

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

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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

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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

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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.

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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

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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

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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

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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

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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

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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.

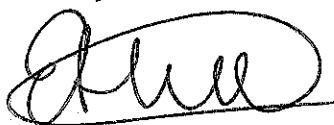
Going concern

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

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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

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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

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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

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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 No.	2023 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>
<i>Support costs</i>		
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	<u>3,570</u>	<u>3,686</u>
Expenditure on charitable activities	<u>250,888</u>	<u>197,560</u>