ENVIRONMENTAL VISION

England & Wales · Charity number 1095328

Details

Other names	ENVISION
Status	Registered
Legal form	Charitable company
Company number	04422128
Registered	2003-01-09
Register	View on the Charity Commission register

Contact

Address	Canopi 82 Tanner Street London
Phone	02070961714
Email	vision@envision.org.uk
Website	www.envision.org.uk

Activities

Objects: TO PROMOTE CITIZENSHIP AMONGST YOUNG PEOPLE BY ORGANISING PROGRAMMES OF EDUCATIONAL AND OTHER ACTIVITIES WHICH ADVANCE THE PERSONAL DEVELOPMENT OF YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS; PROVIDE POSITIVE ACTIVITIES IN THE INTERESTS OF SOCIAL WELFARE AND COMMUNITY COHESION; ADVANCE THE VOLUNTEERING AGENDA AND RECOGNISING AND SHARING EXCELLENCE IN VOLUNTEERING TO ADVANCE THE EDUCATION OF MEMBERS OF THE GENERAL PUBLIC, IN MATTERS OF ENVIRONMENTAL AND SOCIAL JUSTICE TO PROMOTE THE CONSERVATION, PROTECTION AND IMPROVEMENT OF THE PHYSICAL AND NATURAL ENVIRONMENT FOR THE PUBLIC BENEFIT TO PROMOTE EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS TO PROVIDE TRAINING, CONSULTANCY AND MANAGEMENT SERVICES TO OTHER AGENCIES WORKING TO ADVANCE THE EDUCATION OF YOUNG PEOPLE AND ADULTS, IN PARTICULAR THOSE FROM SOCIALLY OR ECONOMICALLY DEPRIVED COMMUNITIES ACROSS THE UK.

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Activities: Envision develops young people's employability by empowering them to tackle real-life social problems.Our main programme is the inter-school competition Community-apprentice which requires young people, primarily from disadvantaged backgrounds, to develop and demonstrate personal qualities whilst working in teams to manage their own community projects.

Classification

- **How:** Provides Services
- **What:** Education/training, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£1,197,633	£1,436,267	£692,588	31
2024-07-31	£1,245,131	£1,262,929	£931,222	27
2023-07-31	£1,078,576	£1,058,378	£530,296	23
2022-07-31	£884,940	£857,558	£510,098	18
2021-07-31	£744,449	£666,902	£482,716	16
2020-07-31	£798,063	£738,136	£405,169	20

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Trustees

Name	Role	Appointed
Timothy Shanagher	Chair	2023-03-14
Amy Jakar		2025-10-09
Andrew Peter Griffiths		2025-06-12
Benjamin George Hobkinson		2020-09-24
Daniel Stuart Richards		2025-03-13
Josephine Haligah		2022-03-17
Joy Vyas		2024-06-13
Latesha-Precious Richards		2024-12-05
Saima Yarrow		2020-09-24
Simone Caines-Powell		2026-03-11
Sophie Theen		2025-06-12

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ENVIRONMENTAL VISION

England & Wales - Charity number 1095328

Accounts

envision

Report of the Trustees and Financial Statements for the Year Ended 31 July 2025

ENVIRONMENTAL VISION
Registered Company Number: 04422128
Registered Charity Number: 1095328

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Reference and Administrative Details

TRUSTEES

T Shanagher (Chair)
J Haligah
B Hobkinson
J Vyas
S Yarrow
L Richards (appointed 05.12.24)
D Richards (appointed 13.03.25)
A Griffiths (appointed 12.06.25)
S Theen (appointed 12.06.25)
A Jakar (appointed 09.10.25)
S Caines-Powell (appointed 11.03.26)
S Higgins (resigned 10.10.24)
K Boswell (resigned 05.12.24)
H Channa (resigned 10.03.25)
S J Cooke (resigned 09.10.25)
T Miller (resigned 11.03.26)

CEO

George Kearney- Bambridge
(from 1 July 2025)
Elisabeth Paulson
(until 30 June 2025)

COMPANY SECRETARY

Joanna Lock

REGISTERED CHARITY NUMBER

1095328 (England and Wales)

REGISTERED COMPANY NUMBER

04422128 (England and Wales)

REGISTERED ADDRESS

82 Tanner Street
London
SE1 3GN

AUDITORS

Godfrey Wilson Limited
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

BANKERS

Co-operative Bank PLC
PO Box 101
1 Balloon Street
Manchester
M60 4EP

National Westminster Bank Plc
PO Box 712
94 Moorgate
London
EC2M 6UR

Objectives and Activities

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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) (effective 1 January 2019).

Objectives

Envision delivers public benefit through its work to empower young people, who are often under-represented in the world of work, to develop the essential skills and confidence they need to succeed. The trustees have had due regard to the Charity Commission's guidance on public benefit.

Our primary objectives, as more formally set out in our Memorandum and Articles of Association, are to:

- Advance the personal development of young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals
- Provide positive activities in the interests of social welfare and community cohesion
- Advance the volunteering agenda and recognise and share excellence in volunteering

Our Vision

"At Envision, we believe a young person's background mustn't determine their future. We want to create a society where young people from less-advantaged backgrounds have an equal opportunity to build the Essential Skills and confidence needed to succeed in later life as their more privileged peers."

How We Do It

We empower young people from less-advantaged backgrounds, who are often underrepresented in the world of work, to develop the essential skills and confidence they need to succeed.

We partner each team of young people, led by an Envision Programme Coordinator, with a team of mentors from a local business to design and deliver a social action project that makes a positive change in their school or college community.

Working towards their project goals and key milestones, young people build the essential skills and confidence proven to support their education, employment and well-being.

Why We Do It

We are driven by a national challenge.

Young people from less-advantaged backgrounds continue to face systemic barriers to success. In 2025, the attainment gap at GCSE remains stark: students from low-income households are nearly two years behind their peers in academic achievement by the end of secondary school. This disadvantage extends beyond the classroom. Among 16- to 24-year-olds, 13.4% are not in education, employment, or training (NEET), with young people from less-advantaged backgrounds disproportionately affected. [faireducat...espace.com], [ons.gov.uk]

Qualifications matter, but they are only part of the story.

Young people from low-income households are twice as likely to become NEET than their peers, yet academic qualifications only account for half of this gap. Research continues to show that Essential Skills - such as teamwork, communication, creativity and determination - are critical to success in work and life. The Fair Education Alliance's 2025 Report Card highlights that gaps in these skills closely mirror those in academic attainment and employment outcomes, reinforcing the need for a more holistic approach to education. [faireducat...espace.com]

Essential Skills are not "soft". They are foundational.

The Skills Builder Partnership's 2025 Tracker shows that individuals with higher Essential Skill scores are more likely to adopt new technologies like AI, have greater earning potential, and report greater wellbeing and resilience. Yet opportunities to build these skills are not equally available. Young people from less-advantaged backgrounds have less exposure to skill-building experiences, in and out of school, which ultimately deepens the cycle of disadvantage.

And young people are asking for more.

Our Envision graduates speak passionately about how the skills they develop translate to life beyond the programme. This aligns with Skills Builder's national findings: 91% of young people believe Essential Skills support progression into employment, and 89% say they help overcome wider life challenges. Yet many feel these skills are still not consistently part of their education.

Employers agree.

The CBI's latest employer insights show that businesses continue to express concern about school leavers' readiness for work, particularly in areas like communication, self-management and problem-solving. A 2024 survey by CBI Economics found that only 28% of employers believe young people are well-prepared for the workplace, with many citing a lack of transferable skills as a key barrier. [cipd.org]

We must level the playing field for Essential Skills.

Too many young people from less-advantaged backgrounds miss out on the experiences that build confidence and Essential Skills, and that limits their future. This is unacceptable. We believe where you grow up must never determine where you're going. Through our programme, we give young people the tools, confidence, and opportunities to not just succeed, but to thrive in education, in work, and in life.

2024/25 Summary

As we wrap up the first year of our new three-year strategy, our commitment remains clear: to empower young people from less-advantaged backgrounds to develop the Essential Skills and confidence they need to succeed in education, employment, and life.

Building on the foundations of our previous strategy, this year we've focused on embedding the next phase of our ambition - to reach more young people, deepen partnerships, drive focus and funding behind Essential Skills, and grow with efficiency and impact. We've expanded into new areas around our core delivery hubs, strengthened our internal systems, and continued to work closely with schools, businesses and community partners to ensure high-quality delivery.

We know the opportunity gap facing young people from less-advantaged backgrounds remains stark - and that intentionally developing Essential Skills is a powerful way to help close it. These enduring, transferable skills are increasingly recognised as essential to success, yet too many young people still lack structured opportunities to build them.

That's why this year we've not only delivered our programme to more young people, with quality and consistency, but have also continued to build the evidence base for what works. We're committed to demonstrating that these skills can be developed with intention and rigour, supporting the wider movement to make Essential Skills a core part of education and youth development across the UK.

We are excited about the momentum we're building and grateful to the team and partners who share our vision: that all young people, no matter their background, deserve the opportunity to build the skills they need to succeed.

As we look to the year ahead, we know there will be challenges to navigate. The 'Big Squeeze', referring to the financial and operational pressures driven by rising costs, stagnant income, and increased demand for services, continues to test charities across the sector and is shaping a tougher fundraising landscape. But our resolve remains strong. With a passionate and determined team, we'll continue to drive meaningful impact and sustainable growth, staying focused on the difference we can make together.

George Kearney
CEO

Activities and Achievements

Our 2024–27 strategy sets out our aim to grow our reach in the cities where we already work, while expanding to new locations. This will ensure even more young people who need our support can access the Envision Programme and gain equal opportunities to build Essential Skills and confidence. In 2024/25, we:

Empowered more young people – and showed measurable results

- 1,424 young people across London, West Midlands and Bristol engaged in the Envision Programme.
- 70% of young people achieved measurable improvement across all four Essential Skills.
- DMH Associates benchmarking shows that young people on the Envision programme develop Essential Skills significantly faster than peers in mainstream education.
- 98% of 2023/24 graduates maintained or improved their Essential Skills in the 12 months following the programme.

Collaborated for local impact and young people's success

- Partnered 60 teams of young people and volunteer mentors to deliver the Envision programme.
- Expanded delivery to 5 new schools and businesses in a new spoke area of the West Midlands.
- Launched regional engagement work in the West Midlands to bring together partners to collaborate around regional Essential Skills and young people's success.

Put Essential Skills at the heart of policy and practice

- Submitted evidence to the Department for Education's Curriculum and Assessment Review to prioritise Essential Skills.
- Completed the final year of our external benchmarking with DMH Associates, proving that Essential Skills can be developed with intention and rigour.

Strengthened our team and governance to deliver impact

- Developed the confidence and capabilities of our team and project managers across the organisation.
- Rolled out a new EDI Policy aligned with our 2024–27 strategy.
- Onboarded new trustees, strengthening governance that will in turn support Envision's mission.

Our Impact

This year marked the first year of our latest three-year Impact Strategy, our roadmap for reaching the young people who need us most, delivering meaningful outcomes, and using data to stay focused, effective, and accountable. The strategy reaffirms our commitment to continuously strengthening the quality of our programme and seeking external evaluation to understand and improve our impact.

This work has been supported by the Mercers' Charitable Foundation, City Bridge Foundation - London's biggest independent charity funder, The Considered Ask, The Dulverton Trust and The Vintners Company, all of whom have provided vital underpinning funding to Envision's programmes and strategic development. We would like to take this opportunity to extend a special thank you to these trust and foundation supporters for their commitment to developing young people's Essential Skills and confidence.

Independent evaluation also remains central to our approach, helping us to understand what works, demonstrate our impact, and strengthen our delivery over time. External evidence from 2024/25 continues to show that Envision supports rapid and meaningful development of young people's Essential Skills, reinforcing the value of targeted, high-quality provision.

1,424 young people from **60** schools and colleges across Bristol, West Midlands and London engaged on the Envision programme.

96% of young people said that taking part in the Envision programme has helped them to develop their confidence.

98% of graduates from 2023-24 reported having maintained or improved their Essential Skills in the 12 months since leaving the programme

Essential Skills Development

The Envision programme is intentionally designed to support young people in developing specific, measurable improvements in their Essential Skills. To understand the impact of our work, young people complete an Essential Skills self-evaluation at the beginning and end of the programme, so that we can assess their development across our four skills.

In 2024/25, among the young people who completed both surveys:

90% demonstrated improvement in their **Communication**

89% demonstrated improvement in their **Creativity**

88% demonstrated improvement in their **Determination**

85% demonstrated improvement in their **Teamwork**

At school, creativity and communication can feel boxed into certain time slots - you're only creative in Art, only communicative in English. But with Envision, those things weren't scheduled. They just came out naturally. It wasn't forced. We were just doing the project, and the Essential Skills came out on their own.

Ejona, Envision Graduate

External Evaluation

At Envision, we believe Essential Skills - communication, creativity, determination and teamwork - are just that: essential. Like academic outcomes, they deserve to be measured rigorously, challenged with high expectations, and celebrated when progress is made. We're committed to transparency, accountability and continuous improvement. That's why we take outcomes seriously.

Our approach to measuring impact is built on 5 foundations:

- Being clear about what we're trying to achieve and who for
- Measuring what matters
- Tracking meaningful change
- Benchmarking our results to see what would happen without our support
- Investing in Long Term Outcomes

While the first three steps are led internally, the fourth involves external experts. For the past three years, we've partnered with DMH Associates and Skills Builder Partnership to benchmark our impact against national datasets.

Benchmarking Essential Skills

Our most recent evaluation, published in October 2025, provided the clearest evidence yet that Envision consistently supports rapid and meaningful skills growth, and that our impact is improving over time. Our 2024/25 evaluation shows:

Consistent and growing progress over time

Every cohort made statistically significant gains in their skills development. Later cohorts progressed faster, showing that as our model becomes more embedded, the impact of delivery rises.

Faster growth than mainstream education

Envision participants outpaced peers in their skills development in comparison to "business-as-usual" education settings. This year we exceeded last years outcome with progress even faster than the six-times-faster figure reported last year.

The power of targeted provision

Our results match other high-quality interventions, proving that structured, skills-focused programmes work. Leaving skills to chance doesn't.

Our long-term outcomes

In addition to the findings above, our long term outcomes data this year demonstrated that 98% of graduates from 2023/24 maintained or improved their Essential Skills in the 12 months since leaving the programme. This isn't just data - it's proof that Essential Skills can be developed in a meaningful way with the right opportunities and support. It shows the value of sustained investment and the potential for national change. We are continuing to capture long-term outcome data to strengthen our evidence base and ensure our impact remains clear and measurable.

Our Programme

Our structured programme is delivered in schools and colleges by our trained Envision staff and runs over a 12-week (Secondary) or 20-week (post-16) period. Each team of young people is partnered with a team of mentors who support them to design, develop, and deliver an in-school, social action project that will make a positive change in their school or college.

Working towards their project goals and key milestones, young people build the Essential Skills and confidence proven to support their education, employment and well-being. Culminating in a final cross-school event, teams come together to showcase their skills development and project achievements to their peers, mentors, and a panel of judges.

The details of the codified programme design are as follows:

Weekly in-school sessions are facilitated by an Envision Programme Coordinator. Young people work in teams to design, develop, and deliver a social action project that makes a positive change in their sixth form or college community. Mentors do not attend these sessions.

At mentoring sessions, our Programme Coordinators facilitate sessions in your workplace. Mentors work collaboratively with young people on their projects to develop their skills, confidence, and raise their aspirations. There are 4/5 mentor engagements throughout the programme. Each session lasts for 2 hours and begins with a 30-minute briefing session.

Young people take part in two progressively demanding 'milestones':

- The Progress Report: Where they present their initial ideas for their project to mentors and peers and gain feedback
- The Final Presentation: Where they showcase their skills development and project achievements to their peers, mentors, and a panel of judges. This is an opportunity to celebrate and reflect on their successes, and for the winning team to walk away with the Envision trophy!

Post-16 Only

After the final event, young people will meet with their mentors to reflect on their experiences and learnings, considering how they can apply these insights beyond Envision. They will also have access to our Grad Network, work experience opportunities with our partners, as well as opportunities to expand their network and continue their skills growth.

Our Partnerships

In a year shaped by economic uncertainty and a challenging fundraising landscape across the charity sector, the commitment of Envision's partners and supporters has been extraordinary. We're deeply grateful to the brilliant community of businesses, schools, individual donors, fundraisers, trusts and foundations who have helped us extend our reach and deliver high-impact programmes throughout 2024/25.

Together, we've supported 1,424 young people to build the skills and confidence they need for school, work, and lifelong wellbeing. Through vital financial contributions, thousands of hours of volunteer mentoring, and the generous sharing of expertise and resources, our partners have gone above and beyond to open up opportunities for young people from less-advantaged backgrounds.

To every partner, supporter and champion - thank you. Your belief in young people and in our mission has made this progress possible.

50 corporate partners engaged on our programme

60 schools and colleges engaged across all our programmes

87% retention rate of schools and corporate partners

98% of mentors would recommend being a mentor to a colleague.

"I believe that the Envision programme is one of the most productive ways experienced professionals can spend their time to deliver tangible benefits to the wider community. There are few more effective methods of giving back, and being involved in the programme was a pleasure and a privilege from start to end."

Mentor, Envision Programme

"Responsible business and what your own business gives back to the community is a real asset and something that clients really value. Working with Envision provides an opportunity to showcase how you support social responsibility and it's a great way for employees to use any volunteering hours they have in a really productive way."

Mentor Lead, Envision Programme

Fundraising

During the financial year ending 31 July 2025 Envision engaged in fundraising activities which included the annual Envision Cycling Challenge event, corporate partnerships, grant applications, philanthropic donations (major gifts from individuals, trusts, and foundations) and online donations. All fundraising activities were managed directly by Envision and its team.

Envision is dedicated to responsible fundraising and complies with UK GDPR regulations to protect donor privacy. The charity's commitment includes maintaining transparency in communications about fund usage, providing donors with visibility on how their contributions are utilised, securely handling personal data in accordance with fundraising best practices, and respecting donor requests for anonymity.

Envision remains fully committed to its fundraising efforts and is pleased to report that no complaints were received regarding fundraising activities over the past year.

External Affairs

Envision aims to be a leading, impact-driven provider of Essential Skills and confidence-building programmes for less-advantaged young people in the UK, while working to ensure that all young people have the opportunity to develop these vital skills.

Our three-year strategy focuses on making Essential Skills a priority in emerging education and youth employment policy. This year, we proudly submitted evidence to the Department for Education's Curriculum and Assessment Review, both independently and as part of the Fair Education Alliance's joint submission. The interim report identified Essential Skills as a likely area of focus, marking a promising step forward in this wider campaign.

Envision also co-chaired the Fair Education Alliance's collective action working group on inclusion and wellbeing, reinforcing our belief that the best way to scale Essential Skills provision is by integrating it into government priorities. At a regional level, we're building local skills networks that bring together government, businesses, and schools to create stronger pathways for young people to thrive.

Another priority is strengthening our role as a champion and exemplar of high-quality skills programmes. After the final year of our pioneering external benchmarking evaluation, we will continue to share results across the sector, demonstrating that Essential Skills can be developed with intention and rigour.

Through our communications, we've amplified the outcomes of our work and the collective impact of our partners. These relationships reflect our belief that building young people's skills takes local collaboration, long-term commitment, and a shared belief in their potential. We remain committed to telling that story clearly and consistently, so that Essential Skills remain at the heart of the national conversation.

Our Learnings

We are committed to learning at every stage. By actively listening to our young people and partners, and using data to understand our impact, we reflect on what's working, identify areas for growth, and continually improve the way we work.

Stronger local partnerships, greater opportunities for young people

We see an increased need for place-based approaches and networks grounded by strong national, evidenced-based learnings. Using our proven, impact-led model and growing evidence base, we bring together local partners to support young people's success. Innovative funding models, such as the Rigby Foundation's Inspiring Futures - of which we are a launch partner - enable schools and charities to collaborate regionally, improving opportunities and outcomes for young people. This approach helps us deepen partnerships in our hub areas and maximise impact.

Investing in impact benefits our young people and policy

Building our outcomes and evidence takes time and resources - but it's worth it. Not only for the young people we serve, but for the wider education, skills and youth employment landscape.

Four years ago, we committed to a mission centred on Essential Skills and began strengthening our internal systems to track progress, learn from data, and continuously improve our effectiveness. Since then, we've also welcomed external scrutiny - through randomised control trials and, more recently, a unique benchmarking evaluation. This year, we submitted our findings to the Department for Education's Curriculum and Assessment Review. The resulting interim report commits to developing a "cutting-edge curriculum" that equips young people with the skills "to adapt and thrive in the world and workplace of the future."

This language, and the focus it reflects, is both new and exciting. It affirms that our investment in impact contributes to a wider movement, and it's a contribution worth every penny.

Organisational resilience is essential in times of challenge

The current charity landscape remains complex. While opportunities exist, fundraising to deliver our mission is increasingly competitive and as challenging as ever. As we look ahead to 2025/26, we know we'll be operating in a financially constrained market that demands adaptability, resilience and careful planning.

Over the past few years, we've laid the groundwork for sustainability, strengthening our systems, refining our processes, and building a high-performing, values-driven team. This organisational foundation gives us the stability to meet challenges head-on and stay focused on our mission. But we also recognise that resilience is not a one-off effort, it's an ongoing priority as we continue to grow, adapt, and deliver lasting impact for young people.

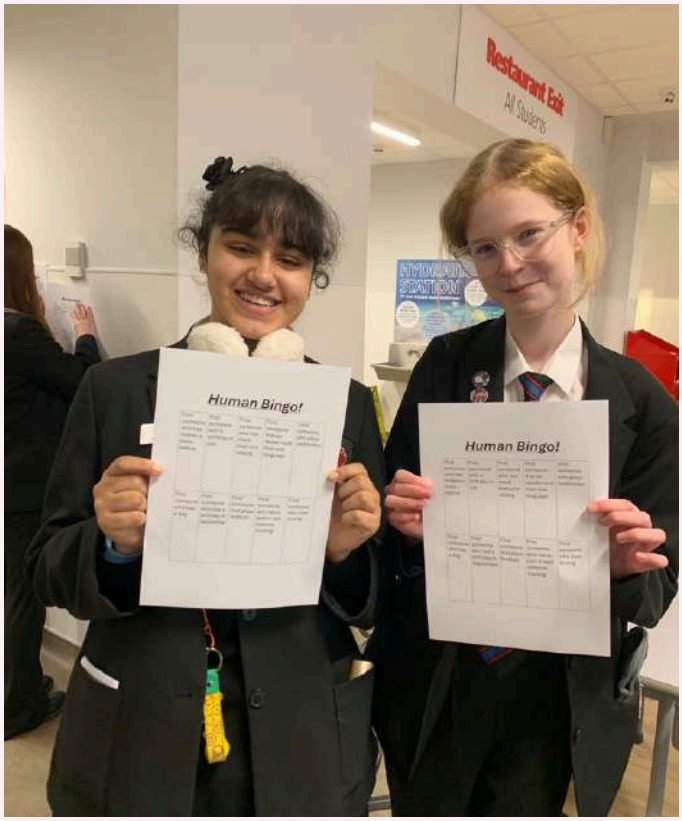
"For me, it's about giving back to people in the community and in the city you're from. I think if you can help a young person to open their eyes to a career or an opportunity they hadn't thought of before, that's a really nice feeling."

Mentor, Envision Programme

Financial Review

Summary:
In 2024/25, Envision maintained a resilient and stable financial position, generating total income of £1,197,633 (2023/24: £1,245,131), supporting the continued delivery of its strategic objectives.

Prior year income (reported in 23/24 accounts) included £190,617 of restricted reserves income which related to the funding of the future programme delivery year 2024/25. In contrast, £22,000 of restricted income has been recognised in the 2024/25 accounts for programmes taking place in future years. Given the rise in annual costs, this has contributed to a higher net expenditure for the year. This change reflects the later timing of securing income for the 2025/26 programme year, whereas in previous years funding was usually confirmed before the end of the preceding financial year. This underlines the growing challenges in the charity fundraising landscape, with corporate and trust and foundation funding becoming increasingly competitive, compounded by broader economic pressures



During the year Envision received income from the following sectors: trusts and foundations 51% (2023/24: 34%); corporate 22% (2023/24: 39%); individual donations 21% (2023/24: 20%); school contributions 5% (2023/24; 6%) and other trading activities 1% (2023/24; 1%). Although corporate partnership income has decreased this year, we are pleased to report a significant increase in grant funding from trusts and foundations who remain committed to supporting Envision's strategic mission.

In 24/25 we are reporting an accounting deficit of £238,634. This is due to significant funds having been raised in advance in the 23/24 financial year for delivery of programmes in 24/25. Operationally, including the restricted reserves from 23/24 for 24/25 programme delivery, this deficit is £48,017. This deficit has been covered by our unrestricted reserves. Further details of the financial activity are set out in the statement of financial activities on page 23. At the end of the year the charity had net assets of £692,588 (2023/24: £931,222) analysed in the balance sheet on page 24.

Financial Review

Reserves Policy:
The trustees review free reserve levels annually and they are monitored throughout the year. Free reserves exclude fixed assets and restricted funds and enable Envision to continue its operations in a changing environment. Management regularly review funds within the scope of the reserves policy to take in to account the latest targets and assessment of risks and opportunities.

The trustees consider that in the light of plans to continue to develop charitable activities and to manage risk Envision should target free reserves over 3 months' cover to allow Envision to prudently but effectively continue those operations, calculated as £366k (2023/24: £360k). At year-end 2024/25, Envision maintained 5.4 months' free reserves cover of £665k (2023/24: 6 months' cover, £728k).

The current reserves provide 2.4 months' reserve cover above the minimum level, serving as a safeguard to manage risk and unexpected or inflation impacted costs. This is particularly important given the potential fundraising challenges experienced in 2024-25 and where operating costs are already under pressure. The trustees recognise the need to balance maintaining adequate reserves with rising costs while also investing in resources to strengthen fundraising efforts. To achieve this, the income strategy is being reviewed and strengthened to identify new trust and foundation opportunities, and to develop and maintain partner income to support long-term financial sustainability.

Going concern:
We have set out above a review of Envision's financial performance and the general reserves position. The trustees are satisfied that the charity possesses adequate financial resources and has the capacity to manage business risks for the foreseeable future, extending beyond the next 12 months. We believe that there are no material uncertainties that call into doubt Envision's ability to continue in operation. Accordingly, the accounts have been prepared on the basis that Envision is a going concern.

Structure, Governance and Management

Governing document:
The charity is controlled by its governing document, the Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 22nd April 2002 and registered as a charity on 9th January 2003.

Recruitment and appointment of new trustees:
Environmental Vision (Envision) advertises its Trustees positions through networks, contacts and openly through the media and on our website. Anyone interested in joining the Board of Trustees is required to complete an application form, including a personal statement outlining how their skills and experience meet the requirements of the role. All shortlisted candidates are interviewed by the Chair of Trustees and Chief Executive. Feedback is provided to both successful and unsuccessful candidates.

Organisational structure:
The Board of Trustees is responsible for overseeing strategic development, financial security and legal compliance. It holds the executive to account over planned objectives. The board meets quarterly over the course of the year and Trustees are involved in other operational matters as needs dictate.

Responsibility for day-to-day management of the charity is delegated to the Chief Executive and Senior Management Team.

Induction and training of new trustees:
All Trustees receive an induction pack including the NCVO 'Good Trustee Guide' and key organisational policies and documents. New Trustees meet with senior staff prior to appointment to run through the organisation's structure, activities, finances and future plans.

Young Trustees receive a more in-depth induction and particular support from the Director of Finance and Operations to ensure that they are able to contribute fully. Trustees periodically attend top-up training, attend events and visit our regional offices.

Risk Management:
The Board of Trustees are responsible for ensuring that the Charity has the systems and means to provide reasonable assurance against inherent risks. These risks include operational, financial and regulatory risks. Envision has a categorised risk assessment along with a risk assessment register to identify and score potential risks. The Board of Trustees have acknowledged that the systems have been established to mitigate the risks prevented and are satisfied with the organisation's handling of these matters.

Remuneration policy:
The Board of Trustees determines the pay and remuneration of its key management personnel by considering factors such as sector benchmarks, responsibilities of the role, and the financial position of the organisation. Salaries are reviewed and approved by the Board on an annual basis with reference to comparable roles in similar organisations and guidance from external remuneration surveys where appropriate.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Environmental Vision for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to be in business.

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £5 to the assets of the charitable company in the event of winding up. The trustees are members of the charitable company but this entitles them only to voting rights. The trustees have no beneficial interest in the charitable company.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by order of the board of trustees on 31 March 2026.

And signed on its behalf by:

.....
T. Shanagher – Trustee

Independent auditors' report

To the members of

Environmental Vision

Opinion

We have audited the financial statements of Environmental Vision (the 'charity') for the year ended 31 July 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 July 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 9 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent auditors' report

To the members of

Environmental Vision

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Environmental Vision

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report
This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

William Guy Blake

Date: 31 March 2026

William Guy Blake ACA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Environmental Vision

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 July 2025

	Note	Restricted £	Unrestricted £	**2025 Total £**	Restated 2024 Total £
Income from:					
Donations	4	-	400,824	**400,824**	433,308
Charitable activities	5	720,257	58,250	**778,507**	795,313
Other trading activities	6	-	18,145	**18,145**	16,510
Investment income		-	157	**157**	-
Total income		720,257	477,376	**1,197,633**	1,245,131
Expenditure on:					
Raising funds		-	156,333	**156,333**	141,877
Charitable activities		895,916	384,018	**1,279,934**	1,121,052
Total expenditure	8	895,916	540,351	**1,436,267**	1,262,929
Net expenditure and net movement in funds	9	(175,659)	(62,975)	**(238,634)**	(17,798)
Reconciliation of funds:					
Total funds brought forward		203,361	727,861	**931,222**	949,020
Total funds carried forward		27,702	664,886	**692,588**	931,222

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

Prior period expenditure has been restated for a change in accounting policy, as set out in note 2 to the accounts.

Environmental Vision

Balance sheet

As at 31 July 2025

	Note	£	**2025** **£**	2024 £
Current assets				
Debtors	12	**65,871**		96,979
Cash at bank and in hand		**740,833**		891,003
		806,704		987,982
Liabilities				
Creditors: amounts falling due within 1 year	13	**(114,116)**		(56,760)
Net current assets			**692,588**	931,222
Net assets	15		**692,588**	931,222
Funds	16			
Restricted funds			**27,702**	203,361
General funds			**664,886**	727,861
Total charity funds			**692,588**	931,222

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

Approved by the trustees on 31 March 2026 and signed on their behalf by

T Shanagher - Trustee

Environmental Vision

Statement of cash flows

For the year ended 31 July 2025

	2025	2024
	£	£
Cash used in operating activities:		
Net movement in funds	**(238,634)**	(17,798)
Adjustments for:		
Increase in debtors	**31,108**	(2,969)
Increase in creditors	**57,356**	1,708
Decrease in provisions	**-**	(13,000)
Interest receivable	**(157)**	-
Net cash used in operating activities	**(150,327)**	(32,059)
Cash flows from investing activities:		
Interest received	**157**	-
Net cash provided by investing activities	**157**	-
Decrease in cash and cash equivalents in the year	**(150,170)**	(32,059)
Cash and cash equivalents at the beginning of the year	**891,003**	923,062
Cash and cash equivalents at the end of the year	**740,833**	891,003

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) General information and basis of preparation

Environmental Vision is a charitable company limited by guarantee registered in England and Wales. The registered office address is Canopi, 82 Tanner Street, London, SE1 3GN.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of events or contracted school programmes is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1. Accounting policies (continued)

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been re-allocated between the cost of raising funds and the cost of charitable activities primarily based on staff headcount of these activities. Bank charges have been allocated on the basis of expenditure relating to fundraising.

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years

Items of equipment are capitalised where the purchase price exceeds £1,500.

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1. Accounting policies (continued)

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Provisions

A provision is recognised in the balance sheet when the charity has a present legal or constructive obligation as a result of a past event, that can be reliably measured and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are recognised at the best estimate of the amount required to settle the obligation at the reporting date.

n) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

o) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

p) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

q) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period restatement

Due to a change in accounting policy for the re-allocation of support and governance costs between the cost of raising funds and the cost of charitable activities, prior period expenditure between these two categories has been restated. This has resulted in expenditure on raising funds increasing and expenditure on charitable activities decreasing by £19,593. The restatement only impacts the split of expenditure between raising funds and charitable activities, and has no impact on total expenditure or net movement in funds.

3. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	Restated 2024 Total £
Income from:			
Donations	-	433,308	433,308
Charitable activities	722,013	73,300	795,313
Other trading activities	-	16,510	16,510
Total income	722,013	523,118	1,245,131
Expenditure on:			
Raising funds	-	141,877	141,877
Charitable activities	836,008	285,044	1,121,052
Total expenditure	836,008	426,921	1,262,929
Net income / (expenditure)	(113,995)	96,197	(17,798)
Transfers between funds	10,901	(10,901)	-
Net movement in funds	(103,094)	85,296	(17,798)

4. Income from donations

	2025 Total £	2024 Total £
Donations	**220,030**	215,359
Grants	**153,100**	186,906
Gift aid	**27,694**	31,043
Total income from donations	**400,824**	433,308

All income from donations was unrestricted in the current and prior period.

5. Income from charitable activities

	Restricted £	Unrestricted £	**2025 Total £**
Grants	720,257	-	**720,257**
School contributions	-	58,250	**58,250**
Total income from charitable activities	720,257	58,250	**778,507**

Prior period comparative

	Restricted £	Unrestricted £	2024 Total £
Consultancy	-	1,500	1,500
Grants	722,013	-	722,013
School contributions	-	71,800	71,800
Total income from charitable activities	722,013	73,300	795,313

6. Income from other trading activities

	2025 Total £	2024 Total £
Fundraising events	**18,145**	16,510
Total income from other trading activities	**18,145**	16,510

All income from other trading activities was unrestricted in the current and prior period.

7. Government grants

The charitable company receives government grants, defined as funding from NHS Birmingham and Solihull Integrated Care Board to fund charitable activities. The total value of such grants in the period ending 31 July 2025 was £Nil (2024: £15,000). There are no unfulfilled conditions or contingencies attaching to these grants in the current or prior year.

8. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2025 Total £**
Staff costs (note 10)	111,954	801,864	191,152	**1,104,970**
Digital costs	-	722	-	**722**
Events	-	30,458	-	**30,458**
Other staff costs	-	77,154	26,626	**103,780**
Other direct costs	-	14,795	-	**14,795**
Fundraising costs	22,741	-	-	**22,741**
Rent and rates	-	-	91,930	**91,930**
Insurance	-	-	2,824	**2,824**
Computer consumables	-	-	37,120	**37,120**
Office consumables	-	-	4,313	**4,313**
Sundries	-	-	5,718	**5,718**
Bad debt	-	-	1,000	**1,000**
Governance costs	-	-	69	**69**
Auditors' remuneration	-	-	12,600	**12,600**
Bank charges	-	-	3,227	**3,227**
Sub-total	134,695	924,993	376,579	**1,436,267**
Allocation of support and governance costs	21,638	354,941	(376,579)	**-**
Total expenditure	**156,333**	**1,279,934**	**-**	**1,436,267**

Total governance costs were £12,669 (2024: £12,069).

8. Total expenditure (continued)

Prior period comparative (restated)	Raising funds £	Charitable activities £	Support and governance costs £	2024 Total £
Staff costs (note 10)	102,125	690,087	172,922	965,134
Digital costs	-	7,689	-	7,689
Events	-	25,456	-	25,456
Other staff costs	-	62,274	7,289	69,563
Other direct costs	-	14,636	-	14,636
Fundraising costs	20,159	-	-	20,159
Rent and rates	-	-	59,060	59,060
Insurance	-	-	3,046	3,046
Computer consumables	-	-	62,295	62,295
Consultancy	-	-	11,884	11,884
Office consumables	-	-	4,448	4,448
Sundries	-	-	4,162	4,162
Governance costs	-	-	69	69
Auditors' remuneration	-	-	12,000	12,000
Bank charges	-	-	3,328	3,328
Sub-total	122,284	800,142	340,503	1,262,929
Allocation of support and governance costs	19,593	320,910	(340,503)	-
Total expenditure	141,877	1,121,052	-	1,262,929

9. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Operating lease payments	**86,978**	61,990
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**40**	Nil
Auditors' remuneration (excluding VAT):		
▪ Statutory audit	**10,500**	10,000

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

During the year, one trustee was reimbursed for travel expenses.

10. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**963,471**	851,048
Social security costs	**93,296**	71,737
Pension costs	**48,203**	42,349
	1,104,970	965,134

Included in salaries and wages are redundancy and termination costs totalling £nil (2024: £4,823). Redundancy and termination costs have been funded from unrestricted general funds.

	2025	2024
Employees earning more than £60,000 during the year:	**No.**	No.
Between £60,000 and £70,000	**2**	1
Between £70,000 and £80,000	**-**	1

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Director of Finance and Resources. The total employee benefits of the key management personnel were £146,662 (2024: £156,891).

	2025	2024
	No.	No.
Average headcount:		
Programme coordination and support	**28**	24
Fundraising	**3**	3
Total average head count	**31**	27

11. Taxation

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

12. Debtors

	2025	2024
	£	£
Trade debtors	**15,280**	1,000
Prepayments	**28,779**	23,208
Accrued income	**15,750**	66,709
Other debtors	**6,062**	6,062
	65,871	96,979

13. Creditors: amounts falling due within 1 year

	2025	2024
	£	£
Trade creditors	**6,252**	2,076
Accruals	**35,559**	18,611
Other taxation and social security	**23,563**	22,167
Deferred income (see note 14)	**33,475**	13,775
Other creditors	**15,267**	131
	114,116	56,760

14. Deferred income

	2025	2024
	£	£
At 1 August	**13,775**	14,160
Deferred during the year	**33,475**	13,775
Released during the year	**(13,775)**	(14,160)
At 31 July	**33,475**	13,775

Deferred income relates to school contributions and bike ride entry fees paid in advance of the activity taking place.

15. Analysis of net assets between funds

	Restricted funds £	General funds £	**Total funds £**
Current assets	27,702	779,002	**806,704**
Current liabilities	-	(114,116)	**(114,116)**
Net assets at 31 July 2025	**27,702**	**664,886**	**692,588**

Prior period comparative	Restricted funds £	General funds £	Total funds £
Current assets	203,361	784,621	987,982
Current liabilities	-	(56,760)	(56,760)
Net assets at 31 July 2024	203,361	727,861	931,222

16. Movements in funds

	At 1 August 2024 £	Income £	Expenditure £	Transfers between funds £	**At 31 July 2025 £**
Restricted funds					
London 24/25	99,367	170,625	(269,992)	-	**-**
London 25/26	-	14,000	-	-	**14,000**
Birmingham 24/25	76,250	210,836	(287,086)	-	**-**
Bristol 24/25	15,000	61,500	(76,500)	-	**-**
Bristol 25/26	-	8,000	-	-	**8,000**
Graduate Network	-	143,096	(143,096)	-	**-**
Strategic development and consultancy	-	112,200	(106,498)	-	**5,702**
Data impact and management	12,744	-	(12,744)	-	**-**
Total restricted funds	203,361	720,257	(895,916)	-	**27,702**
Unrestricted funds					
General funds	727,861	477,376	(540,351)	-	**664,886**
Total unrestricted funds	727,861	477,376	(540,351)	-	**664,886**
Total funds	931,222	1,197,633	(1,436,267)	-	**692,588**

Purposes of restricted funds

London, Birmingham and Bristol
Donations, grants and other income received by Envision to support the delivery of programmes in a specific school, region, or for a designated programme year.

Graduate Network
Towards external communications strategy and development of our graduate network and work experience programme.

Strategic development and consultancy
Towards research and market mapping for schools growth plan.

Data impact and management
Towards the implementation of new data and impact monitoring system and ongoing impact management.

16. Movements in funds (continued)

Prior period comparative	At 1 August 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 July 2024 £
Restricted funds					
London 23/24	115,789	190,000	(305,789)	-	-
London 24/25	-	99,367	-	-	99,367
Birmingham 23/24	84,500	104,250	(188,750)	-	-
Birmingham 24/25	-	76,250	-	-	76,250
Bristol 23/24	76,500	76,000	(152,500)	-	-
Bristol 24/25	-	15,000	-	-	15,000
Graduate Network	9,666	111,146	(131,713)	10,901	-
Strategic development and consultancy	20,000	-	(20,000)	-	-
Data impact and management	-	50,000	(37,256)	-	12,744
Total restricted funds	306,455	722,013	(836,008)	10,901	203,361
Unrestricted funds					
General funds	642,565	523,118	(426,921)	(10,901)	727,861
Total unrestricted funds	642,565	523,118	(426,921)	(10,901)	727,861
Total funds	949,020	1,245,131	(1,262,929)	-	931,222

17. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2025 £	2024 £
Amount falling due:		
Within 1 year	**22,238**	15,981

18. Related party transactions

During the year 1 trustee (2024: 2 trustees) paid £350 (2024: £1,350) for entry onto the charity's annual bike ride fundraiser. 2 trustees (2024: none) paid £1,663 for entry into the 25/26 bike ride, which is included in deferred income at 31 July 2025.

T Shanagher, a trustee, is also a director of Cap Foehn Ltd. During the prior year, Cap Foehn Ltd paid £650 for bike ride entry fees which was included in deferred income at 31 July 2024.

envision

Working in partnership with:

4 Skills Builder Progressing in essential skills 2024-25

@envisionUK Envision www.envision.org.uk

Envision is a register charity number 1095328 based at Canopi, 82 Tanner Street, London SE1 3GN

ENVIRONMENTAL VISION

England & Wales - Charity number 1095328

Accounts

Report of the Trustees and Audited Financial Statements for the Year Ended July 2024

ENVIRONMENTAL VISION

Registered Company Number: 04422128 (England and Wales)
Registered Charity Number: 1095328

ENVIRONMENTAL VISION

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FOR THE YEAR ENDED 31 JULY 2024

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ENVIRONMENTAL VISION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 JULY 2024

TRUSTEES	T Shanagher (Chair) S J Cooke J Haligah B Hobkinson T Miller S Yarrow L Richards (appointed 05.12.24) J Vyas (appointed 13.06.2024) K Boswell (resigned 5.12.2024) H Channa (appointed 07.12.2023, resigned 10 March 2025) S Higgins (resigned 10.10.24) R Toguri (resigned 07.12.2023)
CEO	Elisabeth Paulson
REGISTERED OFFICE	Canopi 82 Tanner Street London SE1 3GN
REGISTERED CHARITY NUMBER	1095328 (England and Wales)
REGISTERED COMPANY NUMBER	04422128 (England and Wales)
AUDITORS	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD
BANKERS	Co-operative Bank Plc PO Box 101 1 Balloon Street Manchester M60 4EP National Westminster Bank Plc PO Box 712 94 Moorgate

ENVIRONMENTAL VISION

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JULY 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives:

Our primary objectives, as more formally set out in our Memorandum and Articles of Association, are to:

- Advance the personal development of young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals;
- Provide positive activities in the interests of social welfare and community cohesion; and
- Advance the volunteering agenda and recognise and share excellence in volunteering.

Purpose:

THE NEED

We are driven by a national challenge. Young people from low-income backgrounds continue to receive worse grades than their better off peers at GCSE. They are also **twice as likely not to be in employment, education or training in later life – with only half of this gap explained by differences in educational attainment.** Qualifications matter, but they are only part of the story when trying to support young people from disadvantaged background to succeed in work and life.

Essential skills have been found to bolster learning in the classroom, boost academic outcomes, and improve perseverance and self-belief. In addition, addressing "gaps in what have historically been referred to as 'soft' skills could tackle the very hard inequalities currently present for young people" including this disadvantage gap around future employment and training, according to the Fair Education Alliance. This is backed by data from Skills Builder Partnership, which shows that those from more advantaged backgrounds have more opportunities to build these skills, leading to higher-paying and higher-skilled jobs, and greater job and life satisfaction.

And critically young people want more support to develop essential skills. Our graduates speak with passion and clarity about the importance of the skills they develop on the Envision programme.

This echoes research from Skills Builder Partnership that found that young people **"see the value of essential skills, especially supporting progression in employment (91%), and overcoming wider life challenges (89%)."** These same young people feel that these essential skills "should be a normal part of a good education but at the moment not all young people are getting those opportunities". Young people's views are echoed by business leaders. The Confederation of Business Industry (CBI) annual survey on the views of employers on what skills young people entering the workplace are typically lacking repeatedly show that employers are dissatisfied with school leavers' level of life skills, such as self-management, interpersonal skills and problem solving. A 2023 study by Demos, an independent think tank, found that **employers are most concerned about young people's lack of transferable skills**: the education system does not prioritise these transferable, essential skills and less advantaged young people are not accessing the extra-curricular activities that could help develop them.

But access to essential skills development is not equal – and this isn't fair. **Young people, school leaders and employers agree that young people don't leave school with the essential skills needed for work.** Young people from less-advantaged backgrounds, in particular, develop essential skills to lower levels than their peers from more advantaged backgrounds. They too often miss out on the opportunities to build the confidence and essential skills they need to succeed in later life. This is unacceptable. We believe where you grew up mustn't determine where you're going.

Our external affairs work is designed to drive two, main outcomes: ensuring young people's education includes quality, essential skills programming and encouraging more collaboration behind young people's lifelong success.

To advance these aims, we work to add our voice, experience and evidence to the policy dialogue on the pivotal role of essential skills in young people's success. **With three, rigorous evaluations under our belt**, we can help support the campaign for change. For those aiming to improve the life chance of young people from less-advantaged backgrounds, our findings have a strong message: essential skills can be developed with intention and rigor. In our most recent evaluation, Envision students' progress was comparable to that seen in other specialised programmes aimed at essential skill development, such as the Skills Builder Partnership's Accelerator programme. This suggests that different approaches work, with the common denominator being intentional development of these skills, a common language, and a commitment to rigor and consistency.

STRATEGY 2021-24

This year, 2023/24, marked the final year of our three-year plan. We are extremely proud of the achievements of this plan.

Programme & impact:

- Centered our business plan and strategy around impact;
- Developed **our first, 3-year impact strategy** and invested in new roles, systems and processes to build impact;
- Built **a new Essential Skills Outcomes Framework**, in partnership with Skills Builder Partnership's, and developed a new, codified curriculum to drive the four, core skills - communication, creativity, determination and teamwork;
- **Defined our target population criteria** and ensured that over 90% of young people enrolled on Envision met this criteria;
- Tightened how we monitor and manage outcomes – and in the last year of the strategy **nearly 85% of our young people improved in *each,* of the four essential skills** we drive on the programme;
- Launched the collection of long-term skills outcome data, which showed **our graduates maintain and grow their essential skills** after they leave our programme; and
- Commissioned our third, external evaluation which found young people on **our programme develop their essential skills at a rate six, times faster that young people** in a typical educational setting in England.

Partnerships:

- Served **over 1,200 young people**, up from around 800 in 2021/22, working with nearly **60 school teams**;
- Grew the number of **corporate partnership teams to just below 60** and increasing the number of national and multiyear partners;
- **Launched a new Partnerships team** and plan, helping to grow our school teams and the number of young people we support;
- **Launched a Graduate Network** and piloted new work experience opportunities with our partners that allow our graduates to practice and improve the essential skills they developed in a real-world and supported environment; and
- Strengthened the structure around mentor team support and **more deeply integrated mentors into programme design**.

"From first meeting the group of pupils, through to the end, we felt a huge sense of achievement and pride. I really believe that there are lasting memories and life lessons acquired, not only for the pupils, but for the mentors too with this initiative and I'm extremely proud and grateful to have been a part of it."

Nathan
Mentor at NFP

Organisation & finances:

- Stabilised and strengthened our financial position, and **grew multiyear and national funders**.
- **Grew our income to over £1.2m** from about £885k in 2021/22 (2022/23: £1.1m);
- **Changed our organisational structure** to build our efficiency and sustainability;
- Invested in our people and culture – to help **retain and develop our team**, leading internally with the messages we uphold externally; and
- Thanks to our strong record of evaluation and dedication to our mission, **built our profile as an emerging exemplar programme** developing essential skills for less-advantaged young people in the UK.

STRATEGY 2024-27

Looking ahead at our next three years, impact and essential skills remain at the heart of all we do. A growing wave of evidence points to the critical role essential skills play in supporting young people's education, employment and overall well-being - particularly for young people with a background of economic disadvantage. Calls are growing to ensure essential skills form a core part of young people's education.

Our business, school and college partners also spotlight the role of essential skills in preparing young people for successful futures. And, most importantly, our young people tell us how important these skills are to them, fostering a sense of belonging at school and helping them succeed in later life.

Our clear north star is ensuring that a high and growing percentage of young people succeed on our programme. Over the next three years, we want to build and consolidate our outcomes while delivering to more and more young people. We'll start by deepening our work in Birmingham, Bristol and London while expanding to under-served, high-needs areas around them, beginning with the West Midlands.

A secondary motivation sits behind our impact aims. Focus and funding on essential skills – the enduring, transferable skills useful in any role, in any challenge and throughout life - has suffered from the belief that these skills can't be clearly defined, intentionally built or accurately measured. We hope to show that these skills matter for young people and for society, and can be developed with intention, rigour and cost-effectiveness. Commitment to our impact foundations means we can play our part in this wider movement for change.

Our next, three-year plan builds on the changes and achievements of our first, three-year strategy (2021–2024). Our specific goals are as follows:

1. **Succeed with more and more young people and build evidence of longer-term outcomes**
   - Enrol over **2,000 young people** across England who meet our target criteria;
   - Deliver the programme with strong consistency, quality and effectiveness;
   - Continue building our impact management systems and processes, as well as our culture of continuous learning; and
   - Learn from our new long-term outcomes dataset, testing if young people's skills outcomes sustain and grow.

2. **Deepen and expand our school and corporate partnerships as we serve new areas**
   - Deepen our delivery in the areas we're already working in and expand to new cities around our delivery hubs, with a **focus on the West Midlands and Greater London**;
   - Grow to **over 90 school teams** - building on our ability to deliver dynamic and effective essential skills programmes, as well as helping schools and colleges engage meaningfully with local business partners;
   - Build partnerships at a steady pace that allows for intentional, local relationship building with schools and corporate partners to ensure alignment and strong retention; and
   - Test an innovative, **multi-year new city collaboration**.

3. **Bring focus and funding behind the essential skills all young people need to succeed**
   - Serve as an impact exemplar for essential skills programmes, building our evidence base and helping support the wider movement behind essential skills;
   - Help **build coalitions and campaigns** advocating for the inclusion of essential skills support in education and youth employment settings;
   - Bring focus and funding to essentials skills as the sector works to find solutions to ensure all young people have the skills proven to support their education, their employment and their well-being; and
   - Run a dynamic **youth advisory group** comprising of young people from all our delivery areas, informing our work and bolstering our youth voice.

4. **Build the organisational strength to grow with efficiency, impact and sustainability**
   - Strengthen our people plan, helping us **attract, develop and retain a strong and diverse team** aligned behind our mission and vision;
   - Maintain our diverse, multi-year funding model - reducing reliance on any single stream while creating the building blocks for outcomes-based or skills impact funding;
   - Continue to invest in the systems and processes that support scale-up, building on the changes to impact, finance and fundraising infrastructure over the previous period; and
   - **Reduce our cost per place and cost per outcome** as we grow, thanks to strong systems and growing impact.

Public benefit

The charity delivers public benefit through its work to empower young people, who are often under-represented in the world of work, to develop the essential skills and confidence they need to succeed. The trustees have had due regard to the Charity Commission's guidance on public benefit.

Fundraising

During the financial year ending 31 July 2024 Envision engaged in fundraising activities which included the annual Envision Cycling Challenge event, corporate partnerships, grant applications, philanthropic donations (major gifts from individuals, trusts, and foundations) and online donations. All fundraising activities were managed directly by Envision and its team.

Envision is dedicated to responsible fundraising and complies with UK GDPR regulations to protect donor privacy. The charity's commitment includes maintaining transparency in communications about fund usage, providing donors with visibility on how their contributions are utilised, securely handling personal data in accordance with fundraising best practices, and respecting donor requests for anonymity.

Envision remains fully committed to its fundraising efforts and is pleased to report that no complaints were received regarding fundraising activities over the past year.

ACHIEVEMENTS AND PERFORMANCE

Our target population:
We work with young people who are under-represented in employment and training in early adulthood. In collaboration with teachers, we enrol and support target young people, mainly in schools and colleges based in areas of economic disadvantage, who meet our target population criteria.

Last year, Envision required that **at least 70% of pupils registered on the programme are eligible for Free School Meals (Secondary) or 60% were eligible for 16-19 Bursary (Post 16)**. We work with teachers to ensure the remaining pupils are selected based on the following criteria: low self-confidence or self-esteem; mild/moderate special educational needs or disabilities (SEND); mild English as an additional language (EAL).

Between 2023-24, 96% of our young people fit into at least one of our target criteria, based on very strong data completeness.

Our programme:
Our structured programme is delivered in schools and colleges by our trained Envision staff and **runs over a 12-week (Secondary) or 20-week (post-16) period**. Each team of young people is partnered with a team of mentors who support them to design, develop, and deliver an in-school, social action project that will make a positive change in their school or college.

Working towards their project goals and key milestones, young people build the essential skills and confidence proven to support their education, employment and well-being. Culminating in a final cross-school event, teams come together to showcase their skills development and project achievements to their peers, mentors, and a panel of judges.

The details of the codified programme design are as follows:

All **Post-16 graduates are invited to join our graduate network**, where we share opportunities, tips and training from other partners and peers. We are also now offering work experience opportunities with mentor partner businesses, where young people can practice the skills they've identified and built in the programme in a supportive workspace.

> ***"Envision is a vital charity; it aims to empower young people and allow them to identify their strengths, which can be utilised for various experiences related to work or further education. My hope for other young people taking part in Envision is that they understand how their current skill set can be utilised in the world of work and further education plans and how this programme can help establish and develop that skill set. "***
>
> Josephine,
> Envision Youth Trustee

Impact: Enrolment and retention

This year we enrolled **1,220 young people** in London, Bristol and Birmingham through our core Envision programme, **97% of whom met our target population criteria**. We **retained 82%** of the enrolled young people across all our programmes.

Growth involved working with an increasing number of schools and colleges – building our penetration in hub cities areas. As a part of our impact strategy design, we identified not only the target young people we intend to serve, but also the target profile of the schools where we can best deliver our programme in line with our mission. As a part of our existing growth work, and our future plans, we have mapped the schools and colleges that meet our target criteria and worked to partner with them, while slowly winding down our work with schools that fall outside our target profile.

We also **worked for a second year with further education (FE) colleges in Birmingham** – a branch of the post-16 sector – to learn how our programme can be delivered effectively to target young people in a different school context where need is high, and enrichment skills support is lacking. The colleges and local corporates were very supportive, and we will continue working with these FE Colleges in 2024/25 with some refinements to account for the high-needs student population and different school structure.

Envision aspires to become an impact exemplar in essential skills programmes. We hope to spotlight the importance of intentionally building essential skills, showing we can help young people understand and improve them and then learning over time if the improvement is positively correlated to longer term destination outcomes. To do this we have invested heavily in the people, processes and systems necessary to prioritise outcomes and impact – and have kept continuous improvement at the core of all we do.

We have also continued to invite external scrutiny of our work through rigorous evaluation. Our latest evaluation was published in 2024 by dmh Associates and was written by the data scientist, Dr Chris Percy. The evaluator found that **Envision is effective in rapidly improving the essential skills of less-advantaged young people** compared with typical educational settings. Moreover, **our students progress was six times faster that young people in a typical educational setting**. Our next evaluation, conducted by the Educational Endowment Foundation (EEF) will be published in October 2025.

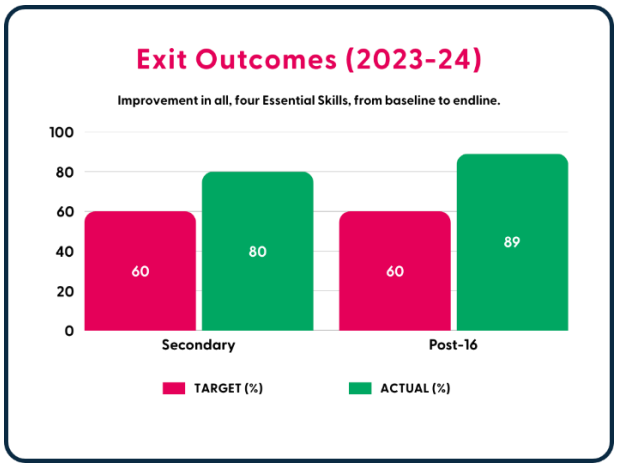
Impact: Programme outcomes

As an **Impact Level 4 part of Skills Builder Partnership**, we consolidated the essential skills we develop, measure and manage to devise the Envision Essential Skills Framework. This is aligned with Skills Builder's Universal Framework, a framework used by over 900 organisations who are united around its shared language, principles and outcomes around skills development. This framework is also increasingly the foundational rubric at the heart of education and skills policy developments in the UK.

Skills Builder
Progressing in essential skills
2024-25

Our **Essential Skills Framework sits at the heart of our programmes**: not only do our skills statements make up the baseline and endline self-evaluation surveys used with our young people, but they also underpin our curriculum content, resources and training, and are explicitly used by our Programme Coordinators throughout delivery.

Through structured baseline and endline self-assessment surveys – surveys that use the Envision Essential Skills Framework - this year we found the following skills improvement:



Impact: Rashaan's Story

We spoke to Rashaan at the end of Year 9 to understand the difference that taking part in the Envision programme had made for him.

Rashaan was a Year 9 student from London aiming to pursue rugby professionally once he finishes school. At his first Envision session, he made it his personal goal to engage in conversations with the teammates he didn't know well, with the aim of building his confidence in communication.

Rashaan specifically remembers his confidence shifting when visiting his team of Pfizer mentors in their offices. Rashaan spoke proudly of how his mentors and his teammates inspired him to believe in his ideas and himself so much more.

Rashaan tackled his biggest challenge at the final event where he delivered a powerful presentation in front of an audience of over 100 people about his Envision journey and the wider teams' development. His final reflection was how much his newfound confidence in communication will eventually help him during interviews after his rugby matches when he is a professional player... and we can't wait to see him in action!

"Envision was a good way to improve my skills and my confidence and I'd do it again if I could. It helped me grow more comfortable with the people around me."

FINANCIAL REVIEW

Summary:

Envision had another successful financial year in 2023/24. Although we initially budgeted for a deficit of £24,972, we ended the year with a lower deficit of £17,798, achieved through savings in organisational expenditure.

During the year we received income from the following sectors: trusts and foundations 34% (2022/23: 39%); corporate 39% (2022/23: 41%); individual donations 20% (2022/23: 19%) and fees and consultancy 7% (2022/23: 6%).

Further details of the financial activity are set out in the statement of financial activities on page 18. At the end of the year the charity had net assets of £931,222 (2022/23: £949,020) analysed in the balance sheet on page 19.

Reserves Policy:

The trustees review free reserve levels annually and they are monitored throughout the year. Free reserves exclude fixed assets and restricted funds and enable Envision to continue its operations in a changing environment. Management regularly review funds within the scope of the reserves policy to take in to account the latest targets and assessment of risks and opportunities.

The trustees consider that in the light of plans to continue to develop charitable activities and to manage risk Envision should target free reserves over three months' cover to allow Envision to prudently but effectively continue those operations, calculated as £360k (2022/23: £330k). At the year-end 2023/24, Envision maintained six months' free reserves cover of £728k (2022/23: six months' cover, £643k).

The current reserves provide three months' reserve cover above the minimum level, serving as a safeguard to manage risk and unexpected costs. The trustees recognise the need to balance maintaining adequate reserves with rising costs while also investing in resources to strengthen fundraising efforts. To achieve this, they are exploring income-generating opportunities and planning strategic investment in fundraising in the following year, which will reduce the reserves cover but is expected to support long-term financial sustainability.

Going concern:

We have set out above a review of Envision's financial performance and the general reserves position. We are satisfied that we have adequate financial resources and are able to manage the business risks beyond the end of the next 12 months.

We believe that there are no material uncertainties that call into doubt Envision's ability to continue in operation. Accordingly, the accounts have been prepared on the basis that Envision is a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document:

The charity is controlled by its governing document, the Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 22 April 2002 and registered as a charity on 9 January 2003.

Recruitment and appointment of new trustees:

Environmental Vision (Envision) advertises its trustee positions through networks, contacts and openly through the media and on our website. Anyone interested in joining the Board of Trustees is required to complete an application form, including a personal statement outlining how their skills and experience meet the requirements of the role. All shortlisted candidates are interviewed by the Chair of Trustees and Chief Executive Officer. Feedback is provided to both successful and unsuccessful candidates.

Organisational structure:
The Board of Trustees is responsible for overseeing strategic development, financial security and legal compliance. It holds the executive to account over planned objectives. The board meets quarterly over the course of the year and trustees are involved in other operational matters as needs dictate.

Responsibility for day-to-day management of the charity is delegated to the Chief Executive Officer and Senior Management Team.

Induction and training of new trustees:
All trustees receive an induction pack including the NCVO 'Good Trustee Guide' and key organisational policies and documents. New trustees meet with senior staff prior to appointment to run through the organisation's structure, activities, finances and future plans. Young trustees receive a more in-depth induction and particular support from the Director of Finance and Resources to ensure that they are able to contribute fully. Trustees periodically attend top-up training, attend events and visit our regional offices.

Risk Management:
The Board of Trustees are responsible for ensuring that the Charity has the systems and means to provide reasonable assurance against inherent risks. These risks include operational, financial and regulatory risks. Envision has a categorised risk assessment along with a risk assessment register to identify and score potential risks. The Board of Trustees have acknowledged that the systems have been established to mitigate the risks prevented and are satisfied with the organisation's handling of these matters.

Remuneration policy:
The Board of Trustees determines the pay and remuneration of its key management personnel by considering factors such as sector benchmarks, responsibilities of the role, and the financial position of the organisation. Salaries are reviewed and approved by the Board on an annual basis with reference to comparable roles in similar organisations and guidance from external remuneration surveys where appropriate.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Environmental Vision for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to be in business.

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

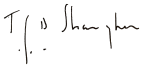
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £5 to the assets of the charitable company in the event of winding up. The trustees are members of the charitable company but this entitles them only to voting rights. The trustees have no beneficial interest in the charitable company.

AUDITORS

Godfrey Wilson Limited were appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by order of the board of trustees on 21 March 2025 and signed on its behalf by:



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T. Shanagher – Trustee

Independent auditors' report

To the members of

Environmental Vision

Opinion

We have audited the financial statements of Environmental Vision (the 'charity') for the year ended 31 July 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 July 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 9 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent auditors' report

To the members of

Environmental Vision

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report

To the members of

Environmental Vision

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Environmental Vision

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report
This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

William Guy Blake

Date: 21 March 2025

William Guy Blake ACA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Environmental Vision

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 July 2024

	Note	Restricted £	Unrestricted £	**2024 Total £**	Restated 2023 Total £
Income from:					
Donations	4	-	433,308	**433,308**	326,958
Charitable activities	5	722,013	73,300	**795,313**	804,943
Other trading activities	6	-	16,510	**16,510**	17,140
Total income		722,013	523,118	**1,245,131**	1,149,041
Expenditure on:					
Raising funds		-	122,284	**122,284**	107,000
Charitable activities		836,008	304,637	**1,140,645**	951,378
Total expenditure	8	836,008	426,921	**1,262,929**	1,058,378
Net income / (expenditure)		(113,995)	96,197	**(17,798)**	90,663
Transfers between funds		10,901	(10,901)	**-**	-
Net movement in funds	9	(103,094)	85,296	**(17,798)**	90,663
Reconciliation of funds:					
Total funds brought forward		306,455	642,565	**949,020**	858,357
Total funds carried forward		203,361	727,861	**931,222**	949,020

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 17 to the accounts.

Prior period income has been restated for a prior period adjustment, as set out in note 2 to the acounts. Prior period expenditure has been reclassified to reflect the requirements of the Charities SORP (FRS 102) and to be comparable with the current year.

Environmental Vision

Balance sheet

As at 31 July 2024

	Note	£	2024 £	Restated 2023 £
Current assets				
Debtors	12	**96,979**		94,010
Cash at bank and in hand		**891,003**		923,062
		987,982		1,017,072
Liabilities				
Creditors: amounts falling due within 1 year	13	**(56,760)**		(55,052)
Net current assets			**931,222**	962,020
Total assets less current liabilities			**931,222**	962,020
Provisions for liabilities	15		**-**	(13,000)
Net assets	16		**931,222**	949,020
Funds	17			
Restricted funds			**203,361**	306,455
Unrestricted funds				
General funds			**727,861**	642,565
Total charity funds			**931,222**	949,020

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

Approved by the trustees on 21 March 2025 and signed on their behalf by

T Shanagher - Trustee

Environmental Vision

Statement of cash flows

For the year ended 31 July 2024

	2024 £	Restated 2023 £
Cash used in operating activities:		
Net movement in funds	**(17,798)**	90,663
Adjustments for:		
Increase in debtors	**(2,969)**	(54,939)
Increase / (decrease) in creditors	**1,708**	(1,998)
Decrease in provisions	**(13,000)**	-
Net cash (used in) / provided by operating activities	**(32,059)**	33,726
(Decrease) / increase in cash and cash equivalents in the year	**(32,059)**	33,726
Cash and cash equivalents at the beginning of the year	**923,062**	889,336
Cash and cash equivalents at the end of the year	**891,003**	923,062

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) General information and basis of preparation

Environmental Vision is a charitable company limited by guarantee registered in England and Wales. The registered office address is Canopi, 82 Tanner Street, London, SE1 3GN.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of events or contracted school programmes is deferred until criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1. Accounting policies (continued)

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Redundancy costs

Where an employee receives a termination benefit the full cost is recognised at the date the employee is notified.

i) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated in full against expenditure on charitable activities because these costs are incurred to support the delivery of charitable programmes.

j) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years

Items of equipment are capitalised where the purchase price exceeds £1,500.

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. Accounting policies (continued)

m) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Provisions

A provision is recognised in the balance sheet when the charity has a present legal or constructive obligation as a result of a past event, that can be reliably measured and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are recognised at the best estimate of the amount required to settle the obligation at the reporting date.

o) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

p) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

q) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

r) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period restatement

Prior year funds have been restated due to identification of incorrectly classified deferred income. The effects of the restatement are set out below:

	Restricted £	Unrestricted £	Total £
Funds			
Funds as originally stated at 31 July 2022	14,844	495,254	510,098
Adjustment to deferred income	58,000	290,259	348,259
Restated funds at 31 July 2022	72,844	785,513	858,357

	Restricted £	Unrestricted £	Total £
Funds as originally stated at 31 July 2023	-	530,296	530,296
Adjustment to deferred income	351,143	67,581	418,724
Reclassification of expenditure	500,578	(500,578)	-
Adjustment to transfers between funds	(545,266)	545,266	-
Restated funds at 31 July 2023	306,455	642,565	949,020

	Restricted £	Unrestricted £	Total £
Income			
Income as originally stated at 31 July 2023	444,750	633,826	1,078,576
Adjustment to prior period income	(58,000)	(290,259)	(348,259)
Reversal of incorrectly deferred income	351,143	67,581	418,724
Restated income at 31 July 2023	737,893	411,148	1,149,041

	2023 Total £	2022 Total £
Creditors		
Creditors per original accounts at 31 July	473,776	405,309
Adjustment to deferred income	(418,724)	(348,259)
Restated creditors at 31 July	55,052	57,050

3. Prior period comparatives: statement of financial activities (restated)

	Restricted £	Unrestricted £	2023 Total £
Income from:			
Donations	-	326,958	326,958
Charitable activities	737,893	67,050	804,943
Other trading activities	-	17,140	17,140
Total income	737,893	411,148	1,149,041
Expenditure on:			
Raising funds	-	107,000	107,000
Charitable activities	504,655	446,723	951,378
Total expenditure	504,655	553,723	1,058,378
Net income / (expenditure)	233,238	(142,575)	90,663
Transfers between funds	373	(373)	-
Net movement in funds	233,611	(142,948)	90,663

4. Income from donations

	2024 Total £	Restated 2023 Total £
Donations	**215,359**	154,323
Grants	**186,906**	155,499
Gift aid	**31,043**	17,136
Total income from donations	**433,308**	326,958

Income from donations is unrestricted in the current and prior period. Prior period donations have been restated to release previously deferred grant and donations income in the 21/22 and 22/23 financial statements, with a net increase of £170,134. Ticket fees of £17,140 originally included within donations income has been reclassified as other trading income in note 6.

5. Income from charitable activities

	Restricted £	Unrestricted £	**2024 Total £**
Consultancy	-	1,500	**1,500**
Grants	722,013	-	**722,013**
School contributions	-	71,800	**71,800**
Total income from charitable activities	722,013	73,300	**795,313**

Prior period comparative

	Restricted £	Unrestricted £	Restated 2023 Total £
Consultancy	-	2,500	2,500
Grants	737,893	-	737,893
School contributions	-	64,550	64,550
Total income from charitable activities	737,893	67,050	804,943

Prior period income from charitable activities has been restated to release previously deferred grant income in the 21/22 and 22/23 financial statements, with a net decrease of £99,669.

6. Income from other trading activities

	2024 Total £	Restated 2023 Total £
Fundraising events	**16,510**	17,140
Total income from other trading activities	**16,510**	17,140

Income from other trading activities is unrestricted in the current and prior period. Prior period other trading income has been restated to recognise £17,140 of bike ride entry fees originally included within donations income.

7. Government grants

The charitable company receives government grants, defined as funding from NHS Birmingham and Solihull Integrated Care Board to fund charitable activities. The total value of such grants in the period ending 31 July 2024 was £15,000 (2023: £15,000). There are no unfulfilled conditions or contingencies attaching to these grants in the current or prior year.

8. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2024 Total £**
Staff costs (note 10)	102,125	690,087	172,922	**965,134**
Digital costs	-	7,689	-	**7,689**
Events	-	25,456	-	**25,456**
Other staff costs	-	62,274	7,289	**69,563**
Other direct costs	-	14,636	-	**14,636**
Fundraising costs	20,159	-	-	**20,159**
Rent and rates	-	-	59,060	**59,060**
Insurance	-	-	3,046	**3,046**
Computer consumables	-	-	62,295	**62,295**
Consultancy	-	-	11,884	**11,884**
Office consumables	-	-	4,448	**4,448**
Sundries	-	-	4,162	**4,162**
Governance costs	-	-	69	**69**
Auditors' remuneration	-	-	12,000	**12,000**
Bank charges	-	-	3,328	**3,328**
Sub-total	122,284	800,142	340,503	**1,262,929**
Allocation of support and governance costs	-	340,503	(340,503)	**-**
Total expenditure	**122,284**	**1,140,645**	**-**	**1,262,929**

Total governance costs were £12,069 (2023: £16,813).

8. Total expenditure (continued)

Prior period comparative (restated)	Raising funds £	Charitable activities £	Support and governance costs £	2023 Total £
Staff costs (note 10)	87,658	575,474	161,331	824,463
Digital costs	-	4,997	-	4,997
Events	-	25,917	-	25,917
Other staff costs	-	43,605	5,741	49,346
Other direct costs	-	8,335	-	8,335
Fundraising costs	19,342	-	-	19,342
Rent and rates	-	-	58,536	58,536
Insurance	-	-	1,952	1,952
Computer consumables	-	-	23,958	23,958
Consultancy	-	-	10,120	10,120
Office consumables	-	-	4,758	4,758
Sundries	-	-	7,315	7,315
Bad debt	-	-	9	9
Governance costs	-	-	9,613	9,613
Auditors' remuneration	-	-	7,200	7,200
Bank charges	-	-	2,517	2,517
Sub-total	107,000	658,328	293,050	1,058,378
Allocation of support and governance costs	-	293,050	(293,050)	-
Total expenditure	107,000	951,378	-	1,058,378

9. Net movement in funds

This is stated after charging:

	2024	2023
	£	£
Operating lease payments	**61,990**	48,882
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	Nil
Auditors' remuneration (excluding VAT):		
▪ Statutory audit	**10,000**	6,000

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

10. Staff costs and numbers

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	**851,048**	716,586
Social security costs	**71,737**	72,431
Pension costs	**42,349**	35,446
	965,134	824,463

Included in salaries and wages are redundancy and termination costs totalling £4,823 (2023: £nil). Redundancy and termination costs have been funded from unrestricted general funds.

	2024	2023
Employees earning more than £60,000 during the year:	**No.**	No.
Between £60,000 and £70,000	**1**	1
Between £70,000 and £80,000	**1**	-

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and Director of Finance and Resources. The total employee benefits of the key management personnel were £156,891 (2023: £148,040).

	2024	2023
	No.	No.
Average headcount:		
Programme coordination	**24**	21
Fundraising	**3**	2
Total average head count	**27**	23

11. Taxation

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

12. Debtors

	2024	Restated 2023
	£	£
Trade debtors	**1,000**	2,500
Prepayments	**23,208**	11,623
Accrued income	**66,709**	72,510
Other debtors	**6,062**	7,377
	96,979	94,010

Debtor balances in the prior period have been restated to provide additional disaggregation.

13. Creditors: amounts falling due within 1 year

	2024	Restated 2023
	£	£
Trade creditors	**2,076**	8,572
Accruals	**18,611**	6,048
Other taxation and social security	**22,167**	23,304
Deferred income (see note 14)	**13,775**	14,160
Other creditors	**131**	2,968
	56,760	55,052

Notwithstanding the prior period restatement of deferred income, creditor balances in the prior period have been restated to provide additional disaggregation.

14. Deferred income

	2024	Restated 2023
	£	£
At 1 August	**14,160**	13,390
Deferred during the year	**13,775**	14,160
Released during the year	**(14,160)**	(13,390)
At 31 July	**13,775**	14,160

Deferred income relates to school contributions and bike ride entry fees paid in advance of the activity taking place.

15. Provision for liabilities

	2024	2023
	£	£
Provision for lease dilapidation	**-**	13,000

16. Analysis of net assets between funds

	Restricted funds	General funds	**Total funds**
	£	£	**£**
Current assets	203,361	784,621	**987,982**
Current liabilities	-	(56,760)	**(56,760)**
Net assets at 31 July 2024	**203,361**	**727,861**	**931,222**

Prior period comparative (restated)	Restricted funds	General funds	Total funds
	£	£	£
Current assets	306,455	710,617	1,017,072
Current liabilities	-	(55,052)	(55,052)
Provisions	-	(13,000)	(13,000)
Net assets at 31 July 2023	306,455	642,565	949,020

17. Movements in funds

	At 1 August 2023 £	Income £	Expenditure £	Transfers between funds £	**At 31 July 2024 £**
Restricted funds					
London 23/24	115,789	190,000	(305,789)	-	**-**
London 24/25	-	99,367	-	-	**99,367**
Birmingham 23/24	84,500	104,250	(188,750)	-	**-**
Birmingham 24/25	-	76,250	-	-	**76,250**
Bristol 23/24	76,500	76,000	(152,500)	-	**-**
Bristol 24/25	-	15,000	-	-	**15,000**
Graduate Network	9,666	111,146	(131,713)	10,901	**-**
Strategic development and consultancy	20,000	-	(20,000)	-	**-**
Data impact and management	-	50,000	(37,256)	-	**12,744**
Total restricted funds	306,455	722,013	(836,008)	10,901	**203,361**
Unrestricted funds					
General funds	642,565	523,118	(426,921)	(10,901)	**727,861**
Total unrestricted funds	642,565	523,118	(426,921)	(10,901)	**727,861**
Total funds	949,020	1,245,131	(1,262,929)	-	**931,222**

Purposes of restricted funds

London, Birmingham and Bristol

Donations, grants and other income received by Envision to support the delivery of programmes in a specific school, region, or for a designated programme year.

Graduate Network

Towards external communications strategy and development of our graduate network and work experience programme.

Strategic development and consultancy

Towards research and market mapping for schools growth plan.

Data impact and management

Towards the implementation of new data and impact monitoring system and ongoing impact management.

Transfers between funds

Transfers between funds represent the topping up of overspends on restricted funds from general funds.

17. Movements in funds (continued)

Prior period comparative (restated)	At 1 August 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 July 2023 £
Restricted funds					
London 22/23	17,000	154,700	(171,700)	-	-
London 23/24	-	115,789	-	-	115,789
Birmingham 22/23	-	108,500	(108,500)	-	-
Birmingham 23/24	-	84,500	-	-	84,500
Bristol 22/23	41,000	87,000	(128,000)	-	-
Bristol 23/24	-	76,500	-	-	76,500
Graduate network	-	90,904	(81,238)	-	9,666
National programmes	14,844	-	(15,217)	373	-
Strategic development and consultancy	-	20,000	-	-	20,000
Total restricted funds	72,844	737,893	(504,655)	373	306,455
Unrestricted funds					
General funds	785,513	411,148	(553,723)	(373)	642,565
Total unrestricted funds	785,513	411,148	(553,723)	(373)	642,565
Total funds	858,357	1,149,041	(1,058,378)	-	949,020

18. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2024 £	2023 £
Amount falling due:		
Within 1 year	**15,981**	15,651

19. Related party transactions

During the year 2 trustees (2023: 2 trustees) paid £1,350 (2023: £700) for entry onto the charity's annual bike ride fundraiser.

T Shanagher, a trustee, is also a director of Cap Foehn Ltd. During the year Cap Foehn Ltd paid £650 for bike ride entry fees (2023: £nil). No amounts were outstanding at the year end.

ENVIRONMENTAL VISION

England & Wales - Charity number 1095328

Accounts

REGISTERED COMPANY NUMBER: 04422128 (England and Wales)
REGISTERED CHARITY NUMBER: 1095328

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2023

FOR

ENVIRONMENTAL VISION

Clemence Hoar Cummings
Chartered Accountants & Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

ENVIRONMENTAL VISION

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FOR THE YEAR ENDED 31 JULY 2023

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ENVIRONMENTAL VISION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 JULY 2023

TRUSTEES	S N Lough Chair (resigned 08.06.2023) S J Cooke K Boswell S Higgins T Miller R Toguri S Yarrow B Hobkinson J Haligah T Shanagher (appointed trustee 13.03.2023 & chair 08.06.2023)
COMPANY SECRETARY	O Day
REGISTERED OFFICE	7-14 Great Dover Street London SE1 4YR
REGISTERED COMPANY NUMBER	04422128 (England and Wales)
REGISTERED CHARITY NUMBER	1095328
AUDITORS	Clemence Hoar Cummings Chartered Accountants and Statutory Auditor Riverside House 1-5 Como Street Romford Essex RM7 7DN
BANKERS	Co-operative Bank PLC PO Box 101 1 Balloon Street Manchester M60 4EP
CEO	Elisabeth Paulson

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

OBJECTIVES

At Envision, we believe a young person's background mustn't determine their future. It is not acceptable that young people from less advantaged backgrounds too often miss out on the opportunities to build the Essential Skills and confidence needed to succeed in later life. We want to live in a society where all young people have equal opportunities to develop their skills and confidence.

We empower young people from less- advantaged backgrounds, who are often underrepresented in the world of work, to develop the Essential Skills and confidence they need to succeed.

We partner young people with Envision Programme Coordinators and a team of mentors from a local business to deliver a social action project that makes a positive change in their school or college community.

Working towards their project goals and key milestones, young people build the essential skills and confidence proven to support their education, employment and well-being. We also support the wider movement for more focus on, and funding for, Essential Skills. We believe support to develop Essential Skills must be embedded in young people's education, with a special focus on young people from underrepresented background.

Our primary objectives, as more formally set out in our Memorandum and Articles of Association, are to:

- Advance the personal development of young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals.
- Provide positive activities in the interests of social welfare and community cohesion.
- Advance the volunteering agenda and recognise and share excellence in volunteering.

STRATEGY

We launched our first, three-year growth and impact strategy in 2021/22, with a plan to double the number of young people we serve by 2024 whilst building up the organisational foundations that will enable us to grow with impact and sustainability.

Over the first two years of this plan we:

- grew the number of young people we serve in London, Birmingham and Bristol from 840 to just below 1,100.
- enrolled a growing percentage of those who meet our target population criteria.
- developed a new outcomes framework based on Skills Builder Partnership's Essential Skills Framework and refined our programme design to ensure young people develop the target Essential Skills on our programme
- set ambitious Essential Skills outcomes targets that, despite the challenges of the pandemic and aftermath, were broadly met.
- Captured our first set of longer-term Essential Skills outcomes from programme graduates.
- grew our corporate partnerships, working with over 350 mentors from over 40 corporate partners, including our first set of national partners.
- grew and deepened our school partnerships, retaining over 92% of school partners year on year.

- stabilised and strengthened our financial position.
- built the organisational infrastructure that has help us to make our work more efficient without sacrificing impact, including refining our delivery model and building a partnerships team and a programme and impact team.
- invested in our people and culture – helping us retain and develop our team, leading internally with the messages we uphold externally.
- actively supported two, policy working groups – one with the Fair Education Alliance and the other with the Youth Employment Group – focusing on Essential Skills funding and focus.
- Committed to equity, diversity and inclusion in all aspects of our work, launched our new Youth Advisory Group and piloted a new Graduate Network and Opportunities Hub in 2023, backed by new funding.

The 2023/24 school year marks the third year of this plan, and we are on track to meet our end-plan goals, while beginning to plan for the launch of our next multiyear plan.

We are driven by a huge challenge. To have the best chance of success in life, young people need to develop a full range of skills. They need to build their basic skills, such as math, English and coding. They also need training in job specific skills that target specific roles and industries. And they must develop their essential skills - the enduring, transferable skills useful in any role, in any challenge and throughout life.
The first two are widely recognised and supported through both policy and funding. But support to help young people develop Essential Skills has been left behind. There's often confusion about what they are, what to call them, how to develop them, how to fund them.
And yet a growing wave of evidence points to the critical role Essential Skills play in supporting young people's success in school, work and life – especially young people from less-advantaged backgrounds. We know that they are 50% more likely to be out of work or training in early adulthood and, even if these young people achieve at GCSEs, this gap only partially narrows. To help close this disadvantage gap, we need to ensure less-advantaged young people have access to quality, Essential Skills programmes in school, college and beyond.
To address this challenge, we aim to become a leading, impact-led provider of Essential Skills and confidence programmes to less-advantaged young people in the UK.
To achieve this, we must:

- continue to build our record of consistent, effective delivery of our programmes;
- ensure our organisational and leadership structure remains fit for growth;
- remain committed to impact-led growth and consolidate the impact building blocks that this requires;
- maximise delivery in our city hubs, expand delivery to underserved but high-need spoke areas and explore work in a high-need, under-served areas in collaboration with local, cornerstone partners;
- support sector-wide efforts to move focus and funding to essential skills development for young people, as a core feature of education and employment support.

To deliver this, we have agreed on the principles and focus that will guide our next three-year plan.

- Our plan for 2024/25-2026/27 reflects our ambition to be an impact exemplar for Essential Skills programmes while serving more young people each year.
- It builds on the achievements of the last three years: strengthened programme design; new impact infrastructure; growing partnerships; rising and diversified income; consolidated internal systems and structure; and a growing voice in essential skills.
- We will look to deepen our work in current city hubs but also begin to serve schools and colleges just outside our current footprint, based on market research that identified high-need areas where young people will benefit from our support but are currently underserved by Essential Skills programming.

- Our vision our next three-year plan is to work together to build and deepen our work in our core hubs of Birmingham, Bristol and London, expand to spoke areas around them and develop a new way of working in a new geography if our test for sustained cornerstone support is met, enabling us to take our critical support for Essential Skills and confidence development to more and more young people that need it, and modelling scalable ways to do so. We want to help drive the movement that demonstrates that these skills are wanted, needed and can be delivered sustainably and well. We are excited to take what we have learned and do more – more for the young people who need quality Essential Skills programmes like ours to succeed in school, in work and life.

ACHIEVEMENTS AND PERFORMANCE

WHO WE WORKED WITH

We work with young people who are under-represented in the world of education, employment and training. In collaboration with teachers, we enrol and support target young people, mainly in schools in areas of economic disadvantage, who meet our target population criteria.

Last year, Envision required that at least 70% of pupils registered on the programme are eligible for Free School Meals (Secondary) or 60% were eligible for 16-19 Bursary (Post 16) . We work with teachers to ensure the remaining pupils are selected based on the following criteria: Low self-confidence or self-esteem, mild/moderate special educational needs or disabilities (SEND), mild English as an additional language (EAL). Last year (2022-23) - 92% of our young people fit into at least one of our target criteria, with just under 70% FSM/PP/bursary eligible, based on very strong data completeness.

THE PROGRAMME ACTIVITIES

Our structured programme is delivered in schools and colleges by our trained Envision staff and runs over a 12- (Secondary) or 20- (Post-16) week period. Each team of young people is partnered with a team of mentors who support them to design, develop, and deliver an in-school, social action project that will make a positive change in their school or college.

Working towards their project goals and key milestones, young people build the essential skills and confidence proven to support their education, employment and well-being. Culminating in a final cross-school event, teams come together to showcase their skills development and project achievements to their peers, mentors, and a panel of judges.

All graduates are invited to join our graduate network, where we share opportunities, tips and training from other partners and peers. We are also developing work experience opportunities with mentor partner business, where young people can practice the skills they've identified and built in the programme in a supportive workspace. The programme is structured as follows:

Weekly in-school sessions: facilitated by an Envision Programme Coordinator, young people work in teams to design, develop, and deliver a social action project that makes a positive change in their school or college community.

Mentoring sessions: our Programme Coordinators facilitate sessions in the workplace at a local partner business to allow young people to work with mentors to develop their Essential Skills, confidence, and raise their aspirations. There are 4 mentor engagements throughout the programme.

Milestone events: young people take part in two progressively demanding 'milestones' - the Pitch, where they present their initial ideas for their project to mentors and peers and gain feedback and the Final Presentation, where they showcase their achievements to a panel of judges to be crowned the winning team.

ENROLMENT AND RETENTION

This year we enrolled 1,093 young people in London, Bristol and Birmingham through our core Envision programme, 93% of whom met our target population criteria.

Growth involved working with an increasing number of schools and colleges – building our penetration in hub cities areas. As a part of our impact strategy design, we identified not only the target young people we intend to serve, but also the target profile of the schools where we can best deliver our programme in line with our mission. As a part of our existing growth work, and our future plans, we have mapped the schools and colleges that meet our target criteria and worked to partner with them, while slowly winding down our work with schools that fall outside our target profile.

We also piloted working with further education (FE) colleges in Birmingham – a branch of the post-16 sector – to learn how our programme can be delivered effectively to target young people in a different school context where need is high and enrichment skills support is lacking. The colleges and local corporates were very supportive and we will re-run the pilot in 2023/24 with some refinements to account for the high-needs student population and different school structure.

We retained 82% of the enrolled young people in our Secondary programme and 66% of those in Post-16 settings.

Envision aspires to become an impact exemplar in essential skills programmes. We hope to spotlight the importance of intentionally building essential skills, showing we can help young people understand and improve them and then learning over time if the improvement is positively correlated to longer term destination outcomes. To do this we have invested heavily in the people, processes and systems necessary to prioritise outcomes and impact – and have kept continuous improvement at the core of all we do.

OUTCOMES

As an Impact Level 4 part of Skills Builder Partnership, we have consolidated the Essential Skills we develop and measure to devise the Envision Essential Skills Framework. This is aligned with Skills Builder's Universal Framework, a framework used by over 800 organisations who are united around its shared language, principles and outcomes around skills development.

Our Essential Skills Framework sits at the heart of our programmes: not only do our skills statements make up the baseline and endline self-evaluation surveys used with our young people, but they also underpin our curriculum content and resources and are explicitly used by our Programme Coordinators throughout delivery. Through structured baseline and endline self-assessment surveys – surveys that use the Envision Essential Skills Framework -- this year we found the following skills improvement :

Secondary:

- 80% improved their Communication skills
- 76% improved their Creativity skills
- 75% improved their Determination skills
- 74% improved their Teamwork skills

Post-16 (including pilot FE Colleges):

- 71% improved their Communication skills
- 68% improved their Creativity skills
- 66% improved their Determination skills
- 61% improved their Teamwork skills

In addition, qualitative surveys completed at the end of the programme showed that young people also felt strongly they had improved in these four key skills:

Secondary
- 92% felt they had improved their Communication skills
- 79% felt they had improved their Creativity skills
- 80% felt they had improved their Determination skills
- 90% felt they had improved their Teamwork skills

Post-16 (including pilot FE Colleges):
- 90% felt they had improved their Communication skills
- 79% felt they had improved their Creativity skills
- 85% felt they had improved their Determination skills
- 84% felt they had improved their Teamwork skills

EXTERNAL CONTEXT

We are driven by a national challenge. Young people from low-income backgrounds continue to receive worse grades than their better off peers at GCSE. They are also twice as likely not to be in employment, education or training in later life – with only half of this gap explained by differences in educational attainment. Qualifications matter, but they are only part of the story when trying to support young people from disadvantaged background to succeed in work and life.

Essential skills have been found to bolster learning in the classroom, boost academic outcomes, and improve perseverance and self-belief. In addition, addressing "gaps in what have historically been referred to as 'soft' skills could tackle the very hard inequalities currently present for young people" including this disadvantage gap around future employment and training, according to the Fair Education Alliance.

Young people and employers want more support to develop Essential Skills. Our graduates speak with passion and clarity about the importance of the skills they develop on the Envision programme. This echoes research from Skills Builder Partnership that found that young people "see the value of essential skills, especially supporting progression in employment (91%), and overcoming wider life challenges (89%). These same young people feel that these essential skills "should be a normal part of a good education but at the moment not all young people are getting those opportunities". Young people's views are echoed by business leaders. The Confederation of Business Industry (CBI) annual survey on the views of employers on what skills young people entering the workplace are typically lacking repeatedly show that employers are dissatisfied with school leavers' level of life skills, such as self-management, interpersonal skills and problem solving. This was echoed in a 2023 study by Demos, an independent think tank, which found that employers are most concerned about young people's lack of transferable skills: the education system does not prioritise these transferable, essential skills and less advantaged young people are not accessing the extra-curricular activities that could help develop them.

But access to Essential Skills development is not equal – and this isn't fair. Young people, school leaders and employers agree that young people don't leave school with the Essential Skills needed for work. Young people from less-advantaged backgrounds, in particular, develop Essential Skills to lower levels than their peers from more advantaged backgrounds. They too often miss out on the opportunities to build the confidence and essential skills they need to succeed in later life. This is unacceptable. We believe where you grew up mustn't determine where you're going. Our external affairs work is designed to drive two, main outcomes: ensuring young people's education includes quality, Essential Skills programming and encouraging more collaboration behind young people's lifelong success.

To advance these aims, our communications and influencing workstreams aim to ensure we can add our voice and experience to the policy dialogue on the pivotal role of Essential Skills in young people's success. In addition, we have helped activate two, key Essential Skills policy working groups in both the youth employment and educations sectors, bringing together advocates, researchers and practitioners to speak with a unified voice.

FINANCIAL REVIEW

Summary

Envision has another successful year financially in the financial year 2022/23. Despite budgeting a deficit of £117,260, we delivered a modest surplus of £20,198 due to an overperformance on income as well as savings on expenditure. This surplus, along with our unrestricted reserves, will help us fund the growth that is planned in the coming years.

During the year we received income from the following sectors: trusts and foundations 39% (2021/22: 43%); corporate 39% (2021/22: 32%); individual donations 16% (2021/22: 22%); statutory 0% (2021/22: 0%) and fees and consultancy 6% (2021/22: 3%).

Further details of the financial activity are set out in the statement of financial activities on page 10. At the end of the year the charity had net assets of £530,296 (2021/22: £510,098) analysed in the balance sheet on page 11.

Reserves Policy

The Trustees review free reserve levels annually and they are monitored throughout the year. Free reserves exclude fixed assets and restricted funds and enable Envision to continue its operations in a changing environment. Management regularly review funds within the scope of the reserves policy to take in to account the latest targets and assessment of risks and opportunities.

The Trustees consider that in the light of plans to continue to develop charitable activities and to manage risk Envision should target free reserves at a level that will allow Envision to prudently but effectively continue those operations.

Going concern

We have set out above a review of Envision's financial performance and the general reserves position. We are satisfied that we have adequate financial resources and are able to manage the business risks beyond the end of the next 12 months.

We believe that there are no material uncertainties that call into doubt Envision's ability to continue in operation. Accordingly, the accounts have been prepared on the basis that Envision is a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, the Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 22nd April 2002 and registered as a charity on 9th January 2003.

Recruitment and appointment of new trustees

Environmental Vision (Envision) advertises its Trustees positions through networks, contacts and openly through the media and on our website. Anyone interested in joining the Board of Trustees is required to complete an application form, including a personal statement outlining how their skills and experience meet the requirements of the role. All shortlisted candidates are interviewed by the Chair of Trustees and Chief Executive. Feedback is provided to both successful and unsuccessful candidates.

Organisational structure
The Board of Trustees is responsible for overseeing strategic development, financial security and legal compliance. It holds the executive to account over planned objectives. The board meets quarterly over the course of the year and Trustees are involved in other operational matters as needs dictate.

Responsibility for day-to-day management of the charity is delegated to the chief executive and Senior Management Team.

Induction and training of new trustees
All Trustees receive an induction pack including the NCVO 'Good Trustee Guide' and key organisational policies and documents. New Trustees meet with senior staff prior to appointment to run through the organisation's structure, activities, finances and future plans. Young Trustees receive a more in-depth induction and particular support from the Director of Finance and Resources to ensure that they are able to contribute fully. Trustees periodically attend top-up training, attend events and visit our regional offices.

Risk Management
The Board of Trustees are responsible for ensuring that the Charity has the systems and means to provide reasonable assurance against inherent risks. These risks include operational, financial and regulatory risks. Envision has a categorized risk assessment along with a risk assessment register to identify and score potential risks. The Board of Trustees have acknowledged that the systems have been established to mitigate the risks prevented and are satisfied with the organisation's handling of these matters.

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Environmental Vision for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to be in business.

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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 20-3-2024 And signed on its behalf by:

T. Shanagher – Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENVIRONMENTAL VISION

Opinion

We have audited the financial statements of Environmental Vision (the 'charitable company') for the year ended 31st July 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st July 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cause significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiring of management as to actual and potential litigation and claims. We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of misstatement or fraud.
- To address the risk of fraud through management bias and override of controls, we tested journal entries to identify unusual transactions.
- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected, and alleged fraud.

We have evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

We have concluded on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

LBC

Lee Blunden FCCA CTA (Senior Statutory Auditor)
for and on behalf of Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Date: 20 March 2024

ENVIRONMENTAL VISION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	173,964	-	173,964	192,541
Charitable activities					
Envision programmes	3	459,862	444,750	904,612	692,399
Total		633,826	444,750	1,078,576	884,940
EXPENDITURE ON					
Raising funds	4	-	107,000	107,000	95,452
Charitable activities					
Envision programmes	5	53,145	898,233	951,378	762,106
Total		53,145	1,005,233	1,058,378	857,558
NET INCOME/(EXPENDITURE)		580,681	(560,483)	20,198	27,382
Transfers between funds	17	(545,639)	545,639	-	-
Net movement in funds		35,042	(14,844)	20,198	27,382
RECONCILIATION OF FUNDS					
Total funds brought forward		495,254	14,844	510,098	482,716
TOTAL FUNDS CARRIED FORWARD		530,296	-	530,296	510,098

The notes form part of these financial statements

ENVIRONMENTAL VISION

BALANCE SHEET
31 JULY 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
CURRENT ASSETS					
Debtors	13	94,010	-	94,010	39,071
Cash at bank		923,062	-	923,062	889,336
		1,017,072	-	1,017,072	928,407
CREDITORS					
Amounts falling due within one year	14	(473,776)	-	(473,776)	(405,309)
NET CURRENT ASSETS		543,296	-	543,296	523,098
TOTAL ASSETS LESS CURRENT LIABILITIES		543,296	-	543,296	523,098
PROVISION FOR LIABILITIES	16	(13,000)	-	(13,000)	(13,000)
NET ASSETS		530,296	-	530,296	482,716
FUNDS	17				
Unrestricted funds				530,296	495,254
Restricted funds				-	14,844
TOTAL FUNDS				530,296	510,098

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

The financial statements were approved by the Board of Trustees and authorized for issue on 20-3-2024 and were signed on its behalf by:

T. Shanagher - Trustee

The notes form part of these financial statements

ENVIRONMENTAL VISION

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	33,726	194,657
Net cash provided by operating activities		33,726	194,657
Change in cash and cash equivalents in the reporting period		33,726	194,657
Cash and cash equivalents at the beginning of the reporting period		889,336	694,679
Cash and cash equivalents at the end of the reporting period		923,062	889,336

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2023

1. RECONCILIATION OF NET INCOMME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income for the reporting period (as per the Statement of Financial Activities)	20,198	27,382
Adjustments for:		
(Increase)/decrease in debtors	(54,939)	(13,337)
Increase in creditors	68,467	180,612
Net cash provided by operations	33,726	194,657

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.22 £	Cash flow £	At 31.7.23 £
Net cash			
Cash at bank	889,336	33,726	923,062
	889,336	33,726	923,062
Total	889,336	33,726	923,062

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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) (Effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities (SOFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Voluntary income by way of grants, donations and gifts are included in full in the SOFA when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Charitable activities include the direct costs of the Envision programmes and the indirect support costs of delivering the programme.
Support costs are allocated between charitable programmes and governance, and between the charitable programmes on the basis of estimated time spent by staff.
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund Accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted purposes.
Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	158,153	170,250
Gift aid	15,811	22,291
	173,964	192,541

3. INCOME FROM CHARITABLE ACTIVITES

	Activity	2023	2022
		£	£
Grants	Envision Programmes	837,562	662,899
Consultancy	Envision Programmes	2,500	2,750
School Contributions	Envision Programmes	64,550	26,750
		904,612	692,399

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Mercers' Charitable Foundation	90,904	-
CAF Resilience Fund	73,000	65,000
John Laing Charitable Trust	-	30,000
Paul Hamlyn Foundation	-	30,000
The Dulverton Trust	-	30,000
The Frank Jackson Foundation	15,000	10,000
The Elizabeth and Prince Zaiger Trust	5,000	5,000
The Vintners' Company	5,000	5,000
Jack Petchey Foundation	2,700	2,550
The Worshipful Company of Grocers	-	500
Other Grants	645,958	484,849
	837,562	662,899

4. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Staff costs	87,658	70,858
Other fundraising costs	19,342	24,594
	107,000	95,452

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6)	Support Costs (see note 7)	Totals
	£	£	£
Envision programmes	675,301	276,077	951,378

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Staff costs	575,474	423,663
Other direct costs	8,335	1,977
Direct costs	91,492	59,058
	675,301	484,698

7. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Envision Programmes	262,866	9	13,202	276,077

continued...

7. SUPPORT COSTS continued

Support costs, included in the above, are as follows:

	2023 Envision Programmes £	2022 Envision Programmes £
Wages	156,226	132,191
Rent and rates	58,536	55,715
Insurance	1,952	1,842
Computer consumables	34,079	68,837
Office consumables	4,758	2,001
Sundries	7,315	3,029
Bad debt	9	1,968
Governance staff costs	5,105	4,662
Auditors' remuneration	5,580	5,489
Auditors' remuneration for non-audit work	-	1,455
Bank charges	2,517	219
	276,077	277,408

8. NET INCOME/(EXPENDITURE)

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

	2023 £	2022 £
Auditors' remuneration	5,580	5,489
Auditors' remuneration for non-audit work	-	1,683

9. TRUSTESS' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2023 nor for the year ended 31 July 2022.

Trustees' expenses

Reimbursed fundraising and volunteer expenses totaling £0 (2022: £560) were paid to zero (2022: one) of the trustees.

10. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	716,586	552,244
Social security costs	72,431	51,509
Other pension costs	35,446	27,621
	824,463	631,374

The average monthly number of employees during the year was as follows:

	2023	2022
Programme coordination	21	17
Fundraising	2	1
	23	18

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	1	1

Key Management Personnel

The key management personnel of the charity comprise the Trustees, the Chief Executive Officer (CEO) and the Director of Finance and Resources. In 2021-2022 there was a transition from the outgoing Head of Finance and Resources to the incoming Director of Finance and Resources mid-year. The total remuneration of key management personnel during the year 2022-2023 was £126,418 for 2 people (2022: £116,088 for 3 people).

11. MATERIAL TRANSFERS

£545,639 (2022: £368,516) was transferred from the unrestricted funds in favour of the restricted funds as a contribution towards the Envision programme.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	192,033	508	192,541
Charitable Activities			
Envision Programmes	251,878	440,521	692,399
Total	443,911	441,029	884,940
EXPENDITURE ON			
Raising funds	-	95,452	95,452
Charitable Activities			
Envision Programmes	24,012	738,094	762,106
Total	24,012	833,546	857,558
NET INCOME/(EXPENDITURE)	419,899	(392,517)	27,382
Transfers between funds	(368,516)	368,516	-
Net movement in funds	51,383	(24,001)	27,382
RECONICILIATION OF FUNDS			
Total funds brought forward	443,871	38,845	482,716
TOTAL FUNDS CARRIED FORWARD	495,254	14,844	510,098

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Prepayments and accrued income	94,010	39,071

Prepayments and accrued income included accrued income of £75,010 (2022: £23,509).

Continued...

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR continued

Accrued income

Movements in year	2023	2022
	£	£
Accrued income at 1 August 2022	23,509	15,105
Released during the year	(23,509)	(15,105)
Arising in the year	75,010	23,509
Balance at 31 July 2023	75,010	23,509

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Social security and other taxes	23,304	23,097
Accruals and deferred income	450,472	382,213
	473,776	405,310

Accruals and deferred income includes deferred income of £432,884 (2022: £361,649)

Movements in year	2023	2022
	£	£
Deferred income at 1 August 2022	361,649	198,167
Released during the year	(361,649)	(198,167)
Arising in the year	432,884	361,649
Balance at 31 July 2023	432,884	361,649

15. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	13,947	15,813
Between one and five years	-	1,374
	13,947	17,187

16. PROVISIONS FOR LIABILITIES

	2023	2022
	£	£
Provisions	13,000	13,000

17. MOVEMENT IN FUNDS

	At 1.8.22 £	Net movement in funds £	Transfers between funds £	At 31.7.23 £
Unrestricted funds				
General Fund	495,254	580,681	(545,639)	530,296
Restricted funds				
London	-	(214,148)	214,148	-
Birmingham	-	(168,693)	168,693	-
Bristol	-	(162,425)	162,425	-
National Programmes	14,844	(15,217)	373	-
	14,844	(560,483)	545,639	-
TOTAL FUNDS	510,098	20,198	-	530,296

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Fund	633,826	(53,145)	580,681
Restricted funds			
London	185,200	(399,348)	(214,148)
Birmingham	121,550	(290,243)	(168,693)
Bristol	138,000	(300,425)	(162,425)
National Programmes	-	(15,217)	(15,217)
	444,750	(1,005,233)	(560,483)
TOTAL FUNDS	1,078,576	(1,058,378)	20,198

Continued...

17. MOVEMENT IN FUNDS continued

Comparatives for movement in funds

	At 1.8.21 £	Net movement in funds £	Transfers between funds £	At 31.7.22 £
Unrestricted funds				
General Fund	443,871	419,899	(368,516)	495,254
Restricted funds				
London	-	(170,088)	170,088	-
Birmingham	-	(86,653)	86,653	-
Bristol	-	(111,775)	111,775	-
National Programmes	38,845	(24,001)	-	14,844
	38,845	(392,517)	368,516	14,844
TOTAL FUNDS	482,716	27,382	-	510,098

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Fund	443,911	(24,012)	419,899
Restricted funds			
London	170,336	(340,424)	(170,088)
Birmingham	136,501	(223,154)	(86,653)
Bristol	134,192	(245,967)	(111,775)
National Programmes	-	(24,001)	(24,001)
	441,029	(833,546)	(392,517)
TOTAL FUNDS	884,940	(857,558)	27,382

Continued...

17. MOVEMENT IN FUNDS continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.21 £	Net movement in funds £	Transfers between funds £	At 31.7.23 £
Unrestricted funds				
General Fund	443,871	1,000,580	(914,155)	530,296
Restricted funds				
London	-	(384,236)	384,236	-
Birmingham	-	(255,346)	255,346	-
Bristol	-	(274,200)	274,200	-
National Programmes	38,845	(39,218)	373	-
	38,845	(953,000)	914,155	-
TOTAL FUNDS	482,716	47,580	-	530,296

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Fund	1,077,737	(77,157)	1,000,580
Restricted funds			
London	355,536	(739,772)	(384,236)
Birmingham	258,051	(513,397)	(255,346)
Bristol	272,192	(546,392)	(274,200)
National Programmes	-	(39,218)	(39,218)
	885,779	(1,838,779)	(953,000)
TOTAL FUNDS	1,963,516	(1,915,936)	47,580

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2023.

ENVIRONMENTAL VISION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2023

	2023 £	2022 £
Management		
Finance		
Bad debt	9	1,968
Governance costs		
Governance staff costs	5,105	4,662
Auditors' remuneration	5,580	5,489
Auditors' remuneration for non-audit work	-	1,455
Bank charges	2,517	219
	13,202	11,825
Total resources expended	1,058,378	857,558
Net income	20,198	27,382

ENVIRONMENTAL VISION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	158,153	170,250
Gift Aid	15,811	22,291
	173,964	192,541
Charitable activities		
Grants	837,562	662,899
Consultancy	2,500	2,750
School contributions	64,550	26,750
	904,612	692,399
Total incoming resources	1,078,576	884,940
EXPENDITURE		
Raising donations and legacies		
Wages	87,658	70,858
Other fundraising costs	19,342	24,594
	107,000	95,452
Charitable activities		
Wages	467,597	344,535
Social Security	72,431	51,508
Pensions	35,446	27,620
Other direct costs	8,335	1,977
Direct costs	91,492	59,058
	675,301	484,698
Support costs		
Management		
Wages	156,226	132,191
Rent and rates	58,536	55,715
Insurance	1,952	1,842
Computer consumables	34,079	68,837
Office consumables	4,758	2,001
Sundries	7,315	3,029
	262,866	263,615

ENVIRONMENTAL VISION

England & Wales - Charity number 1095328

Accounts

REGISTERED COMPANY NUMBER: 04422128 (England and Wales)
REGISTERED CHARITY NUMBER: 1095328

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2022

FOR

ENVIRONMENTAL VISION

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

ENVIRONMENTAL VISION

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FOR THE YEAR ENDED 31 JULY 2022

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ENVIRONMENTAL VISION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 JULY 2022

TRUSTEES	**S N Lough Chair** **S J Cooke** **K Boswell** **C N Anyadi (resigned 17.3.22)** **S Higgins** **T Miller** **R Toguri** **S Yarrow** **B Hobkinson** **J Haligah (appointed 17.3.22)**
COMPANY SECRETARY	**O Day**
REGISTERED OFFICE	**7-14 Great Dover Street** **London** **SE1 4YR**
REGISTERED COMPANY NUMBER	**04422128 (England and Wales)**
REGISTERED CHARITY NUMBER	**1095328**
AUDITORS	**Clemence Hoar Cummings** **Chartered Accountants and Statutory Auditor** **Riverside House** **1-5 Como Street** **Romford** **Essex** **RM7 7DN**
BANKERS	**Co-operative Bank PLC** **P O Box 101** **1 Balloon street** **Manchester** **M60 4EP**
CEO	**Elisabeth Paulson**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

OBJECTIVES

At Envision, we believe a young person's background mustn't determine their future. Envision exists to empower young people from less advantaged backgrounds, who are often under-represented in the world of work, to develop the essential skills and confidence they need to succeed in later life. Working in partnership with schools, we unite young people with trained Envision staff and mentors to tackle social issues affecting their community. By supporting them to make a change, we empower young people to develop skills beyond the classroom so they can shape their own futures.

Our primary objectives, as more formally set out in our Memorandum and Articles of Association, are to:
- Advance the personal development of young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals
- Provide positive activities in the interests of social welfare and community cohesion
- Advance the volunteering agenda and recognise and share excellence in volunteering

STRATEGY

From September 2021 we moved into the first year of our 3-year growth and impact strategy with a plan to double the number of young people we serve by 2024 whilst building up the organisational foundations that will enable us to grow with impact and sustainability.

Through this work, one priority was developing our first multi-year impact strategy, which sets out our specific goals for enrolling and retaining our target young people as well as the skills development and life outcomes we hope to deliver. We also updated our impact infrastructure to ensure we can make better, data-led decisions going forward. And we tightened and refined our programme design to ensure it drives the outcomes we hope to see.

We refined the organisation's structure and delivery model, leading to a reduction in cost per place and projected cost per outcome going forward. As a part of our People Plan, we can now provide better progression pathways for staff - this helps us retain our talent and programme expertise as well as creates a more flexible model for growth. We made a new commitment to equity, diversity and inclusion in all aspects of our work, recruited a new Youth Trustee, strengthened our Youth Board structure and worked closely with our graduates to develop their plan for a new Graduate Network and Opportunities Hub in 2023, backed by new funding.

Now in year two, our focus in 2022/23 is on expanding the delivery and impact of our programme in all three regions, embedding our organisational and programme changes, as well as using our expertise and networks to move more funding and focus behind quality essential skills development for young people from less advantaged backgrounds.

Significant activities

Our main activity, Envision is an extra-curricular programme that supports young people to make a difference whilst building their skills beyond the classroom. We empower young people from less advantaged backgrounds, who are often under-represented in the world of work, to develop the essential skills and confidence they need to succeed in later life. Working in partnership with schools, we unite young people with Envision coaches, local partners and business mentors to solve social issues affecting their community.

Public benefit

We developed our strategic plan to ensure that we provide public benefit and achieve our objectives as set out above. Those objectives fall under the purposes defined by Charities Act 2011. We have referred to the Charity Commission's general guidance on public benefit when reviewing our objectives and planning our future activities.

ACHIEVEMENT AND PERFORMANCE

WHO WE WORKED WITH

We work with young people who are under-represented in the world of education, employment and training. In collaboration with teachers, we enrol and support target young people, mainly in schools in areas of economic disadvantage, who meet our target population criteria. Last year, Envision required that at least 60% of pupils registered on the programme are eligible for Free School Meals (KS4) or 50% were eligible for 16-19 Bursary (KS5) - a percentage we aim to increase over the course of the current three-year impact plan. We work with teachers to ensure the remaining pupils are selected based on the following criteria: GCSE retakes; young carers; mild Special Education Needs or Disabilities; English as an additional language; demonstrated low self-confidence or self-esteem; no parental history of higher education.

In 2021-22 we engaged 812 young people in London, Bristol and Birmingham through our core programme. 69% of them were eligible for Free School Meals, Pupil Premium or 16-19 Bursary, and over 90% met at least one of our target population criteria.

We also worked with an additional 105 young people - 100% of whom were eligible for Free School Meals - in Manchester, Leeds and Stoke through a partnership programme with Coop Academies Trust and Coop Foundation.

THE PROGRAMME ACTIVITIES

The Envision programme (formerly known as the Community-Apprentice programme) is a structured, evidenced-based, 12-week or 24-week cross-school competition. Young people work with trained Envision staff and a group of mentors from a local business to design, develop, and deliver an in-school youth social action project. Working towards key milestones, young people learn and build the essential skills and confidence that will help them to succeed in later life.

The programme is structured as follows:
- Weekly in-school sessions are facilitated by an Envision Programme Coordinator. Young people work in teams to design, develop, and deliver a project to tackle a real-life social issue to make a positive change in their school or college community.
- Mentoring Sessions. Programme Coordinators facilitate sessions in the workplace at a local partner business to allow young people to work with mentors to develop their skills, confidence, and raise their aspirations.
- Cross-School Events. Young people take part in two progressively demanding cross-school events: the Cross-School Pitch, where they present their initial ideas for their project to an audience of mentors and peers and gain feedback; and the Final Presentation, where they showcase their achievements to a panel of judges and compete against other schools to be crowned the winning team.

ENROLMENT AND RETENTION

This year we enrolled 812 young people in London, Bristol and Birmingham through our core Envision programme. We retained 86% of the enrolled young people in our programme despite school closures and self-isolation requirements. This strong outcome is the result of close school partnerships, strengthened onboarding processes and refined programme design.

An ongoing investment in our impact data systems and processes also supported a huge improvement in data completeness and quality, a development critical to our ability to manage and grow our impact.

OUTCOMES

As an Impact Level 4 part of Skills Builder Partnership, we have consolidated the essential skills we develop and measure to devise the Envision Essential Skills Framework. This is aligned with Skills Builder's Universal Framework, a framework used by over 700 organisations who are united around its shared language, principles and outcomes around skills development. Using our framework, we measure young people's skills at the start, middle and end of the programme.

Through structured baseline and endline self-assessment surveys - surveys that use the Envision Essential Skills Framework -- this year we found that of our young people:
- 82% improved their Communication skills
- 73% improved their Creativity skills
- 77% improved their Determination skills

- 70% improved their Teamwork skills

In addition, qualitative surveys completed at the end of the programme showed that young people also felt strongly they had improved in these four key skills:
- 92% felt they had improved their Communication skills
- 85% felt they had improved their Creativity skills
- 87% felt they had improved their Determination skills
- 93% felt they had improved their Teamwork skills

EXTERNAL CONTEXT

For years Envision has championed the power of youth social action as a vehicle to develop essential skills - something that was proven by our first, gold-standard evaluation a few years ago. The critical importance of essential skills in helping young people from less advantaged backgrounds achieve in school, work and life is gaining new attention and we hope prioritisation.

Recent research from the Skills Builder Partnership found that "it's the most disadvantaged individuals who are also the least likely to build the very skills that improve life outcomes, creating a cycle of disadvantage and inequality." Essential skills are the ones that transfer across time, roles and activities, complimenting the academic and technical skills developed through schools and colleges. And all the research tells us that teachers, employers and, most importantly, young people want to build these skills as well.

The challenges of the external environment remain severe. Even as the impact of the Covid pandemic has begun to ebb, the cost-of-living crisis is placing huge pressure on schools, families and young people. We are incredibly proud of our partner schools, businesses and supporters who continue to go the extra mile to enable us to continue to deliver and support young people during this time. We are equally proud of what our young people have achieved and are achieving.

FINANCIAL REVIEW

Summary

Envision has another successful year financially in the financial year 2021/22. Despite budgeting a small deficit of £21,057, we delivered a modest surplus of £27,382 due to an overperformance on income as well as savings on expenditure. This surplus, along with our unrestricted reserves, will help us fund the growth that is planned in the coming years.

During the year we received income from the following sectors: trusts and foundations 43% (2020/2021: 48%); corporate 32% (2020/2021: 30%); individual donations 22% (2020/2021: 10%); statutory 0% (2020/2021: 8%) and fees and consultancy 3% (2020/2021: 4%).

Further details of the financial activity are set out in the statement of financial activities on page 11. At the end of the year the charity had net assets of £510,098 (2020/2021: £482,716) analysed in the balance sheet on page 12.

Reserves policy

The Trustees review free reserve levels annually and they are monitored throughout the year. Free reserves exclude fixed assets and restricted funds and enable Envision to continue its operations in a changing environment. Management regularly review funds within the scope of the reserves policy to take in to account the latest targets and assessment of risks and opportunities.

The Trustees consider that in the light of plans to continue to develop charitable activities and to manage risk Envision should target free reserves at a level that will allow Envision to prudently but effectively continue those operations.

FINANCIAL REVIEW

Going concern

We have set out above a review of Envision's financial performance and the general reserves position. We are satisfied that we have adequate financial resources and are able to manage the business risks beyond the end of the next 12 months.

We believe that there are no material uncertainties that call into doubt Envision's ability to continue in operation. Accordingly, the accounts have been prepared on the basis that Envision is a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, the Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 22nd April 2002 and registered as a charity on 9th January 2003.

Recruitment and appointment of new trustees

Environmental Vision (Envision) advertises its Trustees positions through networks, contacts and openly through the media and on our website. Anyone interested in joining the Board of Trustees is required to complete an application form, including a personal statement outlining how their skills and experience meet the requirements of the role. All shortlisted candidates are interviewed by the Chair of Trustees and Chief Executive. Feedback is provided to both successful and unsuccessful candidates.

Organisational structure

The Board of Trustees is responsible for overseeing strategic development, financial security and legal compliance. It holds the executive to account over planned objectives. The board meets quarterly over the course of the year and Trustees are involved in other operational matters as needs dictate.

Responsibility for day-to-day management of the charity is delegated to the Chief Executive and Senior Management Team.

Induction and training of new trustees

All Trustees receive an induction pack including the NCVO 'Good Trustee Guide' and key organisational policies and documents. New Trustees meet with senior staff prior to appointment to run through the organisation's structure, activities, finances and future plans. Young Trustees receive a more in-depth induction and particular support from the Head of Finance and Resources to ensure that they are able to contribute fully. Trustees periodically attend top-up training, attend events and visit our regional offices.

Risk management

The Board of Trustees are responsible for ensuring that the Charity has the systems and means to provide reasonable assurance against inherent risks. these risks include operational, financial and regulatory risks. Envision has a categorised risk assessment along with a risk assessment register to identify and score potential risks. The Board of Trustees have acknowledged that systems have been established to mitigate the risks presented and are satisfied with the organisation's handling of these matters.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Environmental Vision for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- **select suitable accounting policies and then apply them consistently;**
- **observe the methods and principles in the Charity SORP;**
- **make judgements and estimates that are reasonable and prudent;**
- **prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.**

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

In so far as the trustees are aware:

- **there is no relevant audit information of which the charitable company's auditors are unaware; and**
- **the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.**

AUDITORS

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 8 December 2022 **and signed on its behalf by:**

S N Lough

S N Lough - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENVIRONMENTAL VISION

Opinion

We have audited the financial statements of Environmental Vision (the 'charitable company') for the year ended 31 July 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- **adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or**
- **the financial statements are not in agreement with the accounting records and returns; or**
- **certain disclosures of trustees' remuneration specified by law are not made; or**
- **we have not received all the information and explanations we require for our audit; or**
- **the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.**

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have designed our work to ensure that laws and regulations have been adhered to, and the transactions undertaken by the Charity are properly reflected in the financial statements. We designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Enquiring of management as to actual and potential litigation and claims.

We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud.

- To address the risk of fraud through management bias and override of controls, we tested journal entries to identify unusual transactions.
- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected, and alleged fraud

We have evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

We have concluded on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENVIRONMENTAL VISION

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

LBL

Lee Blunden FCCA CTA (Senior Statutory Auditor)
for and on behalf of Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Date: 8 December 2022

ENVIRONMENTAL VISION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	192,033	508	192,541	79,950
Charitable activities					
Envision programmes		251,878	440,521	692,399	656,744
Other income	4	-	-	-	7,755
Total		443,911	441,029	884,940	744,449
EXPENDITURE ON					
Raising funds	5	-	95,452	95,452	65,625
Charitable activities	6				
Envision programmes		24,012	738,094	762,106	601,277
Total		24,012	833,546	857,558	666,902
NET INCOME/(EXPENDITURE)		419,899	(392,517)	27,382	77,547
Transfers between funds	18	(368,516)	368,516	-	-
Net movement in funds		51,383	(24,001)	27,382	77,547
RECONCILIATION OF FUNDS					
Total funds brought forward		443,871	38,845	482,716	405,169
TOTAL FUNDS CARRIED FORWARD		495,254	14,844	510,098	482,716

The notes form part of these financial statements

ENVIRONMENTAL VISION

BALANCE SHEET
31 JULY 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
CURRENT ASSETS					
Debtors	14	39,071	-	39,071	25,734
Cash at bank		874,492	14,844	889,336	694,679
		913,563	14,844	928,407	720,413
CREDITORS					
Amounts falling due within one year	15	(405,309)	-	(405,309)	(224,697)
NET CURRENT ASSETS		508,254	14,844	523,098	495,716
TOTAL ASSETS LESS CURRENT LIABILITIES		508,254	14,844	523,098	495,716
PROVISIONS FOR LIABILITIES	17	(13,000)	-	(13,000)	(13,000)
NET ASSETS		495,254	14,844	510,098	482,716
FUNDS	18				
Unrestricted funds				495,254	443,871
Restricted funds				14,844	38,845
TOTAL FUNDS				510,098	482,716

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

The financial statements were approved by the Board of Trustees and authorised for issue on 8 December 2022 **and were signed on its behalf by:**

S N Lough

S N Lough - Trustee

The notes form part of these financial statements

ENVIRONMENTAL VISION

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	**194,657**	**138,986**
Net cash provided by operating activities		**194,657**	**138,986**
Change in cash and cash equivalents in the reporting period		**194,657**	**138,986**
Cash and cash equivalents at the beginning of the reporting period		**694,679**	**555,693**
Cash and cash equivalents at the end of the reporting period		**889,336**	**694,679**

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	27,382	77,547
Adjustments for:		
(Increase)/decrease in debtors	(13,337)	18,039
Increase in creditors	180,612	43,400
Net cash provided by operations	194,657	138,986

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.21 £	Cash flow £	At 31.7.22 £
Net cash			
Cash at bank	694,679	194,657	889,336
	694,679	194,657	889,336
Total	694,679	194,657	889,336

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities (SOFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Voluntary income by way of grants, donations and gifts are included in full in the SOFA when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes entitled to the grant

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Charitable activities include the direct costs of the Community-Apprentice Programmes and the indirect support costs of delivering the programme.
Support costs are allocated between charitable programmes and governance, and between the charitable programmes on he basis of estimated time spent by staff.
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	170,250	72,710
Gift aid	22,291	7,240
	192,541	79,950

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Grants	Envision programmes	662,899	631,144
Consultancy	Envision programmes	2,750	5,500
School contributions	Envision programmes	26,750	20,100
		692,399	656,744

Grants received, included in the above, are as follows:

	2022	2021
	£	£
The Careers and Enterprise Company	-	55,377
Jack Petchey Foundation	32,550	3,750
John Laing Charitable Trust	-	30,000
The Frank Jackson Foundation	10,000	10,000
The Elizabeth and Prince Zaiger Trust	5,000	5,000
The William Wates Memorial Trust	-	10,000
Paul Hamlyn Foundation	30,000	50,000
The Dulverton Trust	30,000	40,000
The Vintners' Company	5,000	5,000
The Worshipful Company of Grocers	500	5,000
CAF Resilience Fund	65,000	-
Other Grants	484,849	417,017
	662,899	631,144

4. OTHER INCOME

In 2021 grants made available by the Government's Coronavirus Job Retention Scheme to support the charity through the Covid-19 pandemic have been included in other income of £7,755.

continued...

5. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£
Staff costs	70,858	58,857
Other fundraising costs	24,594	6,768
	95,452	65,625

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Envision programmes	484,698	277,408	762,106

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Staff costs	423,663	343,107
Other direct costs	1,977	7,011
Direct costs	59,058	42,012
	484,698	392,130

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Envision programmes	263,615	1,968	11,825	277,408

Support costs, included in the above, are as follows:

	2022 Envision programmes	2021 Total activities
	£	£
Wages	132,191	111,552
Rent and rates	55,715	46,834
Insurance	1,842	1,504
Computer consumables	68,837	26,205
Office consumables	2,001	2,556
Sundries	3,029	1,934
Bad debt	1,968	6,296
Governance staff costs	4,662	5,265
Auditors' remuneration	5,489	5,134
Auditors' remuneration for non audit work	1,455	1,683
Bank charges	219	184
	277,408	209,147

continued...

9. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Auditors' remuneration	5,489	5,134
Auditors' remuneration for non audit work	1,455	1,683

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2022 nor for the year ended 31 July 2021.

Trustees' expenses

Reimbursed Fundraising and volunteer expenses totalling £560 (2021: £86) were paid to one of the trustees.

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	552,246	456,930
Social security costs	51,508	39,281
Other pension costs	27,620	22,570
	631,374	518,781

The average monthly number of employees during the year was as follows:

	2022	2021
Programme coordination	16	15
Fundraising	2	1
	18	16

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	1	-

Key Management Personnel

The key management personnel of the charity comprise the Trustees, the Chief Executive Officer (CEO) and the Director of Finance and Resources. Due to transitional arrangements in 2020-2021 there were three separate CEO's, one of which was our Deputy CEO. The prior year cost includes all four members in 2020-2021. In 2021-2022 there was a transition from the outgoing Head of Finance and Resources to the incoming Director of Finance and Resources mid year. The total remuneration of key management personnel during the year 2022-2021 was £116,088 for 3 people (2021: £162,194 for 4 people).

continued...

12. MATERIAL TRANSFERS

£368,516 (2021: £182,502) was transferred from the unrestricted funds in favour of the restricted funds as a contribution towards the Envision programme.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	79,950	-	79,950
Charitable activities			
Envision programmes	191,230	465,514	656,744
Other income	-	7,755	7,755
Total	271,180	473,269	744,449
EXPENDITURE ON			
Raising funds	-	65,625	65,625
Charitable activities			
Envision programmes	11,132	590,145	601,277
Total	11,132	655,770	666,902
NET INCOME/(EXPENDITURE)	260,048	(182,501)	77,547
Transfers between funds	(182,501)	182,501	-
Net movement in funds	77,547	-	77,547
RECONCILIATION OF FUNDS			
Total funds brought forward	366,324	38,845	405,169
TOTAL FUNDS CARRIED FORWARD	443,871	38,845	482,716

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Prepayments and accrued income	39,071	25,734

Prepayments and accrued income included accrued income of £23,509 (2021: £15,105)

Accrued income

Movements in the year	2022 £	2021 £
Accrued income at 1 August 2021	15,105	28,926
Released during the year	(15,105)	(28,926)
Arising in the year	23,509	15,105

continued...

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued

Balance at 31 July 2022	23,509	15,105

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Social security and other taxes	23,097	11,040
Accruals and deferred income	382,212	213,657
	405,309	224,697

Accruals and deferred income includes deferred income of £361,649 (2021: £198,167)

Movements in the year

	2022	2021
	£	£
Deferred income at 1 August 2021	198,167	151,036
Released during the year	(198,167)	(151,036)
Arising in the year	361,649	198,167
Balance at 31 July 2022	361,649	198,167

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022	2021
	£	£
Within one year	15,813	13,304
Between one and five years	1,374	9,548
	17,187	22,852

17. PROVISIONS FOR LIABILITIES

	2022	2021
	£	£
Provisions	13,000	13,000

continued...

18. MOVEMENT IN FUNDS

	At 1.8.21 £	Net movement in funds £	Transfers between funds £	At 31.7.22 £
Unrestricted funds				
General fund	443,871	419,899	(368,516)	495,254
Restricted funds				
London	-	(170,088)	170,088	-
Birmingham	-	(86,653)	86,653	-
Bristol	-	(111,775)	111,775	-
National programmes	38,845	(24,001)	-	14,844
	38,845	(392,517)	368,516	14,844
TOTAL FUNDS	482,716	27,382	-	510,098

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	443,911	(24,012)	419,899
Restricted funds			
London	170,336	(340,424)	(170,088)
Birmingham	136,501	(223,154)	(86,653)
Bristol	134,192	(245,967)	(111,775)
National programmes	-	(24,001)	(24,001)
	441,029	(833,546)	(392,517)
TOTAL FUNDS	884,940	(857,558)	27,382

continued...

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.8.20 £	Net movement in funds £	Transfers between funds £	At 31.7.21 £
Unrestricted funds				
General fund	366,324	260,048	(182,501)	443,871
Restricted funds				
London	-	(75,838)	75,838	-
Birmingham	-	(26,122)	26,122	-
Bristol	-	(80,541)	80,541	-
National programmes	38,845	-	-	38,845
	38,845	(182,501)	182,501	38,845
TOTAL FUNDS	405,169	77,547	-	482,716

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	271,180	(11,132)	260,048
Restricted funds			
London	216,311	(292,149)	(75,838)
Birmingham	150,026	(176,148)	(26,122)
Bristol	106,932	(187,473)	(80,541)
	473,269	(655,770)	(182,501)
TOTAL FUNDS	744,449	(666,902)	77,547

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.20 £	Net movement in funds £	Transfers between funds £	At 31.7.22 £
Unrestricted funds				
General fund	366,324	679,947	(551,017)	495,254
Restricted funds				
London	-	(245,926)	245,926	-
Birmingham	-	(112,775)	112,775	-
Bristol	-	(192,316)	192,316	-
National programmes	38,845	(24,001)	-	14,844
	38,845	(575,018)	551,017	14,844
TOTAL FUNDS	405,169	104,929	-	510,098

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	715,091	(35,144)	679,947
Restricted funds			
London	386,647	(632,573)	(245,926)
Birmingham	286,527	(399,302)	(112,775)
Bristol	241,124	(433,440)	(192,316)
National programmes	-	(24,001)	(24,001)
	914,298	(1,489,316)	(575,018)
TOTAL FUNDS	1,629,389	(1,524,460)	104,929

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2022.

ENVIRONMENTAL VISION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	170,250	72,710
Gift aid	22,291	7,240
	192,541	79,950
Charitable activities		
Grants	662,899	631,144
Consultancy	2,750	5,500
School contributions	26,750	20,100
	692,399	656,744
Other income		
Job retention scheme	-	7,755
Total incoming resources	884,940	744,449
EXPENDITURE		
Raising donations and legacies		
Wages	70,858	58,857
Other fundraising costs	24,594	6,768
	95,452	65,625
Charitable activities		
Wages	344,535	281,256
Social security	51,508	39,281
Pensions	27,620	22,570
Other direct costs	1,977	7,011
Direct costs	59,058	42,012
	484,698	392,130
Support costs		
Management		
Wages	132,191	111,552
Rent and rates	55,715	46,834
Insurance	1,842	1,504
Computer consumables	68,837	26,205
Office consumables	2,001	2,556
Sundries	3,029	1,934
	263,615	190,585

	2022 £	2021 £
Management		
Finance		
Bad debt	1,968	6,296
Governance costs		
Governance staff costs	4,662	5,265
Auditors' remuneration	5,489	5,134
Auditors' remuneration for non audit work	1,455	1,683
Bank charges	219	184
	11,825	12,266
Total resources expended	857,558	666,902
Net income	27,382	77,547

ENVIRONMENTAL VISION

England & Wales - Charity number 1095328

Accounts

REGISTERED COMPANY NUMBER: 04422128 (England and Wales)
REGISTERED CHARITY NUMBER: 1095328

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST JULY 2021

FOR

ENVIRONMENTAL VISION

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

ENVIRONMENTAL VISION

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FOR THE YEAR ENDED 31 JULY 2021

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ENVIRONMENTAL VISION

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31ST JULY 2021

TRUSTEES	S N Lough Chair S J Cooke K Boswell C N Anyadi S Higgins T Miller R Toguri S Yarrow (appointed 24.9.20) B Hobkinson (appointed 24.9.20)
COMPANY SECRETARY	A D Rigby
REGISTERED OFFICE	CAN Mezzanine Borough 7-14 Great Dover Street London SE1 4YR
REGISTERED COMPANY NUMBER	04422128 (England and Wales)
REGISTERED CHARITY NUMBER	1095328
AUDITORS	Clemence Hoar Cummings Chartered Accountants and Statutory Auditor Riverside House 1-5 Como Street Romford Essex RM7 7DN
BANKERS	Co-operative Bank PLC P O Box 101 1 Balloon street Manchester M60 4EP
CEO	Elisabeth Paulson (from April 2021) George Kearney-Bambridge (interim CEO from December 2020 to April 2021) Jennie Butterworth (until December 2020)

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st July 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

OBJECTIVES

At Envision, we believe that a young person's background mustn't determine their future. Young people from less advantaged backgrounds too often miss out on enrichment opportunities in and outside school to build the confidence and essential skills they need to succeed in later life. There are too few opportunities for them to engage in a meaningful way with role models and mentors in the world of work. Even when opportunities arise, some lack the confidence to take them up. This means young people from less advantaged backgrounds are underrepresented in the world of work. This is unacceptable.

Our primary objectives, as more formally set out in our Memorandum and Articles of Association, are to:

- Advance the personal development of young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals
- Provide positive activities in the interests of social welfare and community cohesion
- Advance the volunteering agenda and recognise and share excellence in volunteering

STRATEGY

From September 2021 we have moved into year 1 of our 3-year growth strategy with a plan to double the number of young people we serve by 2024 whilst building on our strong foundations and ensuring the continuation of quality and impact. This includes developing further the building blocks for impact and delivery growth, as well as building a fit for purpose organisation, with focus on equity, diversity and inclusion.

Our strategy also challenges us to become an authoritative voice on issues where our expertise means we can make a wider impact on outcomes for young people. This includes:

- Pushing the agenda for self-efficacy and essential skills, especially with the current funding landscape incentivising academic catch-up
- Exploring partnerships and policy routes to elevate the case for skills education, highlighting what quality looks like, how to deliver it and why to fund it.

In light of an educational 'Covid-catch up' approach that targets academic catch up, as well as the deepening crisis around youth unemployment, our programme is more crucial than ever and motivates us to continue to deliver our extra-curricular programme - through activities that deliver meaningful social, emotional and employability skills for young people but in a way that is fun, engaging and interactive.

Significant activities
Our main activity, Community-Apprentice is an extra-curricular programme that supports young people to make a difference whilst building their skills beyond the classroom. We empower young people from less advantaged backgrounds, who are often underrepresented in the world of work, to develop the essential skills and confidence they need to succeed in later life. Working in partnership with schools, we unite young people with Envision coaches, local partners and business mentors to solve social issues affecting their community.

Public benefit
We developed our strategic plan to ensure that we provide public benefit and achieve our objectives as set out above. Those objectives fall under the purposes defined by Charities Act 2011. We have referred to the Charity Commission's general guidance on public benefit when reviewing our objectives and planning our future activities.

ACHIEVEMENT AND PERFORMANCE

WHO WE WORKED WITH

We work with young people who are under-represented in the world of education, employment and training. In collaboration with teachers, we target young people, mainly in schools in areas of economic disadvantage, who present with low social confidence from under-represented backgrounds. In 20-21 we engaged 843 young people in London, Bristol and Birmingham through our core programme. Of our young people on the programme:

- 53% were eligible for Free School Meals, Pupil Premium or Sixth Form Bursary
- 58% were from Black, Asian and Minority Ethnic Backgrounds
- 11% had Special Educational Needs.

THE ACTIVITIES WE DELIVERED

Working in partnership with schools we delivered our Community-Apprentice programme in London, Bristol and Birmingham. Both our junior and senior programme offer a structured combination of support and challenge to enable young people to develop their confidence and skills.

Through a series of personal and team challenges we saw them learn to set their own goals, recognise their skills and achievements and see challenge in a positive light.

Through weekly activities, our Envision coaches empowered them to tackle social issues in teams. Alongside this, we facilitated mentoring sessions where young people and business mentors worked collaboratively on social action projects. This equal partnership allowed young people to bring the expertise of their chosen social issue and mentors to bring their expertise of workplace skills.

There are two key differences between the junior and senior programmes:

The length of the programme

- For the junior programme we delivered two back to back 12-week programmes, each for 12-13 pupils in each school. For the senior programme we delivered a ten-month programme engaging teams of 12.

The nature of the challenges

- Both programmes challenge young people to develop, practice and demonstrate their skills whilst running their own social action project. In the senior competition participants develop and deliver a social action project to tackle a social problem that matters to them: they decide the issue they want to tackle and how. The junior version is more structured; all teams design an event to fundraise for a charity of their choosing in a local workplace.

REACH, RETENTION AND DELIVERY

This year we engaged 843 young people in London, Bristol and Birmingham through our Community-Apprentice programme.

Some of our key achievements despite the very challenging year include:

- We engaged 843 young people against a target of 900, despite the difficulty of on-boarding given lockdown and school closures
- We stuck to our target demographic of young people, despite the challenges they faced in terms of engagement on a hybrid or online programme. We worked closely with schools to ensure young people had access to devices that enabled programme participation
- We retained 81% of young people on the programmes, despite school closures and self-isolation requirements, through our adapted delivery
- We engaged a further 242 young people through mini social action challenges across London, Birmingham and Bristol.

THE DIFFERENCE WE MADE

Despite the challenges, we are proud of our strong outcomes.

Through the use of validated self-assessment scales we saw:

- 74% reported an increase in Self Efficacy
- 69% reported an increase in Social Confidence
- 74% reported an increase in Essential Skills

Our skills improvement scores were lower than our 80% target this year, perhaps unsurprisingly given that we were forced to shift to remote learning midway through the programme due to the January 2021 lockdown. This shift disrupted young people's progress. In addition, data reliability was likely affected, as baseline and end of programme surveys were taken in different circumstances, with the first being taken during in-person delivery and the last via online platforms.

In addition, we ask young people to rate their own improvement at the end of the programme. Our self-perceived improvement surveys showed:

- 95% felt they had improved their determination skills
- 96% felt they had improved their communication skills
- 95% felt they had improved their teamworking skills

Over the summer we launched a comprehensive impact plan review, which began with a series of impact strategy reviews as well as a full programme design review. We have as a result drafted a three-year impact strategy, with 2021-22 serving as a baseline year for a refined approach to impact management. We have also finalised our Essential Skills Framework and codified our Programme Overview and Resources. We will continuously manage, monitor and evaluate our programme for rigor and high-quality delivery. We will use our mid-point and end of year review to consider improvements and development and over time improve the outcomes we drive for our young people.

INFLUENCING PRACTICE:

We strongly believe in sharing best practice amongst our sector and learning from others. We are pleased to have progressed on this front in the following ways:

Our partnership with Skills Builder: This year we piloted our new Envision Skills Framework, created in collaboration with Skills Builder. The framework establishes a nationally recognised language around essential skills and underpins our Community-Apprentice Programme.

Showcasing effective employer engagement: In November 2020 we hosted our first webinar titled 'Meaningful Employer Engagement in a Virtual World', hosted by our Chair of Trustees, Simon Lough. We invited a panel of representatives from the Careers and Enterprise Company, The Edge Foundation and Allen & Overy to discuss their work with over 60 delegates.

In May 2021 we co-hosted an interactive seminar with The Edge Foundation titled 'Rethinking Employability: Preparing young people for the future of work', chaired by broadcaster and educational change advocate, Steph McGovern. We welcomed over 300 attendees and a panel of speakers including our Head of Programmes and Impact, Jo Clark and leaders from The Edge Foundation, London Apprenticeship Ambassador Network, Burges Salmon LLP and Ada, the National College for Digital Skills.

EXTERNAL CONTEXT

The challenges of this external environment, and the challenges for our young people over the past year, have been unprecedented. We are incredibly proud of our partner schools, businesses and supporters who have gone the extra mile to enable us to continue to deliver and support young people during this time. We are equally proud of what our young people have achieved.

During this programme year, and over the course of just a few weeks, the Envision team shifted from delivering face to face in schools, to a blended approach of in person and online delivery, to a fully virtual programme with students participating from their own homes. Most of the young people we support suffer from digital inequalities, overcrowded work areas and challenges to mental health, all in addition to the loss of opportunity to build academic and essential skills as a result of the pandemic. For this reason, we fought to keep our young people engaged in our programmes in order to give them a sense of purpose and provide positive opportunities for them to develop their skills - working hard to stick to our programme objectives despite the challenges of retention and delivery.

For safeguarding reasons, many young people were unable to use their cameras and often felt less comfortable talking online. In response, we stripped back our delivery to ensure it was clear, simple and could be differentiated to support young people online. We introduced opportunities for young people to have social time with their peers and utilised incentives to help motivate those who were slightly less engaged - all contributing to our 80% retention rate despite school closures and lockdown.

It is unsurprising that over the past year we have seen an increase in young people's projects focusing on causes exacerbated by the pandemic, including food poverty and mental health. Young people have recognised the needs in their community and used their voices to make a change.

Internally we have also undergone some changes throughout the course of the year. It was with a heavy heart that we had to say goodbye to our former CEO Jennie Butterworth after 10 years at Envision. Jennie stepped down in Dec 2020 due to ill health and left big shoes to fill. Our new CEO, Elisabeth Paulson joined us from Impetus in April 2021 to continue Jennie's legacy and help us achieve our impact and growth strategy over the coming years. Having a change of leadership during the pandemic proved challenging but through a huge team effort Envision has maintained its impact, delivery and fundraising efforts throughout the year.

FINANCIAL REVIEW

Summary

Against the challenging backdrop of the coronavirus pandemic, this year has been another successful year from a financial perspective.

Back in summer 2020 we were forced to cancel our annual cycling challenge which normally raises over £100,000 in unrestricted funding. To address this, we launched our new patrons programme, the Envisionaries, to engage individual donors in multi-year funding. Thanks to the relationships developed with our corporate partners, trusts and foundations we found many of our supporters to be both generous and flexible during the pandemic. The Covid-driven move to virtual delivery for most of our school sessions generated significant expenditure savings resulting in a £77,547 surplus. This puts us in a strong financial position with unrestricted reserves of £443,871 as we head into the first year of our three-year growth plan. The ambitions of that plan provide us with the ability to invest and expand our work with young people particularly in years 2 and 3 and this strong reserves position provides us with a more stable base and greater confidence from which to do so.

During the year we received income from the following sectors: trusts and foundations 48% (2019/2020: 53%); corporate 30% (2019/2020: 27%); individual donations 10% (2019/2020: 6%); statutory 8% (2019/2020: 9%) and fees and consultancy 4% (2019/2020: 5%).

Further details of the financial activity are set out in the statement of financial activities on page 9. At the end of the year the charity had net assets of £482,716 (2019/2020: £405,169) analysed in the balance sheet on page 10.

Reserves policy

The Trustees review free reserve levels annually and they are monitored throughout the year. Free reserves exclude fixed assets and restricted funds and enable Envision to continue its operations in a changing environment. Management regularly review funds within the scope of the reserves policy to take in to account the latest targets and assessment of risks and opportunities.
The Trustees consider that in the light of plans to continue to develop charitable activities and to manage risk Envision should target free reserves at a level that will allow Envision to prudently but effectively continue those operations.

FINANCIAL REVIEW

Going concern
We have set out above a review of Envision's financial performance and the general reserves position. We are satisfied that we have adequate financial resources and are able to manage the business risks beyond the end of the next 12 months.

We believe that there are no material uncertainties that call into doubt Envision's ability to continue in operation. Accordingly, the accounts have been prepared on the basis that Envision is a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, the Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 22nd April 2002 and registered as a charity on 9th January 2003.

Recruitment and appointment of new trustees
Environmental Vision (Envision) advertises its Trustees positions through networks, contacts and openly through the media and on our website. Anyone interested in joining the Board of Trustees is required to complete an application form, including a personal statement outlining how their skills and experience meet the requirements of the role. All shortlisted candidates are interviewed by the Chair of Trustees and Chief Executive. Feedback is provided to both successful and unsuccessful candidates.

Organisational structure
The Board of Trustees is responsible for overseeing strategic development, financial security and legal compliance. It holds the executive to account over planned objectives. The board meets quarterly over the course of the year and Trustees are involved in other operational matters as needs dictate.

Responsibility for day-to-day management of the charity is delegated to the Chief Executive and Senior Management Team.

Induction and training of new trustees
All Trustees receive an induction pack including the NCVO 'Good Trustee Guide' and key organisational policies and documents. New Trustees meet with senior staff prior to appointment to run through the organisation's structure, activities, finances and future plans. Young Trustees receive a more in-depth induction and particular support from the Head of Finance and Resources to ensure that they are able to contribute fully. Trustees periodically attend top-up training, attend events and visit our regional offices.

Risk management
The Board of Trustees are responsible for ensuring that the Charity has the systems and means to provide reasonable assurance against inherent risks. these risks include operational, financial and regulatory risks. Envision has a categorised risk assessment along with a risk assessment register to identify and score potential risks. The Board of Trustees have acknowledged that systems have been established to mitigate the risks presented and are satisfied with the organisation's handling of these matters.

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Environmental Vision for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS
The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 9 December 2021 and signed on its behalf by:

S N Lough

S N Lough - Chair

Opinion
We have audited the financial statements of Environmental Vision (the 'charitable company') for the year ended 31st July 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st July 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have designed our work to ensure that laws and regulations have been adhered to, and the transactions undertaken by the Charity are properly reflected in the financial statements.

We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud. We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

LBL

Lee Blunden FCCA CTA (Senior Statutory Auditor)
for and on behalf of Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Date: 9 December 2021

ENVIRONMENTAL VISION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST JULY 2021

	Notes	Unrestricted fund £	Restricted funds £	**2021 Total funds £**	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**79,950**	-	**79,950**	50,490
Charitable activities	3				
Community-Apprentice programmes		**191,230**	**465,514**	**656,744**	747,573
Other income	4	-	**7,755**	**7,755**	23,651
Total		**271,180**	**473,269**	**744,449**	821,714
EXPENDITURE ON					
Raising funds	5	-	**65,625**	**65,625**	87,446
Charitable activities	6				
Community-Apprentice programmes		**11,132**	**590,145**	**601,277**	674,341
Total		**11,132**	**655,770**	**666,902**	761,787
NET INCOME/(EXPENDITURE)		**260,048**	**(182,501)**	**77,547**	59,927
Transfers between funds	18	**(182,501)**	**182,501**	-	-
Net movement in funds		**77,547**	-	**77,547**	59,927
RECONCILIATION OF FUNDS					
Total funds brought forward		**366,324**	**38,845**	**405,169**	345,242
TOTAL FUNDS CARRIED FORWARD		**443,871**	**38,845**	**482,716**	405,169

The notes form part of these financlal statements

ENVIRONMENTAL VISION

BALANCE SHEET
31ST JULY 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
CURRENT ASSETS					
Debtors	14	**25,734**	-	**25,734**	43,773
Cash at bank		**655,834**	**38,845**	**694,679**	555,693
		681,568	**38,845**	**720,413**	599,466
CREDITORS					
Amounts falling due within one year	15	**(224,697)**	-	**(224,697)**	(181,297)
NET CURRENT ASSETS		**456,871**	**38,845**	**495,716**	418,169
TOTAL ASSETS LESS CURRENT LIABILITIES		**456,871**	**38,845**	**495,716**	418,169
PROVISIONS FOR LIABILITIES	17	**(13,000)**	-	**(13,000)**	(13,000)
NET ASSETS		**443,871**	**38,845**	**482,716**	405,169
FUNDS	18				
Unrestricted funds				**443,871**	366,324
Restricted funds				**38,845**	38,845
TOTAL FUNDS				**482,716**	405,169

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

The financial statements were approved by the Board of Trustees and authorised for issue on 1 December 2021 and were signed on its behalf by:

S N Lough

S N Lough - Chair

The notes form part of these financial statements

ENVIRONMENTAL VISION

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST JULY 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	**138,986**	57,183
		-	(6,500)
Net cash provided by operating activities		**138,986**	50,683
Change in cash and cash equivalents in the reporting period		**138,986**	50,683
Cash and cash equivalents at the beginning of the reporting period		**555,693**	505,010
Cash and cash equivalents at the end of the reporting period		**694,679**	555,693

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST JULY 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	**77,547**	59,927
Adjustments for:		
Decrease in debtors	**18,039**	48,370
Increase/(decrease) in creditors	**43,400**	(51,114)
Net cash provided by operations	**138,986**	57,183

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.20 £	Cash flow £	At 31.7.21 £
Net cash			
Cash at bank	**555,693**	**138,986**	**694,679**
	555,693	**138,986**	**694,679**
Total	**555,693**	**138,986**	**694,679**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities (SOFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Voluntary income by way of grants, donations and gifts are included in full in the SOFA when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes entitled to the grant

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Charitable activities include the direct costs of the Community-Apprentice Programmes and the indirect support costs of delivering the programme.
Support costs are allocated between charitable programmes and governance, and between the charitable programmes on the basis of estimated time spent by staff.
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	**72,710**	46,470
Gift aid	**7,240**	4,020
	79,950	50,490

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Grants	Community-Apprentice programmes	**631,144**	705,073
Consultancy	Community-Apprentice programmes	**5,500**	3,000
School contributions	Community-Apprentice programmes	**20,100**	39,500
		656,744	747,573

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Home Office's Serious Violence Unit	**-**	30,000
The Careers and Enterprise Company	**55,377**	39,262
Other Grants	**417,017**	317,561
Jack Petchey Foundation	**3,750**	750
The Cooperative Foundation	**-**	132,500
St. James's Place Foundation	**-**	35,000
John Laing Charitable Trust	**30,000**	30,000
The Frank Jackson Foundation	**10,000**	10,000
The Elizabeth and Prince Zaiger Trust	**5,000**	5,000
The Haberdashers' Company	**-**	30,000
The William Wates Memorial Trust	**10,000**	10,000
Paul Hamlyn Foundation	**50,000**	30,000
The Dulverton Trust	**40,000**	30,000
The Vintners' Company	**5,000**	5,000
The Worshipful Company of Grocers	**5,000**	-
	631,144	705,073

4. OTHER INCOME

In the current year grants made available by the Government's Coronavirus Job Retention Scheme to support the charity through the Covid-19 pandemic have been included in other income. In 2020 £23,651 has been re-allocated from wages to other income to display the comparative figure.

continued...

5. RAISING FUNDS

Raising donations and legacies

	2021	2020
	£	£
Staff costs	**58,857**	75,964
Other fundraising costs	**6,768**	11,482
	65,625	87,446

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Community-Apprentice programmes	**392,130**	**209,147**	**601,277**

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021	2020
	£	£
Staff costs	**343,107**	436,829
Other direct costs	**7,011**	5,742
Direct costs	**42,012**	62,803
	392,130	505,374

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Community-Apprentice programmes	**190,585**	**6,296**	**12,266**	**209,147**

Support costs, included in the above, are as follows:

	2021 Community-Apprentice Programmes	2020 Total activities
	£	£
Wages	**111,552**	**89,140**
Rent and rates	**46,834**	**40,337**
Insurance	**1,504**	**1,225**
Computer consumables	**26,205**	**18,711**
Office consumables	**2,556**	**3,200**
Sundries	**1,934**	**3,860**
Bad debt	**6,296**	-
Governance staff costs	**5,265**	**3,882**
Auditors' remuneration	**5,134**	**4,800**
Auditors' remuneration for non audit work	**1,683**	-
Bank charges	**184**	**270**
Accountancy	**-**	**3,542**
	209,147	**168,967**

continued...

9. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Auditors' remuneration	5,134	4,800
Auditors' remuneration for non audit work	1,683	-

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st July 2021 nor for the year ended 31st July 2020.

Trustees' expenses

Reimbursed Fundraising and volunteer expenses totalling £86 (2020: £62) were paid to one of the trustees during the year.

11. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	456,930	533,901
Social security costs	39,281	45,279
Other pension costs	22,570	26,635
	518,781	605,815

The average monthly number of employees during the year was as follows:

	2021	2020
Programme coordination	15	18
Fundraising	1	2
	16	20

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,001 - £70,000	-	1

Key Management Personnel

The key management personnel of the charity comprise the Trustees, the Chief Executive Officer (CEO) and the Head of Finance and Resources. Due to transitional arrangements in 2020-2021 there were three separate CEO's, one of which was our Deputy CEO. The current year cost includes all four members in 2020-2021. The total remuneration of key management personnel during the year was £162,194 for those 4 people (2020: £116,100 for 2 people).

continued...

12. MATERIAL TRANSFERS

£182,502 (2020: £116,447) was transferred from the unrestricted funds in favour of the restricted funds as a contribution towards the Community-Apprentice programmes.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	50,490	-	50,490
Charitable activities			
Community-Apprentice programmes	97,811	649,762	747,573
Other income	-	23,651	23,651
Total	148,301	673,413	821,714
EXPENDITURE ON			
Raising funds	557	86,889	87,446
Charitable activities			
Community-Apprentice programmes	5,312	669,029	674,341
Total	5,869	755,918	761,787
NET INCOME/(EXPENDITURE)	142,432	(82,505)	59,927
Transfers between funds	(116,447)	116,447	-
Net movement in funds	25,985	33,942	59,927
RECONCILIATION OF FUNDS			
Total funds brought forward	340,340	4,902	345,242
TOTAL FUNDS CARRIED FORWARD	366,325	38,844	405,169

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Prepayments and accrued income	**25,734**	43,773

Prepayments and accrued income includes accrued income of £15,105 (2020: £28,926)

Accrued income

Movements in the year	**2021** £	2020 £
Accrued income at 1 August 2020	**28,926**	73,861
Released during the year	**(28,926)**	(73,861)
Arising in the year	**15,105**	28,926
Balance at 31 July 2021	**15,105**	28,926

continued...

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	**11,040**	10,702
Accruals and deferred income	**213,657**	170,595
	224,697	181,297

Accruals and deferred income includes deferred income of £198,167 (2020: £151,036)

Movements in the year

	2021	2020
	£	£
Deferred income at 1 August 2020	**151,036**	204,400
Released during the year	**(151,036)**	(204,400)
Arising in the year	**198,167**	151,036
Balance at 31 July 2021	**198,167**	151,036

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	**13,304**	17,113
Between one and five years	**9,548**	17,320
	22,852	34,433

17. PROVISIONS FOR LIABILITIES

	2021	2020
	£	£
Provisions	**13,000**	13,000

18. MOVEMENT IN FUNDS

	At 1.8.20	Net movement in funds	Transfers between funds	At 31.7.21
	£	£	£	£
Unrestricted funds				
General fund	**366,324**	**260,048**	**(182,501)**	**443,871**
Restricted funds				
London	**-**	**(75,838)**	**75,838**	**-**
Birmingham	**-**	**(26,122)**	**26,122**	**-**
Bristol	**-**	**(80,541)**	**80,541**	**-**
National programmes	**38,845**	**-**	**-**	**38,845**
	38,845	**(182,501)**	**182,501**	**38,845**
TOTAL FUNDS	**405,169**	**77,547**	**-**	**482,716**

continued...

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**271,180**	**(11,132)**	**260,048**
Restricted funds			
London	**216,311**	**(292,149)**	**(75,838)**
Birmingham	**150,026**	**(176,148)**	**(26,122)**
Bristol	**106,932**	**(187,473)**	**(80,541)**
	473,269	**(655,770)**	**(182,501)**
TOTAL FUNDS	**744,449**	**(666,902)**	**77,547**

Comparatives for movement in funds

	At 1.8.19 £	Net movement in funds £	Transfers between funds £	At 31.7.20 £
Unrestricted funds				
General fund	340,340	142,431	(116,447)	366,324
Restricted funds				
London	-	(38,497)	38,497	-
Birmingham	-	(1,598)	1,598	-
Bristol	-	(76,352)	76,352	-
National programmes	4,902	33,943	-	38,845
	4,902	(82,504)	116,447	38,845
TOTAL FUNDS	345,242	59,927	-	405,169

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	148,301	(5,870)	142,431
Restricted funds			
London	206,585	(245,082)	(38,497)
Birmingham	214,453	(216,051)	(1,598)
Bristol	152,375	(228,727)	(76,352)
National programmes	100,000	(66,057)	33,943
	673,413	(755,917)	(82,504)
TOTAL FUNDS	821,714	(761,787)	59,927

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.19 £	Net movement in funds £	Transfers between funds £	At 31.7.21 £
Unrestricted funds				
General fund	340,340	402,479	(298,948)	443,871
Restricted funds				
London	-	(114,335)	114,335	-
Birmingham	-	(27,720)	27,720	-
Bristol	-	(156,893)	156,893	-
National programmes	4,902	33,943	-	38,845
	4,902	(265,005)	298,948	38,845
TOTAL FUNDS	345,242	137,474	-	482,716

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	419,481	(17,002)	402,479
Restricted funds			
London	422,896	(537,231)	(114,335)
Birmingham	364,479	(392,199)	(27,720)
Bristol	259,307	(416,200)	(156,893)
National programmes	100,000	(66,057)	33,943
	1,146,682	(1,411,687)	(265,005)
TOTAL FUNDS	1,566,163	(1,428,689)	137,474

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st July 2021.

ENVIRONMENTAL VISION

England & Wales - Charity number 1095328

Accounts

REGISTERED COMPANY NUMBER: 04422128 (England and Wales)
REGISTERED CHARITY NUMBER: 1095328

REPORT OF THE TRUSTEES AND

AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2020

FOR

ENVIRONMENTAL VISION

CHC Accountancy Limited t/a Clemence Hoar Cummings
Chartered Accountants
Riverside House
1-5 Como Street
Romford
RM7 7DN

ENVIRONMENTAL VISION

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FOR THE YEAR ENDED 31 JULY 2020

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ENVIRONMENTAL VISION

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JULY 2020

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
04422128 (England and Wales)

Registered Charity number
1095328

Registered office
CAN Mezzanine Borough
7-14 Great Dover Street
London
SE1 4YR

Trustees
S N Lough Chair
N Nielsen (resigned 11.6.20)
S J Cooke
K Boswell
C N Anyadi
S Higgins
T Miller
R Toguri
S Yarrow (appointed 24.9.20)
B Hobkinson (appointed 24.9.20)

Company Secretary
A D Rigby

Auditors
CHC Accountancy Limited t/a Clemence Hoar Cummings
Chartered Accountants
Riverside House
1-5 Como Street
Romford
RM7 7DN

Bankers
Co-operative Bank PLC
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Chief Executive
Jennie Butterworth

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is controlled by its governing document, the Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 22nd April 2002 and registered as a charity on 9th January 2003.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Environmental Vision (Envision) advertises its Trustee positions through networks, contacts and openly through the media and on our website. Anyone interested in joining the Board of Trustees is required to complete an application form, including a personal statement outlining how their skills and experience meet the requirements of the role. All shortlisted candidates are interviewed by the Chair of Trustees and Chief Executive. Feedback is provided to both successful and unsuccessful candidates.

ORGANISATIONAL STRUCTURE

The Board of Trustees is responsible for overseeing strategic development, financial security and legal compliance. It holds the executive to account over planned objectives. The board meets quarterly over the course of the year and Trustees are involved in other operational matters as needs dictate.

Responsibility for day-to-day management of the charity is delegated to the Chief Executive and Senior Management Team.

INDUCTION AND TRAINING OF NEW TRUSTEES

All Trustees receive an induction pack including the NCVO 'Good Trustee Guide' and key organisational policies and documents. New Trustees meet with senior staff prior to appointment to run through the organisation's structure, activities, finances and future plans. Young Trustees receive a more in-depth induction and particular support from the Head of Finance and Resources to ensure that they are able to contribute fully. Trustees periodically attend top-up training, attend events and visit our regional offices.

RISK MANAGEMENT

The Board of Trustees are responsible for ensuring that the Charity has the systems and means to provide reasonable assurance against inherent risks. These risks include operational, financial and regulatory risks. Envision has a categorised risk assessment along with a risk assessment register to identify and score potential risks. The Board of Trustees have acknowledged that systems have been established to mitigate the risks presented and are satisfied with the organisation's handling of these matters.

PUBLIC BENEFIT

We developed our strategic plan to ensure that we provide public benefit and achieve our objectives as set out above. Those objectives fall under the purposes defined by Charities Act 2011. We have referred to the Charity Commission's general guidance on public benefit when reviewing our objectives and planning our future activities.

OBJECTIVES AND ACTIVITIES

OBJECTIVES

Britain has a deep social mobility problem. This not only limits the contribution that individuals can make to the economy and wider society, but it is also unfair. We want to change this.

We believe that young people from more disadvantaged backgrounds need even more confidence and skills than their more advantaged peers to overcome the odds stacked against them. This is why we are working in partnership with schools, harnessing resources in the wider community, to deliver proven approaches to developing character and employability.

Our primary objectives, as more formally set out in our Memorandum and Articles of Association, are to:

- Advance the personal development of young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals
- Provide positive activities in the interests of social welfare and community cohesion
- Advance the volunteering agenda and recognise and share excellence in volunteering

STRATEGY

We enable young people to develop their employability by empowering them to tackle real-life social problems.

We specialise in using youth-led social action as a vehicle for personal development. We believe it is a particularly powerful vehicle for engaging young people from more disadvantaged or marginalised backgrounds, because they often have real-life experience of social problems, and are therefore often more motivated and best placed to change them. This means that, as well as preparing young people for work, we are also developing a generation of changemakers willing and able to build a better society for all of us.

Although all projects are youth-led, we offer young people structured activities and adult support which ensures they are able to develop themselves as well as benefit others.

ACTIVITIES

Our main activity is a personal development programme called *Community-Apprentice*. It is offered to young people to enrich their formal education with a purposeful, practical learning experience. We call it *Community-Apprentice* because we deliver it by bringing together resources within the community: schools, local employers, community organisations and other volunteers. These people all invest time into developing our young people. The young people, in return, invest their time in the community through designing and delivering community social-action projects.

ACHIEVEMENTS AND PERFORMANCE

WHO WE WORKED WITH

A key achievement this year has been that we have sharpened our focus on those most in need of support.

86% of the 1,012 participants in Envision-delivered programmes in 2019/20 were from a disadvantaged background (eligible for free school meals or pupil premium) and/or from an ethnic minority background.

Thanks to the strong relationships we have built with link teachers, we exceeded our target for 50% of participants on the junior programme (13-15 year olds) to be from disadvantaged backgrounds, achieving 57% (up from 47% last year).

Although we improved targeting for the senior programme (17-18 year olds), we only achieved the 50% target for disadvantaged young people in London. This would, however, exceed 50% nationally if we included other criteria of disadvantage (such as pupils speaking English as an Additional Language or meeting the criteria for Special Educational Needs SEN). The challenge is that many pupils transfer educational establishment at 16, and their new school or college does not have the data in September to identify appropriate pupils for referral to us. Next year we will concentrate on ways to address this challenge before scaling the senior programme further.

THE ACTIVITIES WE DELIVERED

The junior and senior versions of our Community-Apprentice programmes offer a structured combination of challenge and support to enable young people to develop their confidence and skills.

In both cases *challenge* is provided by an inter-school competition. For both programmes we provide three progressively demanding team challenges to empower young people to make a difference in their community. Individuals also earn points for their team by completing personal skills challenges designed to require participants to demonstrate specific skills in our syllabus.

For both programmes last year we provided *support* in two ways. Firstly, until lock down, we ran weekly group activities for each team in their school. These sessions were facilitated by Envision Coaches who helped young people set their own goals and overcome problems to achieve them. Secondly, we partnered every team with a local company. These companies provided over 400 volunteer mentors, to assist teams with their projects, and to enable them to understand how the skills they developed are relevant to the workplace. There are, however, three key differences between the junior and senior programmes:

The length of the programme

- For the junior programme we planned to deliver two back to back 12-week programmes, each for 13 pupils in each school. For the senior programme we delivered a ten-month programme engaging two teams of 12 simultaneously in each school.

The nature of the challenges

- Both programmes challenge young people to develop and demonstrate their skills whilst running their own social action project. In the senior competition participants develop and deliver a social action project to tackle a social problem that matters to them: they decide the issue they want to tackle and how. The junior version is more structured; all teams design an event to fundraise for a charity of their choosing in a local workplace.

The skills developed

- Both programmes develop personal and social confidence. The senior programme develops a broad range of employability skills including teamwork, creativity, communication and grit, whilst the shorter junior programme focuses on teamwork.

Responding to external events

This year has been filled with a number of worldwide events that directly impact on the lives of young people. Most obviously these included a pandemic that disproportionately affects those from disadvantaged socio-economic and ethnic minority backgrounds, and the murder of George Floyd and the consequent Black Lives Matter protests that took place across the world.

The young people on our senior programme already felt very strongly about racial inequalities, and they had pre-empted the focus on Black Lives Matter when choosing their projects back in September. We saw a high number of race-related campaigns focusing on topics such as stop and search, racial profiling and racial slurs. These enabled young people's voices on these issues to be heard by their corporate partners as well as within their schools and local communities. Through our social media channels, we challenged young people to 'read, watch, listen and do' to further educate themselves, signposting them to relevant information.

Whilst Envision does not specifically recruit young people from ethnic minority groups, they constitute a high proportion of our participants (69% this year). There is a clear correlation with the economic disadvantage within many of the communities where we are based. We have been able to work with many of our corporate partners this year to demonstrate the positive action they are taking to reach out to young people from backgrounds that are currently under-represented within their workplaces.

These events have also prompted us to look internally at our own practices. We set up a new Diversity and Inclusion group with representation from all regions. This group has already reviewed our Equality, Diversity and Inclusion Policy and made some significant improvements, especially within recruitment processes. Internally, we are committed to ensure this is sustained action, rather than a one off. Therefore, with the full support of our Board, we have made a commitment to review and further embed equality and inclusivity within our culture: producing clear yearly action plans and holding ourselves to account.

The biggest challenge to our services came in March with the closure of schools due to the pandemic. Fortunately, our junior programme was in its final stage. The main implication was that participants were unable to carry out the fundraising events they had planned within a workplace. We enabled participants to experience success by setting up on-line fundraising pages for employees in their partner company to donate to the chosen charity, and we planned in an additional reflection session when schools re-opened.

The senior programme still had over three months to run when schools closed, and young people were unable to continue their projects in their original form, given that their plans involved non-socially-distanced activities, such as organising public events or workshops in primary schools or for younger year groups within their own school.

What became very clear during the pandemic is that, although many young people were able to engage in on-line learning, they really missed interacting with their peers, and this affected their mental health. As such, there was a pressing need for us to find ways to continue to sustain engagement.

We responded by rapidly adapting the programme. We introduced a common single challenge for every team: to harness the power of young people to influence and support their peers during the pandemic, for example by developing on-line campaigns and activities to promote health messages, such as social distancing and handwashing, tackle social isolation and promote mental health. We set teams weekly challenges to keep young people engaged, and gave them the opportunity to keep earning points towards the main competition. Young people also recorded completion of skills challenges in new on-line skills trackers. Examples of challenges include creating posters and memes to spread health messages, promoting lockdown activities and a good neighbour challenge.

Envision Coaches used WhatsApp groups and chats to engage with teams instead of face to face sessions in schools. We recruited over 160 additional volunteers to ensure that all participants had the opportunity for an on-line personal reflection session. These volunteers interviewed participants to identify the best examples from the programme to evidence their skills, and drafted a competency reference for each participant in language appropriate for further education or employment.

The programme ran its full term and we retained the engagement of 80% of participants.

We brought all the teams in each region together at the end at virtual graduation events to celebrate their achievements. These fun and interactive gatherings included on-line quizzes asking young people to guess their collective impact. There were guest speakers, awards and an entertaining spoken word poet who performed specially written pieces for each region about the various campaigns. Our Youth Board said these events were the best on-line events they had attended.

Unfortunately, the story is less positive for our programme run in partnership with the Co-op Academy Trust. This was an expansion of the pilot run in 2019-20 extended to nine schools in disadvantaged communities. This project enabled us to experiment widening our reach to cities where we currently do not operate by empowering teachers to support projects themselves by taking on the role of Envision Coaches. Unfortunately, this meant that when the schools closed these projects came to an end. Fortunately, we are able to carry this funding forward and hope to re-run the programme next year subject to COVID restrictions. In the meantime, over the summer, we consolidated learnings and created resources which we will be able to use to support other schools wanting to run similar programmes themselves in future.

THE DIFFERENCE WE MADE

Despite the challenges, we are proud to report continuous uplift in *all* our outcomes this year.

On our junior programme

- 85% of participants improved their self-efficacy, up from 69% last year.
- 84% improved their social confidence, up from 79% last year.
- 79% improved their ability to work effectively with others, up from 66% last year.

On our senior programme

- 82% of participants improved their self-efficacy, up from 70% last year.
- 77% improved their social confidence, up from 75% last year.
- 86% improved their employability skills. No comparison data is available.

This data was derived from baseline and end of programme surveys, using validated assessment scales recommend by the Behavioural Insights Team and approved for our randomised control trial by the Education Endowment Foundation - except for employability skills, which were measured using the Careers and Enterprise Company national survey. Note that the data for the junior programme is for the autumn term programme only - we were unable to complete end of programme surveys for the spring junior programme.

We analysed the correlation between inputs and impact and outputs and impact to better understand what works and for whom. Sample findings include:

- Improvements in self-efficacy on our junior programme were considerably higher for young people who were eligible for pupil premium or free school meals, whilst on the senior programme average improvements across all outcomes were considerably higher for this group. This validates the design and delivery of the programme to achieve our mission.

- Whilst fewer young people on the senior programme felt that their original projects had made a difference compared to last year, overall self-efficacy had increased. As teams were unable to continue their original projects due to the pandemic, we ensured that they had alternative opportunities to experience success through weekly on-line challenges and competitions, and virtual reference writing sessions and on-line graduation ceremonies. From this, we have concluded that what matters most is the way we design and facilitate experiences, rather than the project outcome themselves. This was supported by our finding that in the junior programme there is no correlation between the amount of money young people raise and improvements in self-efficacy.

- Analysis of the correlation between skills challenges completed by participants, and improvements in the teamwork or essential skills survey, was inconclusive. This may be because the language used in the surveys did not accurately reflect our programme. To improve this, we have used delivery capacity over the summer to work in partnership with Skills Builder to redesign our skills challenges and create a bespoke employability skills survey in line with their framework. This utilises a common language that is increasingly widely used across the education and private sectors.

- There was a correlation between the number of business mentor sessions attended and the increase in social confidence of the participants. On our senior programme, a higher proportion of participants (97%) than last year reported that their business mentors helped them to develop their skills. However, a lower proportion of participants (90%) felt that they had improved their overall confidence in talking to adults compared with last year. This correlates with a smaller improvement in social confidence this year than in other outcomes. We think this may be because of the switch to virtual delivery. We have therefore been developing ways to address this as a focus over the summer, as we adapted both programmes in preparation for a possible second wave of the pandemic. If this second wave happens, we will be needed more than ever, particularly as so many students have now missed work experience.

FINANCIAL REVIEW

SUMMARY

Against a challenging financial backdrop, this year has seen another successful financial performance. Whilst the prior year generated a significant surplus, a reduction in corporate income meant that for much of this year we were projecting a break-even scenario. The initial impact of the pandemic on our income was, however, a surprising but very welcome one: several of our long-standing supporters gave additional (mostly unrestricted) donations. That additional income, together with the cost savings generated by the move to virtual delivery for the final months of the programme, resulted in an overall £25,984 increase to our unrestricted funds, from £340,340 to £366,324.

This year we invested in a new partnerships manager to provide us, for the first time, with dedicated capacity to develop income from business partnerships and high net worth individuals. The lead-times involved in this type of income generation are such that we did not expect to see a significant return on investment in this financial year. We particularly targeted the asset management sector and this has yielded new corporate partners for the 20-21 financial year despite the challenging environment. At the time of writing it is also clear that we are building a new source of sustainable income from high net worth individuals.

Trustees currently assess three months reserves as the appropriate minimum so having our current level of unrestricted reserves means that we believe we are well prepared to face the challenges ahead and to grow in line with our forthcoming three-year strategy.

The pandemic prevented a significant amount of our Co-op Academy Trust programme from taking place resulting in a £38,845 restricted funds carry forward. Our total unrestricted and restricted funds increased by £59,927 to £405,169.

During the year we received income from the following sectors: trusts and foundations 53% (2018/2019: 38%); corporate 27% (2018/2019: 34%); statutory 9% (2018/2019: 11%); individual donations 6% (2018/2019: 12%) and fees and consultancy 5% (2018/2019: 5%).

Further details of the financial activity are set out in the statement of financial activities on page 14. At the end of the year the charity had net assets of £405,169 (2018/2019: £345,242) analysed in the balance sheet on page 15.

RESERVES POLICY

The Trustees review free reserve levels annually and they are monitored throughout the year. Free reserves exclude fixed assets and restricted funds and enable Envision to continue its operations in a changing environment. Management regularly review funds within the scope of the reserves policy to take in to account the latest targets and assessment of risks and opportunities.

The Trustees consider that in the light of plans to continue to develop charitable activities and to manage risk Envision should target free reserves at a level that will allow Envision to prudently but effectively continue those operations.

GOING CONCERN

We have set out above a review of Envision's financial performance and the general reserves position. Whilst the fundraising environment continues to remain challenging, we are satisfied that we have adequate financial resources and are able to manage the business risks beyond the end of the next 12 months.

We believe that there are no material uncertainties that call into doubt Envision's ability to continue in operation. Accordingly, the accounts have been prepared on the basis that Envision is a going concern.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Environmental Vision for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and

- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, CHC Accountancy Limited t/a Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 10 December 2020 and signed on its behalf by:

S N Lough - Chair

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENVIRONMENTAL VISION

OPINION

We have audited the financial statements of Environmental Vision (the 'charitable company') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;

- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or

- the financial statements are not in agreement with the accounting records and returns; or

- certain disclosures of trustees' remuneration specified by law are not made; or

- we have not received all the information and explanations we require for our audit; or

- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

OUR RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

LBL

Lee Blunden FCCA CTA (Senior Statutory Auditor)
For and on behalf of Clemence Hoar Cummings
Chartered Accountants
Riverside House
1-5 Como Street
Romford
RM7 7DN

Date: 10 December 2020

ENVIRONMENTAL VISION

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2020

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	**50,490**	-	**50,490**	105,327
Charitable activities	3				
Community-Apprentice programmes		**97,811**	**649,762**	**747,573**	760,129
Total		**148,301**	**649,762**	**798,063**	865,456
EXPENDITURE ON	4				
Raising funds		**557**	**86,889**	**87,446**	49,096
Charitable activities					
Community-Apprentice programmes		**5,313**	**645,377**	**650,690**	746,415
Total		**5,870**	**732,266**	**738,136**	795,511
NET INCOME/(EXPENDITURE)		**142,431**	**(82,504)**	**59,927**	69,945
Transfers between funds	16	**(116,447)**	**116,447**	-	-
Net movement in funds		**25,984**	**33,943**	**59,927**	69,945
RECONCILIATION OF FUNDS					
Total funds brought forward		**340,340**	**4,902**	**345,242**	275,297
TOTAL FUNDS CARRIED FORWARD		**366,324**	**38,845**	**405,169**	345,242

The notes form part of these financial statements

ENVIRONMENTAL VISION
REGISTERED COMPANY NUMBER: 04422128 (England and Wales)

BALANCE SHEET
31 JULY 2020

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
CURRENT ASSETS					
Debtors	12	**43,773**	-	**43,773**	92,143
Cash at bank and in hand		**516,848**	**38,845**	**555,693**	505,010
		560,621	**38,845**	**599,466**	597,153
CREDITORS					
Amounts falling due within one year	13	**(181,297)**	-	**(181,297)**	(232,411)
NET CURRENT ASSETS		**379,324**	**38,845**	**418,169**	364,742
TOTAL ASSETS LESS CURRENT LIABILITIES		**379,324**	**38,845**	**418,169**	364,742
PROVISIONS FOR LIABILITIES	15	**(13,000)**	-	**(13,000)**	(19,500)
NET ASSETS		**366,324**	**38,845**	**405,169**	345,242
FUNDS	16				
Unrestricted funds				**366,324**	340,340
Restricted funds				**38,845**	4,902
TOTAL FUNDS				**405,169**	345,242

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

The financial statements were approved by the Board of Trustees and authorised for issue on 10 December 2020 and were signed on its behalf by:

S N Lough - Chair

The notes form part of these financial statements

ENVIRONMENTAL VISION

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2020

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	**57,183**	258,596
Adjustments to provisions		**(6,500)**	-
Net cash provided by operating activities		**50,683**	258,596
Change in cash and cash equivalents in the reporting period		**50,683**	258,596
Cash and cash equivalents at the beginning of the reporting period		**505,010**	246,414
Cash and cash equivalents at the end of the reporting period		**555,693**	505,010

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2020

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020	2019
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**59,927**	69,945
Adjustments for:		
Decrease in debtors	**48,370**	69,100
(Decrease)/increase in creditors	**(51,114)**	119,551
Net cash provided by operations	**57,183**	258,596

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.19	Cash flow	At 31.7.20
	£	£	£
Net cash			
Cash at bank and in hand	**505,010**	**50,683**	**555,693**
	505,010	**50,683**	**555,693**
Total	**505,010**	**50,683**	**555,693**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

The following specific policies are applied to particular categories of income:

- Voluntary income by way of grants, donations and gifts are included in full in the sofa when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Charitable activities include the direct costs of the Community-Apprentice Programmes and the indirect support costs of delivering the programme.
Support costs are allocated between charitable programmes and governance, and between the charitable programmes on the basis of estimated time spent by staff.
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

2. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations	**50,490**	105,327

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2020	2019
		£	£
Grants	Community-Apprentice programmes	**705,073**	717,652
Consultancy	Community-Apprentice programmes	**3,000**	2,977
School Contributions	Community-Apprentice programmes	**39,500**	39,500
		747,573	760,129

Grants received, included in the above, are as follows:

	2020	2019
	£	£
Jack Petchey Foundation	**750**	3,000
The Cooperative Foundation	**132,500**	132,500
St James's Place Foundation	**35,000**	30,000
Other Grants	**322,561**	380,567
John Laing Charitable Trust	**30,000**	10,000
The Careers and Enterprise Company	**39,262**	95,085
The Frank Jackson Foundation	**10,000**	7,500
The Ellis Campbell Foundation	**-**	4,000
The Elizabeth and Prince Zaiger Trust	**5,000**	5,000
The Goldsmiths' Company	**-**	20,000
The Haberdashers' Company	**30,000**	20,000
The William Wates Memorial Trust	**10,000**	10,000
Paul Hamlyn Foundation	**30,000**	-
Home Office's Serious Violence Unit	**30,000**	-
The Dulverton Trust	**30,000**	-
	705,073	717,652

4. RAISING FUNDS AND CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Raising funds	**75,964**	**11,482**	**87,446**
Community-Apprentice programmes	**481,722**	**168,968**	**650,690**
	557,686	**180,450**	**738,136**

The charity undertakes direct charitable activities only and does not make grant payments. In the year under review, the main charitable activity was the Community-Apprentice programmes.

continued...

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2020	2019
	£	£
Staff costs	489,142	507,109
Direct Costs	62,803	71,120
Other direct costs	5,741	21,097
	557,686	599,326

6. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Raising funds	11,482	-	11,482
Community-Apprentice programmes	156,474	12,494	168,968
	167,956	12,494	180,450

Support costs, included in the above, are as follows:

	Raising funds	Community – Apprentice Programmes	2020 Total Activities	2019 Total Activities
	£	£	£	£
Salaries	-	89,140	89,140	87,366
Rent and Rates	-	40,337	40,337	62,646
Insurance	-	1,224	1,224	1,148
Telephone	-	-	-	70
Sundries	-	3,863	3,863	5,223
Other fundraising costs	11,482	-	11,482	12,432
Computer and office consumables	-	21,910	21,910	15,555
Governance staff costs	-	3,882	3,882	3,805
Auditors' remuneration	-	4,800	4,800	7,830
Accountancy fees	-	3,542	3,542	-
Bank charges	-	270	270	110
	11,482	168,968	180,450	196,185

7. NET INCOME/(EXPENDITURE)

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

	2020	2019
	£	£
Auditors' remuneration	4,800	7,830
Accountancy fees	3,542	-

continued...

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2020 nor for the year ended 31 July 2019.

Trustees' expenses

Trustees expenses of £62 (2019: £91) was paid to 2 trustees in the year ended 31 July 2020.

9. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	**511,882**	533,898
Social security costs	**44,020**	42,856
Other pension costs	**26,262**	21,526
	582,164	598,280

The average monthly number of employees during the year was as follows:

	2020	2019
Programme coordination	**18**	20
Fundraising	**2**	1
	20	21

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020	2019
£60,001 - £70,000	**1**	1

10. MATERIAL TRANSFERS

£116,447 was transferred from the unrestricted funds in favour of the restricted funds as a contribution towards the Community-Apprentice programmes.

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - FOR THE YEAR ENDED 31 JULY 2019

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	105,327	-	105,327
Charitable activities			
Community-Apprentice programmes	16,746	743,383	760,129
Total	122,073	743,383	865,456
EXPENDITURE ON			
Raising funds	10,016	39,080	49,096
Charitable activities			
Community-Apprentice programmes	5,032	741,383	746,415
Total	15,048	780,463	795,511
NET INCOME/(EXPENDITURE)	107,025	(37,080)	69,945
Transfers between funds	(41,982)	41,982	-
Net movement in funds	65,043	4,902	69,945
RECONCILIATION OF FUNDS			
Total funds brought forward	275,297	-	275,297
TOTAL FUNDS CARRIED FORWARD	340,340	4,902	345,242

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Prepayments and accrued income	**43,773**	92,143

Prepayments and accrued income income includes accrued income of £28,926 (2019: £73,861), which is further explained in Note 19.

continued....

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Social security and other taxes	**10,702**	10,625
Accruals and deferred income	**170,595**	221,786
	181,297	232,411

Accruals and deferred income includes deferred income of £151,036 (2019: £204,400), which is further explained in Note 18.

14. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2020	2019
	£	£
Within one year	**17,113**	31,967
Between one and five years	**17,320**	7,343
	34,433	39,310

15. PROVISIONS FOR LIABILITIES

	2020	2019
	£	£
Provisions	**13,000**	19,500

continued....

16. MOVEMENT IN FUNDS

	At 1.8.19	Net movement in funds	Transfers between funds	At 31.7.20
	£	£	£	£
Unrestricted funds				
General fund	340,340	142,431	(116,447)	366,324
Restricted funds				
London	-	(38,497)	38,497	-
Birmingham	-	(1,598)	1,598	-
Bristol	-	(76,352)	76,352	-
National Programmes	4,902	33,943	-	38,845
	4,902	(82,504)	116,447	38,845
TOTAL FUNDS	345,242	59,927	-	405,169

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	148,301	(5,870)	142,431
Restricted funds			
London	201,360	(239,857)	(38,497)
Birmingham	205,529	(207,127)	(1,598)
Bristol	142,873	(219,225)	(76,352)
National Programmes	100,000	(66,057)	33,943
	649,762	(732,266)	(82,504)
TOTAL FUNDS	798,063	(738,136)	59,927

continued....

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds - for the year ended 31 July 2019

	At 1.8.18 £	Net movement in funds £	Transfers between funds £	At 31.7.19 £
Unrestricted funds				
General fund	275,297	107,025	(41,982)	340,340
Restricted funds				
London	-	(24,137)	24,137	-
Birmingham	-	(2,548)	2,548	-
Bristol	-	(15,297)	15,297	-
National Programmes	-	4,902	-	4,902
	-	(37,080)	41,982	4,902
TOTAL FUNDS	275,297	69,945	-	345,242

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	122,073	(15,048)	107,025
Restricted funds			
London	274,500	(298,637)	(24,137)
Birmingham	206,731	(209,279)	(2,548)
Bristol	197,152	(212,449)	(15,297)
National Programmes	65,000	(60,098)	4,902
	743,383	(780,463)	(37,080)
TOTAL FUNDS	865,456	(795,511)	69,945

continued...

16. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.8.18 £	Net movement in funds £	Transfers between funds £	At 31.7.20 £
Unrestricted funds				
General fund	275,297	249,456	(158,429)	366,324
Restricted funds				
London	-	(62,634)	62,634	-
Birmingham	-	(4,146)	4,146	-
Bristol	-	(91,649)	91,649	-
National Programmes	-	38,845	-	38,845
	-	(119,584)	158,429	38,845
TOTAL FUNDS	275,297	129,872	-	405,169

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	270,374	(20,918)	249,456
Restricted funds			
London	475,860	(538,494)	(62,634)
Birmingham	412,260	(416,406)	(4,146)
Bristol	340,025	(431,674)	(91,649)
National Programmes	165,000	(126,155)	38,845
	1,393,145	(1,512,729)	(119,584)
TOTAL FUNDS	1,663,519	(1,533,647)	129,872

The London, Birmingham and Bristol restricted funds reflect the Community-Apprentice programmes that are delivered in that specific city and the surrounding region. The National Programmes restricted fund reflects the Community-Apprentice programmes delivered in the rest of the country.

continued...

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2020.

18. DEFERRED INCOME

Movements in the year:

	2020	2019
	£	£
Deferred Income at 1 August 2019	204,400	75,400
Released during year	(204,400)	(75,400)
Arising in year	151,036	204,400
Balance at 31 July 2020	151,036	204,400

19. ACCRUED INCOME

Movements in the year:

	2020	2019
	£	£
Accrued income at 1 August 2019	73,861	138,677
Released during year	(73,861)	(138,677)
Arising in year	28,926	73,861
Balance at 31 July 2020	28,926	73,861