stadium Trust	–	2,262	2,262
Community Foundation Wales	–	25,000	25,000
Albert Gubay	–	–	–
Simon Gibson	–	3,000	3,000
Moondance	–	15,120	15,120
Edward Gosling Foundation	–	5,000	5,000
Other grant income	–	–	–
Government grant income	25,000	–	25,000
	<u>39,585</u>	<u>144,182</u>	<u>183,767</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Generated Income	5,643	5,643	–	–
Room Hire	6,637	6,637	6,089	6,089
	<u>12,280</u>	<u>12,280</u>	<u>6,089</u>	<u>6,089</u>

7. Other income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Other Income	2,850	2,850	–	–
Government job support grants	–	–	16,492	16,492
	<u>2,850</u>	<u>2,850</u>	<u>16,492</u>	<u>16,492</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Mentoring and support	32,547	142,324	174,872
Support costs	9,789	1,557	11,345
	<u>42,336</u>	<u>143,881</u>	<u>186,217</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Mentoring and support	35,123	85,318	120,441
Support costs	14,358	1,195	15,553
	<u>49,481</u>	<u>86,513</u>	<u>135,994</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2022 £	Total fund 2021 £
Mentoring and support	174,872	9,268	184,140	134,016
Governance costs	–	2,077	2,077	1,978
	<u>174,872</u>	<u>11,345</u>	<u>186,217</u>	<u>135,994</u>

10. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2022 £	Total 2021 £
Premises	338	338	52
Communications and IT	1,101	1,101	1,717
General office	2,473	2,473	2,844
Finance costs	151	151	108
Governance costs	2,079	2,079	1,363
Support costs - Depreciation	3,201	3,201	2,403
Support costs - Other costs	2,003	2,003	7,624
	<u>11,346</u>	<u>11,346</u>	<u>16,111</u>

11. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	3,201	2,403

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

12. Independent examination fees

	2022	2021
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>2,079</u>	<u>1,978</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	123,597	82,181
Social security costs	801	–
Employer contributions to pension plans	<u>1,267</u>	<u>184</u>
	<u>125,665</u>	<u>82,365</u>

The average head count of employees during the year was 12 (2021: 13). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff - management	1	1
Number of staff - administrative	1	1
Number of staff - training	2	3
Number of staff - youth & support workers	7	7
Number of staff - other staff	<u>1</u>	<u>1</u>
	<u>12</u>	<u>13</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

15. Transfers between funds

The transfer from unrestricted reserves to restricted reserves is in relation to money spent over and above the grants received from the grant providers.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

16. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 March 2021	44,901	35,537	80,438
Additions	1,025	2,169	3,194
At 28 February 2022	45,926	37,706	83,632
Depreciation			
At 1 March 2021	41,729	33,921	75,650
Charge for the year	2,043	1,158	3,201
At 28 February 2022	43,772	35,079	78,851
Carrying amount			
At 28 February 2022	2,154	2,627	4,781
At 28 February 2021	3,172	1,616	4,788

17. Debtors

	2022 £	2021 £
Other debtors	2,259	2,742

18. Creditors: amounts falling due within one year

	2022 £	2021 £
Pension Control	37	–
Other creditors	1,472	1,543
	1,509	1,543

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £1,267 (2021: £184).

20. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022 £	2021 £
Recognised in income from donations and legacies:		
Government grants income	–	25,000

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

21. Analysis of charitable funds

Unrestricted funds

	At 1 March 2021	Income	Expenditure	Transfers	At 28 February 2022
	£	£	£	£	£
General funds	<u>37,254</u>	<u>21,325</u>	<u>(42,336)</u>	<u>2,870</u>	<u>19,113</u>

	At 1 March 2020	Income	Expenditure	Transfers	At 28 February 2021
	£	£	£	£	£
General funds	<u>19,822</u>	<u>62,166</u>	<u>(49,481)</u>	<u>4,749</u>	<u>37,256</u>

Restricted funds

	At 1 March 2021	Income	Expenditure	Transfers	At 28 February 2022
	£	£	£	£	£
Restricted Fund 1 - Big Lottery	41	–	–	(41)	–
Garfield Weston	–	15,000	(9,406)	–	5,594
BCBC Summer of fun	–	850	(736)	(114)	–
BAVO	2,075	9,240	(7,150)	(545)	3,620
Awards For All	4,050	9,500	(7,628)	396	6,318
AFA Community Fund	–	–	–	–	–
BBC CIN	16,962	21,014	(31,017)	40	6,999
Postcode Lottery	–	16,038	(8,040)	–	7,998
Track 2000	23,667	–	(23,185)	–	482
Greggs Foundation	–	3,465	(337)	–	3,128
Groundworks	–	–	–	–	–
Millenium Stadium Trust-Community Foundation	178	–	(107)	–	71
Wales	23,657	9,000	(28,870)	(2,636)	1,151

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

21. Analysis of charitable funds *(continued)*

Albert GubayAlbert					
Gubay	—	6,000	(3,555)	—	2,445
Simon Gibson	—	—	—	—	—
Moondance	—	38,396	(22,349)	—	16,047
Edward Gosling					
Foundation	—	—	—	—	—
Persimmons	—	1,000	(241)	—	759
Fords	—	1,420	(363)	31	1,088
Arnold Clark	—	2,500	—	—	2,500
Mr P James donation	—	7,000	(897)	—	6,103
	<u>70,630</u>	<u>140,423</u>	<u>(143,881)</u>	<u>(2,869)</u>	<u>64,303</u>

	At 1 March 2020	Income	Expenditure	Transfers	At 28 February 2021
	£	£	£	£	£
Restricted Fund 1 - Big					
Lottery	—	10,000	(9,960)	—	40
Garfield Weston	—	—	—	—	—
BCBC Summer of fun	—	—	—	—	—
BAVO	529	16,556	(11,656)	(3,353)	2,076
Awards For All	—	9,350	(5,300)	—	4,050
AFA Community Fund	738	—	(343)	(395)	—
BBC CIN	1,187	25,277	(9,502)	—	16,962
Postcode Lottery	—	—	—	—	—
Track 2000	1,431	31,617	(9,381)	—	23,667
Greggs Foundation	—	—	—	—	—
Groundworks	—	1,000	—	(1,000)	—
Millenium Stadium Trust- Community Foundation	—	2,262	(2,084)	—	178
Wales	13,823	25,000	(15,167)	—	23,656
Albert GubayAlbert					
Gubay	—	—	—	—	—
Simon Gibson	—	3,000	(3,000)	—	—
Moondance	—	15,120	(15,120)	—	—
Edward Gosling					
Foundation	—	5,000	(5,000)	—	—
Persimmons	—	—	—	—	—
Fords	—	—	—	—	—
Arnold Clark	—	—	—	—	—
Mr P James donation	—	—	—	—	—
	<u>17,708</u>	<u>144,182</u>	<u>(86,513)</u>	<u>(4,748)</u>	<u>70,629</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2022

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	1,309	3,472	4,781
Current assets	19,313	60,831	80,144
Creditors less than 1 year	(1,509)	—	(1,509)
Net assets	<u>19,113</u>	<u>64,303</u>	<u>83,416</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	1,209	3,579	4,788
Current assets	37,590	67,050	104,640
Creditors less than 1 year	(1,543)	—	(1,543)
Net assets	<u>37,256</u>	<u>70,629</u>	<u>107,885</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Management Information

Year ended 28 February 2022

The following pages do not form part of the financial statements.

Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 28 February 2022

	2022 £	2021 £
Income and endowments		
Donations and legacies		
Donations	12,195	14,585
Big Lottery - Main Grant	–	10,000
Garfield Weston	15,000	–
BCBC Summer of fun	850	–
BAVO	9,240	16,556
Awards For All	9,500	9,350
BBC Children In Need	21,014	25,277
Postcode Lottery	16,038	–
Track 2000	–	31,617
Greggs Foundation	3,465	–
Groundworks	–	1,000
Millenium Stadium Trust	–	2,262
Community Foundation Wales	9,000	25,000
Albert Gubay	6,000	–
Simon Gibson	–	3,000
Moondance	38,396	15,120
Edward Gosling Foundation	–	5,000
Other grant income	5,920	–
Government grant income	–	25,000
	<u>146,618</u>	<u>183,767</u>
Other trading activities		
Generated Income	5,643	–
Room Hire	6,637	6,089
	<u>12,280</u>	<u>6,089</u>
Other income		
Other Income	2,850	–
Government job support grants	–	16,492
	<u>2,850</u>	<u>16,492</u>
Total income	<u><u>161,748</u></u>	<u><u>206,348</u></u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 28 February 2022

	2022 £	2021 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	123,597	82,181
Employer's NIC	801	—
Pension costs	1,267	184
Rent	15,250	15,250
Rates and water	548	743
Light and heat	3,544	3,883
Repairs and maintenance	8,299	6,427
Insurance	4,186	1,449
Other establishment	338	52
Other motor/travel costs	1,236	81
Legal and professional fees	7,534	3,610
Telephone	1,101	1,783
Other office costs	2,462	2,632
Depreciation	3,201	2,403
Training	621	769
Zone consumables	648	—
Youth club expenses and trips	5,223	108
Computer costs	1,541	2,907
Consultancy fees	—	5,000
Sundries	1,882	1,800
Food parcel expenses	2,938	4,732
	<u>186,217</u>	<u>135,994</u>
Total expenditure	<u>186,217</u>	<u>135,994</u>
Net (expenditure)/income	<u>(24,469)</u>	<u>70,354</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 28 February 2022

	2022 £	2021 £
Expenditure on charitable activities		
Mentoring and support		
<i>Activities undertaken directly</i>		
Wages	123,597	82,181
Social security	801	—
Direct charitable activity 1 - pension costs	1,267	184
Rents	15,250	15,250
Rates & water	548	743
Light & heat	3,544	3,883
Repairs & renewals	8,299	6,427
Insurance	4,186	1,449
Travelling	1,236	81
Professional fees	5,457	1,632
Training	621	769
Zone consumables	648	—
Youth club expenses and trips	5,072	—
Computer costs	1,529	2,842
Consultancy fees	—	5,000
Food parcel expenses	2,817	—
	<u>174,872</u>	<u>120,441</u>
Support costs		
Cleaning expenses	338	52
Telephone	1,101	1,783
Printing, postage and stationery	2,462	2,632
Depreciation	3,201	2,403
Bank charges	151	108
Refreshments	12	65
Sundries	1,882	1,800
PPE	121	4,732
	<u>9,268</u>	<u>13,575</u>
Governance costs		
Governance costs - accountancy fees	2,077	1,978
	<u>2,077</u>	<u>1,978</u>
Expenditure on charitable activities	<u>186,217</u>	<u>135,994</u>

Accounts

COMPANY REGISTRATION NUMBER: 04371480

CHARITY REGISTRATION NUMBER: 1091536

**Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Unaudited Financial Statements
28 February 2021**



GORDON DOWN & COMPANY LIMITED

Accountants & Business Advisors
144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Financial Statements

Year ended 28 February 2021

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Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 28 February 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 28 February 2021.

Reference and administrative details

Registered charity name Bridge Mentoring Plus Scheme

Charity registration number 1091536

Company registration number 04371480

Principal office and registered office 46-48 Dunraven Place
Bridgend
CF31 1JB

The trustees

M Hiett
P Clarke
J Morris
Mr J Carlyon
Mr S Baldwin
J E Sacco

Company secretary K Davies

Independent examiner Carl West Gordon Down & Company Limited
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee.

Recruitment and appointment of new trustees

At the year end there were seven trustees. New trustees are appointed at the recommendation of the Board.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Structure, governance and management *(continued)*

Related parties

After due consultation with the trustees, there are no known related parties to disclose.

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in Bridge MPS in some way. They are also regularly invited to take part in team-building and staff development days and other Bridge MPS events.

Additionally, new trustees are given various documentation to familiarise themselves with the charity and the context within which it operates. These cover:

The obligations of Management Committee members

The main documents which set out the operational framework for the charity including the Memorandum and Articles

Resourcing and the current financial position as set out in the latest published accounts

Future plans and objectives.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, haven taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principle risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

Focus on building one-to-one relationships with key organisations and individuals Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives

Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Loss of focus/ mission drift

Mitigating Actions:

Regular meetings, involving range of stakeholders including staff and volunteers.

Regular and effective consultation with key client group Having engaged, skilled and trained trustees who provide challenge and support for Bridge MPS leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
Regular provision of safeguarding training for all staff and volunteers Effective supervision procedures
Effective risk assessment systems in place

Risk: A major property incident

Mitigating Actions:

Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

Regular appraisals & team meetings
Team development activities

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Structure, governance and management *(continued)*

Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

Development of activities and community projects to attract new members

Risk: Loss of funding for projects

Mitigating Actions:

Diversify funding streams
Generate own income

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 15 to the accounts. Payments made to other key management personnel are given in note 14. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

A scheme of delegation is in place and day to day responsibility for the provision of the services rest with the Manager. The Manager is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met and also has responsibility for the day to day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Objectives and activities

Mission Statement

To break down barriers of social exclusion that prevent people from building bridges to a more positive future.

Vision

The Bridge MPS believes that people should have every opportunity to succeed in life regardless of their background or circumstances. We provide a safe and friendly environment for children, young people and adults of all ages have advice and support, engage in learning and volunteering opportunities or join interest groups in order to promote emotional health and well being.

Aims and objectives

The Charity's objectives("the objectives") are to further or benefit the residents of the Bridgend County Borough and neighbouring communities and in such parts of the United Kingdom or the world as directors of the charity (herein called "the trustees") may from time to time think fit and to fulfill such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity without distinction of sex, sexual orientation, race or of political, religious or other opinions by:

- The promotion of equality and diversity for the public benefit
- The prevention or the relief of poverty in particular but not exclusively by providing and assisting in the provision of education, training, and mentoring project and activities and all the necessary support designed to support individuals to become self sufficient.
- The relief of unemployment for the benefit of the public in such ways as may be thought fit, in particular but not exclusively to find employment.
- The provision of support and activities for young people or individuals and families or public benefit, which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Achievements and performance

STAFF

Staff and positions during the year are as follows:

Bridge Staff

Principal Officer - Angela James

Finance Officer - Phil Thomas/Ed Sacco

Development Officer - Sarah Hearne

Engagement Officer - Nicola Rundle

Reception/ Office Support - Naomi Williams/Frankie Ashong

Tutors - Angela James/Laura Thomas/Nicola Rundle

Youth Workers - Laura Thomas/Helen Crombie Davies/Corley Doster/Hannah Pottinger Adult support workers - Frankie Ashong/Naomi Tuck

Cleaner - Debra Reynolds

the Zone Staff

Project worker - Laura Thomas

Assistant project worker - Glynis Hopkins/Helen Crombie Davies/Kristian Langdon/Frankie Ashong

Numerous volunteers supported the Bridge and the Zone staff throughout the year.

A young person from Llamau received a work experience placement Dec 20 - for 6 months.

Staff and Volunteer Training

Training courses attended both accredited and certificated:

" Preparing to Volunteer

" Mentoring Skills programme

" Safeguarding

" Food Hygiene

" Health & Safety

" CG engagement + Co production

" Fieldwork Facilitator

" Covid-19 Training

" Train the trainer L2 training

" Safeguarding online

" Keeping Children Safe online

" PDA Awareness training

" ADHD Awareness training

" Promoting Self worth

" Challenging Behaviour

" SWEET training (to provide accredited training for people)

" Covid-19

" Nicodemus Training starts in March 21

Due to Covid-19 most of the training has been online.

Staff have also taken part in the following webinars:

- Covid-19 vaccination (employer considerations)
- Meet the funder - Moondance.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Achievements and performance *(continued)*

MENTORING

Mentoring has been difficult to arrange this year due to lockdown and then further restrictions due to travel and boundaries. A few matches have taken place and they have met when it has been safe to do so. We have a few waiting to start their mentoring relationships when lockdown ends. Our waiting list continues to grow with over 80 young people waiting for mentors.

VOLUNTEERING

Once again due to Covid-19 we have not been able to recruit new volunteers throughout lockdown. Since then five of our previous volunteers have returned and we have had a number of new enquiries from individuals, schools and other voluntary organisations for volunteer placements.

Youth Work

Our **Children In Need** small grant supports children from the age of 8-18 in a group setting. These children are from families where there is a family member with a disability and is meant to give them time for themselves. With the pandemic most of the work this year has taken place on Zoom meetings, however staff have delivered activity packs to the young people homes i.e, cookery packs , art and craft packs, themed packs, quizzes, card bingo etc. Feedback has been good but we have identified some children that have needed more one to one time so this was in addition to the youth club sessions.

Community Foundation Wales youth club was for children both with disabilities and without and supported inclusion. Some children from our mentoring programme attended these sessions prior to lockdown. During lockdown zoom meetings were used to engage the young people weekly. Breakout rooms were available for the more anxious young people to have one to one meetings with the youth workers. Not all young people were wanting or able to attend every week if IT equipment was limited at home due to others needing to use it.

BBC CIN large grant provides 8-16 year olds with the opportunity to engage with others in a youth work setting. It is very much geared to preparing the young people for their futures in a fun way. Young people will be taught the benefits of Money management, Communication skills and other Life skills.

Additionally the programme offers 14-18 year olds the opportunity for accredited (BTEC level 1 and 2) programmes of learning i.e, Personal Identity, Managing Relationships, Healthy Living, Moving Forward, Money Matters, Global Citizenship, Community, Enterprise & Employability. To date we have 5 young people signed up and most have completed the first book. Young people on this programme will also engage with volunteering opportunities within the organisation i.e, Office/reception work, Fundraising, Advertising and Promotional material, Customer Care and serving customers in the Zone, Mentoring and Youth work.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Achievements and performance *(continued)*

Foodshare programmes

The Zone continues to work in partnership with **Tesco**, who provide sell by date food to us, for us to distribute to those in need in the community. A member of staff collects the food ready for distribution every Wednesday morning. Where other charities have stopped collecting on their days the Bridge has had opportunity for extra collections.

LIDL & ALDI

Lidl and Aldi started a similar Food share scheme called "Neighbourly" and we were invited to collect free items from them twice a week. Aldi have provided a variety of goods where as Lidl provide cakes, bread and pastries except for Christmas when we collected their perishable Christmas stock.

Food Share Cymru

Still paying for deliveries from Food Share Cymru, which are gratefully received, and which we sell on for a small fee of £1.50 per carrier bag of goods. We are looking to increase our purchase from them in order to provide food bags for more people in need.

Greggs

Provide sandwiches, cakes and Pastries on a weekly basis.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Achievements and performance *(continued)*

Other grants received

Door and Window Replacement

Thanks to a Covid -19 **National Lottery** grant (obtained by Nicodemus) we were able to replace the front door of the Zone and the cracked window. The remainder of the grant was taken up by Nicodemus for reporting and monitoring and online information and training. We also received funding from Community Foundation Wales for PPE etc., and to replace the back door.

A part of the funding we received from **CFW Coronavirus resilience fund** contributed to a new back door and provided PPE equipment.

Comic Relief Emergency fund provided new washable furniture for the Zone.

BAVO Food Poverty grant enabled us to provide food parcels and purchase equipment but we were unable to run cookery sessions due to the pandemic.

Greggs supported us with a grant that was unrestricted as part of one of their charities they supported this last year. They require stories from service users in the Zone.

Community Foundation Wales provided funding for a Development Officer that started February 2021.

Track 2000 provided us with continuation funding for the Zone activities.

Awards for All provided funding for 2 support workers to run an evening club for young adults with additional needs.

Millennium Stadium provided funding for two laptops and software.

BAVO Transformation grant provided funding for Zone staff wages.

The Provident Social Impact Fund (CFW) provided funding for the manager of the Zone.

Moondance Foundation and Edward Gosling provided funding towards staff wages for 3 months after furlough came to an end in July.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Achievements and performance *(continued)*

The Zone Projects

Covid-19 had a great impact on the activities in the Zone. From mid March staff were furloughed until August 2020. Some groups returned but others (particularly the elderly) didn't due to shielding. There was a window of opportunity between August and mid December when our service users returned under social distancing and safe opening guidance. Risk assessments were done and PPE put in place. Staff were very creative in providing activities for all age groups within the centre and for those that were unable to attend.

Collaborative working

Collaborative working was drastically reduced this past year due to the Covid-19 restrictions and lockdown periods. However a certain amount was either face to face or via email/telephone. We have maintained relationships with our food share providers, local PCSO's grant funders and BAVO. Through our food distribution programme we have worked in collaboration with the Food bank as they donated food items to us over the Christmas period when staff volunteered their time to open the Zone to support people with food parcels. We have also made new contacts with individuals and small local groups who have made food donations. i.e Buddy group

Fundraising

Apart from Local giving and SAS International who have supported us through their Amazon Smile we have had no fundraising events (Covid-19 prevented us doing anything).

Additional methods of Income

Fundraising has been impossible during the Pandemic with the various lockdowns and the social distancing making it difficult to have any people in at any given time. We also lost out on room bookings with everyone working from home and no socializing allowed.

The room bookings/rentals usually ensure that the Zone/Bridge can continue to remain open as the financial revenue that is obtained from these bookings help to keep the Zone financially supported ensuring sustainability of our service on a daily basis. We have only had one enquiry for this year (2021) but are hoping that when restrictions are eased we will be having a few more.

The coffee shop takings were greatly reduced as we were restricted as to the number of people able to use the facilities during the times we were able to open safely.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Financial review

Reserves policy

The Charity is one that is not for profit organisation. Its reserves are to be re-invested in order to achieve its principle aims and objectives. During the year the Trustees agreed to set a reserve policy which requires:

Reserves to be maintained at a level which ensures that the organisation's core activities could continue during a period of unforeseen difficulty for at least three months

A proportion of free reserves to be maintained in a readily realisable form ie cash on deposit.

The Trustees recognise that the Charity Commission guidelines recommend greater reserves but we have a set policy which reflects our wish to safely commit as much as possible within the budgets allowed for training and mentoring.

Financial Supporters

The Bridge MPS would like to acknowledge and thank the following grant making organizations, trusts, individuals and authorities for their generosity and financial backing. All monies received from funders were treated as restricted and used for the purpose in which it was intended unless gifted.

AFA Community Fund & Youth Fund
Awards for All (Adults Social Group)
Bridgend Association of Voluntary Organisation's (a number of short term grants) BAVO (Gwirvol/Youth led)
Big Lottery (Nicodemus) Zone alterations
BBC Children In Need (large grant)
BBC CIN (small grant)
Big Lottery
Community Foundation Wales (a small grants)
CFW (Development officer)
CFW (Youth club)
Edward Gosling
Greggs
Individual gifts
Local Giving
Moondance
Millennium Stadium
SAS International (through Amazon Smile)
Simon Gibson Fund
Track 2000 (Continuation Funding)

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about Bridge MPS ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 28 February 2021

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 13th Apr 2021 and signed on behalf of the board of trustees by:



K Davies
Charity Secretary

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Bridge Mentoring Plus Scheme

Year ended 28 February 2021

I report to the trustees on my examination of the financial statements of Bridge Mentoring Plus Scheme ('the charity') for the year ended 28 February 2021.

Responsibilities and basis of report

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

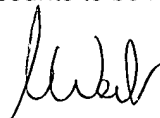
Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). 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 statement

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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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
4. the financial statements 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.



13/08/2021

Carl West
Gordon Down & Company Limited
Independent Examiner

144 Walter Road
Swansea
SA1 5RW

Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 28 February 2021

		Unrestricted funds	2021 Restricted funds	Total funds	2020 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	39,585	144,182	183,767	108,353
Other trading activities	6	6,089	–	6,089	35,792
Other income	7	16,492	–	16,492	6,671
Total income		<u>62,166</u>	<u>144,182</u>	<u>206,348</u>	<u>150,816</u>
Expenditure					
Expenditure on charitable activities	8,9	49,481	86,513	135,994	139,338
Total expenditure		<u>49,481</u>	<u>86,513</u>	<u>135,994</u>	<u>139,338</u>
Net income		<u>12,685</u>	<u>57,669</u>	<u>70,354</u>	<u>11,478</u>
Transfers between funds		4,749	(4,749)	–	–
Net movement in funds		<u>17,434</u>	<u>52,920</u>	<u>70,354</u>	<u>11,478</u>
Reconciliation of funds					
Total funds brought forward		<u>19,822</u>	<u>17,708</u>	<u>37,530</u>	<u>26,053</u>
Total funds carried forward		<u><u>37,256</u></u>	<u><u>70,628</u></u>	<u><u>107,884</u></u>	<u><u>37,531</u></u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 16 to 26 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Statement of Financial Position

28 February 2021

	Note	2021 £	£	2020 £
Fixed assets				
Tangible fixed assets	16		4,788	2,419
Current assets				
Debtors	17	2,742		6,676
Cash at bank and in hand		101,898		32,878
		104,640		39,554
Creditors: amounts falling due within one year	18	1,543		4,442
Net current assets			103,097	35,112
Total assets less current liabilities			107,885	37,531
Funds of the charity				
Restricted funds			70,629	17,709
Unrestricted funds			37,256	19,822
Total charity funds	21		107,885	37,531

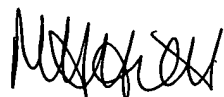
For the year ending 28 February 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 27/02/2021, and are signed on behalf of the board by:



M Hiett
Trustee

The notes on pages 16 to 26 form part of these financial statements.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 28 February 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 46-48 Dunraven Place, Bridgend, CF31 1JB.

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

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

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

Going concern

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

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

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

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

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

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

All fixed assets are initially recorded at cost.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

3. Accounting policies *(continued)*

Depreciation

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

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The Charity is a company limited by guarantee and therefore has no share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	14,585	–	14,585
Grants			
Big Lottery - Main Grant	–	10,000	10,000
BAVO	–	16,556	16,556
Awards For All	–	9,350	9,350
AFA Community Fund	–	–	–
BBC Children In Need	–	25,277	25,277
SCVS	–	–	–
Track 2000	–	31,617	31,617
People's Health Trust	–	–	–
Volunteering in Wales	–	–	–
Groundworks	–	1,000	1,000
BCBC Homeless	–	–	–
Millenium Stadium Trust	–	2,262	2,262
Community Foundation Wales	–	25,000	25,000
Simon Gibson	–	3,000	3,000
Moondance	–	15,120	15,120
Edward Gosling Foundation	–	5,000	5,000
Other grant income	–	–	–
Government grant income	25,000	–	25,000
	<u>39,585</u>	<u>144,182</u>	<u>183,767</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	7,014	–	7,014

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Grants			
Big Lottery - Main Grant	—	—	—
BAVO	—	1,170	1,170
Awards For All	—	—	—
AFA Community Fund	—	9,612	9,612
BBC Children In Need	—	9,492	9,492
SCVS	—	(272)	(272)
Track 2000	—	31,891	31,891
People's Health Trust	—	5,659	5,659
Volunteering in Wales	—	(192)	(192)
Groundworks	—	—	—
BCBC Homeless	—	13,609	13,609
Millenium Stadium Trust	—	—	—
Community Foundation Wales	—	14,870	14,870
Simon Gibson	—	—	—
Moondance	—	—	—
Edward Gosling Foundation	—	—	—
Other grant income	15,500	—	15,500
Government grant income	—	—	—
	<u>22,514</u>	<u>85,839</u>	<u>108,353</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Generated Income	—	—	5,809	5,809
Room Hire	6,089	6,089	29,983	29,983
	<u>6,089</u>	<u>6,089</u>	<u>35,792</u>	<u>35,792</u>

7. Other income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Other Income	—	—	6,671	6,671
Government job support grants	16,492	16,492	—	—
	<u>16,492</u>	<u>16,492</u>	<u>6,671</u>	<u>6,671</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Mentoring and support	35,123	85,318	120,441
Support costs	14,358	1,195	15,553
	<u>49,481</u>	<u>86,513</u>	<u>135,994</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Mentoring and support	37,933	88,926	126,859
Support costs	5,094	7,385	12,479
	<u>43,027</u>	<u>96,311</u>	<u>139,338</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2021 £	Total fund 2020 £
Mentoring and support	120,441	13,575	134,016	137,730
Governance costs	–	1,978	1,978	1,608
	<u>120,441</u>	<u>15,553</u>	<u>135,994</u>	<u>139,338</u>

10. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2021 £	Total 2020 £
Premises	52	52	765
Communications and IT	1,717	1,717	2,103
General office	2,844	2,844	4,489
Finance costs	108	108	130
Governance costs	1,363	1,363	1,610
Support costs - Depreciation	2,403	2,403	1,209
Support costs - Other costs	7,624	7,624	2,175
	<u>16,111</u>	<u>16,111</u>	<u>12,481</u>

11. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Depreciation of tangible fixed assets	<u>2,403</u>	<u>1,208</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

12. Independent examination fees

	2021 £	2020 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,363</u>	<u>1,610</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021 £	2020 £
Wages and salaries	82,181	84,237
Social security costs	–	2,921
Employer contributions to pension plans	<u>184</u>	<u>135</u>
	<u>82,365</u>	<u>87,293</u>

The average head count of employees during the year was 13 (2020: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2021 No.	2020 No.
Number of staff - management	1	1
Number of staff - administrative	1	1
Number of staff - training	3	1
Number of staff - youth & support workers	7	5
Number of staff - other staff	<u>1</u>	<u>2</u>
	<u>13</u>	<u>10</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

15. Transfers between funds

The transfer from unrestricted reserves to restricted reserves is in relation to money spent over and above the grants received from the grant providers.

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

16. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 March 2020	42,134	33,532	75,666
Additions	2,767	2,005	4,772
At 28 February 2021	44,901	35,537	80,438
Depreciation			
At 1 March 2020	39,942	33,305	73,247
Charge for the year	1,787	616	2,403
At 28 February 2021	41,729	33,921	75,650
Carrying amount			
At 28 February 2021	3,172	1,616	4,788
At 29 February 2020	2,192	227	2,419

17. Debtors

	2021 £	2020 £
Trade debtors	–	6,676
Other debtors	2,742	–
	2,742	6,676

18. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	–	1,110
Social security and other taxes	–	735
Other creditors	1,543	2,597
	1,543	4,442

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £184 (2020: £135).

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

20. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2021 £	2020 £
Recognised in income from donations and legacies:		
Government grants income	<u>25,000</u>	<u>—</u>

21. Analysis of charitable funds

Unrestricted funds

	At 1 March 2020 £	Income £	Expenditure £	Transfers £	At 28 February 2021 £
General funds	<u>19,822</u>	<u>62,166</u>	<u>(49,481)</u>	<u>4,749</u>	<u>37,256</u>

	At 1 March 2019 £	Income £	Expenditure £	Transfers £	At 29 February 2020 £
General funds	<u>(2,458)</u>	<u>64,977</u>	<u>(43,027)</u>	<u>330</u>	<u>19,822</u>

Restricted funds

	At 1 March 2020 £	Income £	Expenditure £	Transfers £	At 28 February 2021 £
Restricted Fund 1 - Big Lottery	—	10,000	(9,960)	—	40
Lloyds Enable	—	—	—	—	—
BAVO	529	16,556	(11,656)	(3,353)	2,076
Awards For All	—	9,350	(5,300)	—	4,050
AFA Community Fund	738	—	(343)	(395)	—
BBC CIN	1,187	25,277	(9,502)	—	16,962
SCVS	—	—	—	—	—
Jobs Growth Wales	1,431	31,617	(9,381)	—	23,667

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

21. Analysis of charitable funds *(continued)*

People's Trust House	-	-	-	-	-
Volunteering in Wales	-	-	-	-	-
Groundworks	-	1,000	-	(1,000)	-
BCBC Homeless	-	-	-	-	-
Millenium Stadium Trust-Community Foundation	-	2,262	(2,084)	-	178
Wales	13,823	25,000	(15,167)	-	23,656
Simon Gibson	-	3,000	(3,000)	-	-
Moondance	-	15,120	(15,120)	-	-
Edward Gosling Foundation	-	5,000	(5,000)	-	-
	<u>17,708</u>	<u>144,182</u>	<u>(86,513)</u>	<u>(4,748)</u>	<u>70,629</u>

	At 1 March 2019 £	Income £	Expenditure £	Transfers £	At 29 February 2020 £
Restricted Fund 1 - Big Lottery	-	-	(1)	-	(1)
Lloyds Enable	2,246	-	(2,292)	46	-
BAVO	545	1,170	(1,186)	-	529
Awards For All	-	-	-	-	-
AFA Community Fund	-	9,612	(8,874)	-	738
BBC CIN	2,892	9,492	(11,238)	41	1,187
SCVS	-	(272)	-	272	-
Jobs Growth Wales	-	31,891	(30,460)	-	1,431
People's Trust House	8,565	5,659	(13,623)	(601)	-
Volunteering in Wales	1,800	(192)	(1,444)	(164)	-
Groundworks	3,000	-	(3,000)	-	-
BCBC Homeless	-	13,609	(13,609)	-	-
Millenium Stadium Trust-Community Foundation	655	-	(731)	76	-
Wales	8,808	14,870	(9,853)	-	13,825
Simon Gibson	-	-	-	-	-
Moondance	-	-	-	-	-
Edward Gosling Foundation	-	-	-	-	-
	<u>28,511</u>	<u>85,839</u>	<u>(96,311)</u>	<u>(330)</u>	<u>17,709</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 28 February 2021

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	1,209	3,579	4,788
Current assets	37,590	67,050	104,640
Creditors less than 1 year	(1,543)	—	(1,543)
Net assets	<u>37,256</u>	<u>70,629</u>	<u>107,885</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	2,419	—	2,419
Current assets	21,844	17,710	39,554
Creditors less than 1 year	(4,442)	—	(4,442)
Net assets	<u>19,821</u>	<u>17,710</u>	<u>37,531</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Management Information

Year ended 28 February 2021

The following pages do not form part of the financial statements.

Bridge Mentoring Plus Scheme
Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 28 February 2021

	2021 £	2020 £
Income and endowments		
Donations and legacies		
Donations	14,585	7,014
Big Lottery - Main Grant	10,000	–
BAVO	16,556	1,170
Awards For All	9,350	–
AFA Community Fund	–	9,612
BBC Children In Need	25,277	9,492
SCVS	–	(272)
Track 2000	31,617	31,891
People's Health Trust	–	5,659
Volunteering in Wales	–	(192)
Groundworks	1,000	–
BCBC Homeless	–	13,609
Millenium Stadium Trust	2,262	–
Community Foundation Wales	25,000	14,870
Simon Gibson	3,000	–
Moondance	15,120	–
Edward Gosling Foundation	5,000	–
Other grant income	–	15,500
Government grant income	25,000	–
	<u>183,767</u>	<u>108,353</u>
Other trading activities		
Generated Income	–	5,809
Room Hire	6,089	29,983
	<u>6,089</u>	<u>35,792</u>
Other income		
Other Income	–	6,671
Government job support grants	16,492	–
	<u>16,492</u>	<u>6,671</u>
Total income	<u>206,348</u>	<u>150,816</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 28 February 2021

	2021 £	2020 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	82,181	84,237
Employer's NIC	–	2,921
Pension costs	184	135
Rent	15,250	15,250
Rates and water	743	783
Light and heat	3,883	4,448
Repairs and maintenance	6,427	6,127
Insurance	1,449	2,355
Other establishment	52	765
Other motor/travel costs	81	54
Legal and professional fees	3,610	2,179
Telephone	1,783	2,103
Other office costs	2,632	4,489
Depreciation	2,403	1,209
Volunteer expenses	–	686
Training	769	1,060
Zone consumables	–	579
Youth club expenses	108	7,783
Computer costs	2,907	131
Consultancy fees	5,000	–
Sundries	1,800	2,044
	<u>4,732</u>	<u>–</u>
	135,994	139,338
 Total expenditure	 <u>135,994</u>	 <u>139,338</u>
 Net income	 <u>70,354</u>	 <u>11,478</u>

Bridge Mentoring Plus Scheme

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 28 February 2021

	2021 £	2020 £
Expenditure on charitable activities		
Mentoring and support		
<i>Activities undertaken directly</i>		
Wages	82,181	84,237
Social security	–	2,921
Direct charitable activity 1 - pension costs	184	135
Rents	15,250	15,250
Rates & water	743	783
Light & heat	3,883	4,448
Repairs & renewals	6,427	6,127
Insurance	1,449	2,355
Travelling	81	54
Professional fees	1,632	571
Volunteer expenses	–	686
Training	769	1,060
Zone consumables	–	579
Youth club expenses	–	7,653
Computer costs	2,842	–
Consultancy fees	5,000	–
	<u>120,441</u>	<u>126,859</u>
<i>Support costs</i>		
Cleaning expenses	52	765
Telephone	1,783	2,103
Printing, postage and stationery	2,632	4,489
Depreciation	2,403	1,209
Bank charges	108	130
Refreshments	65	131
Sundries	1,800	2,044
PPE	4,732	–
	<u>13,575</u>	<u>10,871</u>
Governance costs		
Governance costs - accountancy fees	1,978	1,608
	<u>135,994</u>	<u>139,338</u>
Expenditure on charitable activities		