

Eastside Young Leaders' Academy

Report and Accounts

31 March 2022

Registered Charity No. (England and Wales): 1093977
A Company Limited by Guarantee. Registered in England and Wales: 04432313
Registered Office: Bignold Hall, Bignold Road, London, E7 0EX

**EASTSIDE YOUNG LEADERS' ACADEMY
INDEX TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2022**

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EASTSIDE YOUNG LEADERS' ACADEMY

ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2022

REGISTERED CHARITY NUMBER: 1093977

COMPANY REGISTRATION NUMBER: 4432313

BUSINESS ADDRESS: Bignold Hall
Bignold Road
London E7 0EX

TRUSTEES AND DIRECTORS: Matthew Hagopian – Chair (resigned 1.4.22)
Dawn Ferdinand (resigned 1.4.22)
Lady Deborah Si Yin Buffini (resigned 15.11.21)
Giles Marshall
Misa Von Tunzelman
Marcus Kerr
Tom Carroll
Thomas Tharakan – Company Secretary
David Ejim-McCubbin – Chair (from 1.4.22)
Oluwapelumi Agbedejobi (appointed 14.11.21)
Keza N'ganga (appointed 14.11.21)
Adrian Deazle (appointed 20.1.22)
Mrunal Dave (appointed 20.1.22)

MANAGEMENT TEAM Ray Lewis – Chief Executive Officer
Anne Collard – Head of Compliance

BANKERS: Lloyds Bank
Eastern Branch
PO Box 1000
BX1 1LT

REPORT OF THE TRUSTEES TO THE MEMBERS OF EASTSIDE YOUNG LEADERS' ACADEMY

The trustees present their report together with the financial statements of Eastside Young Leaders' Academy (EYLA) for the year to 31 March 2022.

Structure, Governance and Management

Governing Document

EYLA is a company limited by guarantee governed by its memorandum and articles of association dated 24 April 2002. It is registered as a charity with the Charity Commission.

Appointment of Trustees

As set out in the articles of association the chair is elected by the trustees. New trustees are invited to join the board by members of the board. Their specific role and tasks are agreed at board meetings.

Organisation

The board of trustees, which meet quarterly, can have up to 15 members and administers the charity. A Chief Executive is appointed by the trustees to manage the day to day operations of the charity.

To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance and employment. The trustees employ an external financial controller to manage the finances of the business.

The charity also has an informal steering group comprising parents, partners and other interested parties. This committee meets quarterly and the primary purpose is to provide a local sounding board to take into account the views of the community.

Related parties

The charity has a relationship with Southside, Westside, Lewisham and Milton Keynes Young Leaders' Academies which are registered companies and charities in their own right. EYLA seeks to work in partnership with charities, providing advice and support to them and other groups who wish to set up new YLAs.

Risk management

The trustees continue to carry out an analysis of the risks faced by the organisation.

Objectives, Activities and Future Plans

The objectives of EYLA are:

To advance the education of children and young people, mainly British, Black, Asian and minority ethnic (BAME), between the ages of 8 and 18 by providing or assisting in the provision of training for the benefit of such children who are in need or socially excluded, so as to enable them to develop the capacity and skills which will enhance their lives and enable them to participate more fully in society.

EYLA has the general aim of empowering BAME boys and girls to become the next generation of successful leaders through four major areas of activity: leadership training, opportunities, education and support.

The main objectives for the year continue to be improving educational attainment through academic support; providing opportunities to develop leadership skills, raise aspirations and broaden horizons in partnership with the business community; mentoring support for the young leaders and support for their families.

The strategies employed to achieve the charity's objectives are to:

- Recruit young people who will most benefit from the programme by taking referrals from schools, faith groups, the police, parents, social services and similar youth focused groups, organisations and agencies.
- Provide an after school tutorial programme managed by qualified teachers to help young people achieve more at school.
- Provide Saturday and holiday programmes to enable young people to develop their interpersonal, communication and leadership skills through a range of activities, visits and residentials.
- Provide mentoring from a pool of high quality, committed professionals and leaders who can motivate and inspire in a safe and positive environment.
- Arrange community service to encourage young people to become involved, to empathise and to care.
- -Provide family support to engage and maintain parental support for their children and maximise their participation in the work of EYLA, with access to counselling if required.
- Maintain effective systems of measurement to monitor and evaluate the impact of EYLA.

REPORT OF THE TRUSTEES TO THE MEMBERS OF EASTSIDE YOUNG LEADERS' ACADEMY cont.

Achievement and performance

Attendance

Following the previous year of lockdowns and online learning, we resumed on-site delivery blended with virtual workshops and rebuilt our leadership programme attendance to 280 regular participants, 500 in-school participants and 112 scholars in boarding, 115 active alumni and 120 parents attending weekly online workshops.

Education

Continuing with post-Covid educational recovery our education programme provided booster classes in core curriculum subjects, study skills and academic coaching. We also offered 11+ tuition and cognitive ability tutoring (verbal and non-verbal reasoning) towards grammar school entrance.

We have strengthened our partnerships with independent schools to benefit young leaders as well as scholars applying for boarding bursaries. Events have included visits with enrichment activity days, summer school residentials, talks and tours as well as masterclasses at Eastside. Notably we have worked closely with Eton, Dulwich, Lancing and Wellington Colleges and Rugby and Stowe Schools.

- 100% of 24 students gained 7 + GCSEs Grade 9-4 cf National Average of 79.1% gaining 5+ grade 9-4.
- Of the 12 Year 13 students who took A levels or equivalent - 83% gained A*-B; 25% gained A*A; the highest set of results was 4 A*s.
- Of the 115 alumni, 13 have pursued apprenticeships, 102 embarked on university degrees.
- 75% of students improved their cognitive ability scores by a minimum of 12% between baseline and end of year tests.

Opportunities and leadership

Senior young leaders attended their leadership classes at City of London School benefiting from a drama studio, theatre, science labs and volunteer teachers, whilst the Juniors were based at Eastside. The young leaders' council met monthly to monitor and plan activities.

Our focus over the last year across all ages has been on confidence, communication, creativity, critical thinking and campaigning. This included kinaesthetic workshops, performing arts, soft skills, presentation skills and social action. In addition we had an emphasis on employability skills, career insights and corporate visits such as Polygon and Linklaters.

Highlights of the year included the Lancing College Summer School, 'Pathways to Employment' programme, a day trip to Margate, Kenya in the Park, our end of year graduation at City of London School and a successful Covid vaccine campaign.

Parent University

Online meetings and workshops have become a regular feature enabling a greater number of parents to meet weekly. Sessions have included a range of guest speakers including talks on finance management, writing a will, handling trauma, supporting your child's schooling; we've also had some entertaining 'Desert Island Disc' sessions.

Alumni

There are four alumni on the Board of Trustees; David Ejim-McCubbin was elected as chair of the board. Alumni continue to keep in touch as volunteers and mentors.

Impact of Covid

In our last annual report we stated that in the wider context the pandemic has had greater impact on poorer communities where BAME communities are disproportionately represented; Covid has put our community at the centre of this and we are committed to ensuring that our children and families get the support they need for educational recovery and improved wellbeing. We believe that our balance of academic classes, leadership workshops and enrichment opportunities over the past year has made a positive difference towards fulfilling that commitment.

General Progress of the organisation

We look back over the last two decades to see distance travelled through our 20 year timeline:

- 2002 Opened our doors to 20 boys for leadership training on Saturday mornings
- 2003 Started after school tuition
- 2005 Developed portable delivery model for in-schools programme
- 2007 Began Scholars Programme - full bursary places at Boarding Schools; Guardian Charity of the Year Award, helped set up Southside Young Leaders' Academy
- 2010 Moved to current premises - first building with sole use; established post 18 alumni programme including original 2002 cohort of boys
- 2011 Screening of 'Eastside Story' (Polly Steele, Axiom Films)
- 2012 Girls joined the programme; Set up 'respite space' for excluded pupils
- 2013 Helped set up Westside Young Leaders' Academy
- 2017 Registered with AQA Unit Award Scheme for an accredited leadership curriculum
- 2018 First alumnus joined Board of Trustees; set up Milton Keynes Young Leaders' Academy; Sunday Times Magazine article 'How the Other Half Lives' - most read article of the year; launched Creative Arts Programme-Young, Gifted & Fab - production at Greenwich Theatre
- 2019 The Great Debate (sparked by Jayden Moodie) - visits from Channel 4 & Radio 4
- 2020 Adapted to Covid-19 restrictions and launched online delivery of leadership programme; our first Oxbridge candidate gained a place at Oxford
- 2021 Alumni formed Eastside Research Group; established the Young Leaders' Galleria to increase employment opportunities for Black Youth
- 2022 Four alumni on Board of Trustees including one as chair.

WORK BEING CARRIED FORWARD THROUGH 2022/2023

Community Organising: this is a work in progress as we embed social action into the leadership programme to train our youth into community leadership, involving parents through the Parent University.

Young Leaders Galleria: funded by The Bank of America and in its early stages the YLG is establishing a framework to galvanise community organisations and corporations to collaborate towards fairer access to employment for Black youth.

Special Notice

The Trustees, Staff, Young Leaders and Parents are grateful to Matthew Hagopian, Dawn Ferdinand and Lady Debbie Buffini for their years of dedicated service to EYLA. We have been pleased to welcome Adrian Deazle, Manon Dave to the board along with EYLA alumni Pelumi Agbedejobi and Keza N'ganga.

REPORT OF THE TRUSTEES TO THE MEMBERS OF EASTSIDE YOUNG LEADERS' ACADEMY (Cont.)

Financial review

For the year ended 31 March 2022, EYLA had a total income of £468,150 (2021:£685,187) and total expenditure of £449,572 (2021:£502,284), resulting in a net surplus for the year of £18,578 (2021: £182,903).

The restricted fund balance was £221,698 at 31 March 2022. (2021: £221,202). The unrestricted fund balance was £114,452 at 31 March 2022. (2021: £96,370).

The carried forward fund balance at 31 March 2022 amounted to £336,150 (2021: £317,572).

Overview of EYLA finances, including detailed management reports, were provided to the directors and trustees throughout the year to give them better insight and understanding of the finances of the charity, which enabled them to make relevant decisions and to monitor the financial position of the charity.

Reserves Policy

The trustees have examined the charity's requirements in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds not committed or invested in tangible fixed assets held by the charity should cover 3 months operating costs including staff salaries. The present level of reserves is adequate to cover anticipated operating costs for 3 months. However, with the current increased cost of living and higher energy bills anticipated, there must be a number of cost saving measures put into place during the financial year to ensure the organisation's finances is not overstretched.

Trustees' responsibilities in relation to the financial statements

The trustees are required by company law to prepare a financial statement for each year which gives a true and fair view of the financial activities of the charity company and its financial position for that period. In doing so the trustees are required to:

- Select suitable accounting policies and apply them consistently through the year;
- Make sound judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Companies Act 1985 and with applicable accounting standards and statement of recommended practice, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

Members of the Management Committee

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


In accordance with company laws, as the company's directors we certify that:

- So far as we are aware, there is no relevant audit information of which the company's independent examiners are unaware; and
- As the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's independent examiners are aware of that information.

We are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the company and for taking reasonable steps for the prevention of fraud and other irregularities.

By order of the trustees:

David Ejim- McCubbin - (Chair of trustees):

Date:  28/10/2022

EASTSIDE YOUNG LEADERS' ACADEMY

PRINCIPAL ACCOUNTING POLICIES

AS AT 31 MARCH 2022

Basis of accounting

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

Cash flow statement

The financial statements do not include a cash flow statement because the charity, as a small reporting entity, is exempt from the requirement to prepare such a statement under FRS 102.

Income

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Income represents donations, grants, fees for services rendered and interest receivable. Grants subject to specific conditions are credited to relevant restricted funds.

Expenditure

Expenditure is included in the statement of financial activities when incurred and includes attributable VAT which cannot be recovered.

Expenditure comprises the following:

- a. Charitable expenditure comprises expenditure on the charity's primary charitable purposes.
- b. Governance costs comprise the costs associated with governance of the charity incurred in connection with the administration of the charity and compliance with institutional and statutory requirements. Included within this category are costs associated with the strategic as opposed to the day to day management of the charity's assets.

Tangible Fixed Assets

Fixed assets, which are stated at cost, are depreciated at rates sufficient to reduce the net book amount of those assets to their estimated residual value at the end of their expected useful lives. The following rates are currently used:

Motor Vehicles - over 4 years on a straight line basis

Fixtures and fittings - over 5 years on a straight line basis

Fund accounting

Unrestricted funds represent those monies which may be used towards meeting the charitable objectives of the charitable company at the discretion of the trustees.

The restricted funds are monies raised for, and their use restricted to, a specific purpose, or grants subject to donor imposed conditions.

**REPORT OF THE INDEPENDENT EXAMINER
TO THE TRUSTEES OF
EASTSIDE YOUNG LEADERS' ACADEMY**

Independent examiner's report to the trustees of Eastside Young Leaders' Academy ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's account 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 Company'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 Association of Chartered Certified Accountants, UK 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 Company as required by section 386 of the 2006 Act
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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 accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Signed: *Alfred Hanson*

Name: Alfred Hanson, FCCA
Fellow of the Association of Chartered Certified Accountants, UK

Address: Hanson & Associates, Anerley Business Centre, Anerley Road, London SE20 8BD

Date: 19 September 2022

EASTSIDE YOUNG LEADERS' ACADEMY

Statement of Financial Activities

Year Ended 31 March 2022

	Note	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
		£	£	£	£
INCOME AND ENDOWMENTS					
Donations	1	88,078	1,575	89,653	260,771
Grants	1	94,503	5,167	99,670	297,780
Trust & Foundation	1	70,618	207,859	278,476	126,299
Investment income	1	351		351	337
Total Operating Income		<u>253,550</u>	<u>214,600</u>	<u>468,150</u>	<u>685,187</u>
Expenditure					
Raising Funds					
- Fundraising activities	2	<u>5,445</u>	<u>-</u>	<u>5,445</u>	<u>2,391</u>
Total costs of raising funds		<u>5,445</u>	<u>-</u>	<u>5,445</u>	<u>2,391</u>
Charitable activities - EYLA	2	<u>230,023</u>	<u>214,104</u>	<u>444,127</u>	<u>499,893</u>
Total operating expenditure		<u>235,468</u>	<u>214,104</u>	<u>449,572</u>	<u>502,284</u>
Net operating income		<u>18,082</u>	<u>496</u>	<u>18,578</u>	<u>182,903</u>
Balance at 1 April 2021	8	<u>96,370</u>	<u>221,202</u>	<u>317,572</u>	<u>134,669</u>
Balance at 31 March 2022		<u>114,452</u>	<u>221,698</u>	<u>336,150</u>	<u>317,572</u>

All amounts relate to continuing activities. There are no recognised gains and losses other than those dealt with in the above Statement of Financial Activities.

The notes on pages 12 to 14 form part of these financial statements.

EASTSIDE YOUNG LEADERS' ACADEMY

Balance Sheet

as at 31 March 2022

		2022 £	2021 £
	Note		
Fixed Assets			
	4	11,930	7,285
Current Assets			
Debtors	5	-	1,234
Cash at bank and in hand		333,592	331,770
		<u>333,592</u>	<u>333,004</u>
Creditors: Amounts falling due within one year	6	(9,373)	(22,717)
Net Current Assets		<u>324,219</u>	<u>310,287</u>
		<u>336,150</u>	<u>317,572</u>
Accumulated Funds			
Restricted Funds	8	221,698	221,202
Unrestricted Funds	8	114,452	96,370
		<u>336,150</u>	<u>317,572</u>

For the year ended 31 March 2022 the charitable company was entitled to exemption from audit under section 477 of the Companies Act ("the Act") relating to small companies.
The members have not required the company to obtain an audit of its financial statements for the financial year in question in accordance with section 476 of the Act.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the Trustees of Eastside Young Leaders' Academy, Company Registration Number 04432313 (England and Wales) and signed on their behalf by:



David Ejim- McCubbin – (Chair of trustees)

28/10/2022

Date Approved

EASTSIDE YOUNG LEADERS' ACADEMY

Notes to the Financial Statements

for the year ended 31 March 2022

	2022 £	2021 £
1 INCOME AND ENDOWMENTS		
Donations and Grants - Restricted		
Individuals	1200	
Trusts and Foundations	134,475	126,299
Organisations - Grants	5,167	141,905
Organisations - Donations	375	40,711
YLS Galleria	73,384	32,880
	<u>214,600</u>	<u>341,795</u>
Donations and Grants - Unrestricted		
Individuals	10,247	88,294
Trusts and Foundations	70,618	
Organisations - Grants	94,503	155,875
Organisations - Donations	77,831	98,886
	<u>253,199</u>	<u>343,055</u>
 Bank interest	 <u>351</u>	 <u>337</u>
	<u>351</u>	<u>337</u>
2 EXPENDITURE	2022 £	2021 £
Raising Funds - Unrestricted		
Fundraising activities	5,445	2,391
	<u>5,445</u>	<u>2,391</u>
Charitable Activities - Restricted		
Staff costs	58,801	56,462
After School Activities	10,764	15,768
Accreditation	517	
Charitable Donations	8,478	13,600
Volunteer expenses		
Food & Catering	2,089	17,362
Premises costs	107	3,544
Facilitators & Consultancy fees	81,472	76,648
Antebellum Facilitators & Consultancy fees		
Office expenses	17,376	9,273
Scholarship expenses	25,948	21,726
Building & Library expenses		
Small Tools & Equipment		
Travel & Conferences	5,355	4,250
Scholar Support	2,258	1,763
Uniforms		825
Motor Vehicle expenses	940	
	<u>214,104</u>	<u>221,221</u>
Charitable Activities - Unrestricted		
Staff costs	109,203	108,561
After School Activities	7,146	7,058
Volunteer expenses	300	10
Food & Catering	8,041	5,012
Facilitators & Consultancy fees	13,809	21,054
Office expenses	6,923	7,032
Legal & Professional fees	335	13
Building & Library expenses	9,423	10,893
Small Tools & Equipment		1,848
Travel & Conferences	8,874	305
Pathways to Employment	15,691	
Depreciation	3,041	1,381
	<u>182,786</u>	<u>163,167</u>

EASTSIDE YOUNG LEADERS' ACADEMY

Notes to the Financial Statements

for the year ended 31 March 2022

Support & Governance costs - Unrestricted

Support costs	42,792	67,963
Accountancy fees	4,250	4,060
Bank interest and charges	194	195
Covid 19 Expenses		43,288
	<u>47,236</u>	<u>115,506</u>
Total Charitable Expenditure - Restricted	214,104	221,220
Total Charitable Expenditure - Unrestricted	<u>235,468</u>	<u>278,674</u>
Total Charitable Expenditure	<u>449,572</u>	<u>499,893</u>

	2022	2021
3 Staff Costs	£	£
Wages and salaries	152,597	151,742
Social security costs	<u>15,406</u>	<u>13,282</u>
	<u>168,004</u>	<u>165,023</u>
Average number of staff employed	9	7

The number of employees who earned taxable emoluments more than £60,000 during the year was none (2021: None).

4 Tangible Fixed Assets

	Fixtures & Fittings	Computer Equipment	Total
	£	£	£
Cost			
1 April 2021	46,829	0	46,829
Additions	<u>4,460</u>	<u>3,226.97</u>	<u>7,687</u>
31 March 2022	51,289	3226.97	54,516
Depreciation			
1 April 2021	39,544	0	39,544
Charge for year	<u>1,747</u>	<u>1294.43</u>	<u>3,041</u>
31 March 2022	41,291	1294.43	42,585
Net Book Value			
31 March 2022	<u>9,998</u>	<u>1932.54</u>	<u>11,930</u>
31 March 2021	<u>7,285</u>	<u>0.00</u>	<u>7,285</u>

	2022	2021
5 Debtors	£	£
Accrued Income	-	
Prepayments	-	907
Other Debtors	<u>-</u>	<u>327</u>
	<u>-</u>	<u>1,234</u>

EASTSIDE YOUNG LEADERS' ACADEMY

Notes to the Financial Statements

for the year ended 31 March 2022

	2022 £	2021 £
6 Creditors: Amounts falling due within one year		
Other creditors	12,373	22,717
	<u>12,373</u>	<u>22,717</u>

7 Analysis of Net Assets between Funds

	£
Fund balances at 31 March 2022 are represented by:	
Tangible fixed assets	11,930
Current assets/(liabilities) - Restricted	221,698
Current assets/(liabilities) - Unrestricted	114,452
	<u>348,081</u>

8 Statement of Funds

	1 April 2021 £	Income £	Expenditure £	31 March 2022 £
Unrestricted general funds	96,370	253,550	235,468	114,452
Restricted Funds:	221,202	214,600	214,104	221,698
Total Funds	317,572	468,150	449,572	336,150

9 Donor List

BBC Children in Need
 Black Heart Foundation
 Buffini Chao
 De Winton
 Didymus
 Dulwich College
 Eton College
 GC C1Eastside – donations
 Jack Petchey Foundation
 Johnson Matthey
 L & Q Place Makers
 Lansdowne Partners
 Linklaters
 London Borough of Hackney
 London Borough of Newham
 London Community Foundation
 Makers of Playing Cards
 Royal SpringBoard
 The Big Ask
 The Fishmongers' Company
 Tudor Trust