

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

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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.

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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.

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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.

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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.

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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.

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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.

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- 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.

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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.

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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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENVIRONMENTAL VISION

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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENVIRONMENTAL VISION

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.



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					
Community-Apprentice programmes	3	<u>97,811</u>	<u>649,762</u>	<u>747,573</u>	<u>760,129</u>
Total		148,301	649,762	798,063	865,456
 EXPENDITURE ON					
Raising funds	4	557	86,889	87,446	49,096
Charitable activities					
Community-Apprentice programmes		<u>5,313</u>	<u>645,377</u>	<u>650,690</u>	<u>746,415</u>
Total		5,870	732,266	738,136	795,511
 NET INCOME/(EXPENDITURE)		142,431	(82,504)	59,927	69,945
Transfers between funds	16	<u>(116,447)</u>	<u>116,447</u>	-	-
Net movement in funds		25,984	33,943	59,927	69,945
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>340,340</u>	<u>4,902</u>	<u>345,242</u>	<u>275,297</u>
 TOTAL FUNDS CARRIED FORWARD		<u>366,324</u>	<u>38,845</u>	<u>405,169</u>	<u>345,242</u>

The notes form part of these financial statements

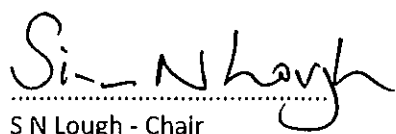
ENVIRONMENTAL VISION
REGISTERED COMPANY NUMBER: 04422128 (England and Wales)

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		<u>516,848</u>	<u>38,845</u>	<u>555,693</u>	<u>505,010</u>
		560,621	38,845	599,466	597,153
CREDITORS					
Amounts falling due within one year	13	<u>(181,297)</u>	-	<u>(181,297)</u>	<u>(232,411)</u>
NET CURRENT ASSETS		<u>379,324</u>	<u>38,845</u>	<u>418,169</u>	<u>364,742</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		379,324	38,845	418,169	364,742
PROVISIONS FOR LIABILITIES	15	<u>(13,000)</u>	-	<u>(13,000)</u>	<u>(19,500)</u>
NET ASSETS		<u>366,324</u>	<u>38,845</u>	<u>405,169</u>	<u>345,242</u>
FUNDS	16				
Unrestricted funds				366,324	340,340
Restricted funds				<u>38,845</u>	<u>4,902</u>
TOTAL FUNDS				<u>405,169</u>	<u>345,242</u>

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

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		<u>(6,500)</u>	<u>-</u>
Net cash provided by operating activities		<u>50,683</u>	<u>258,596</u>
 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		<u>505,010</u>	<u>246,414</u>
 Cash and cash equivalents at the end of the reporting period		 <u>555,693</u>	 <u>505,010</u>

The notes form part of these financial statements

ENVIRONMENTAL VISION

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	<u>(51,114)</u>	<u>119,551</u>
Net cash provided by operations	<u>57,183</u>	<u>258,596</u>

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	<u>505,010</u>	<u>50,683</u>	<u>555,693</u>
	<u>505,010</u>	<u>50,683</u>	<u>555,693</u>
Total	<u>505,010</u>	<u>50,683</u>	<u>555,693</u>

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2020

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 statement 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.

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

2. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations	<u>50,490</u>	<u>105,327</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	2020	2019
	£	£
Grants	705,073	717,652
Consultancy	3,000	2,977
School Contributions	<u>39,500</u>	<u>39,500</u>
	<u>747,573</u>	<u>760,129</u>

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	<u>30,000</u>	<u>-</u>
	<u>705,073</u>	<u>717,652</u>

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	<u>481,722</u>	<u>168,968</u>	<u>650,690</u>
	<u>557,686</u>	<u>180,450</u>	<u>738,136</u>

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.

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2020	2019
	£	£
Staff costs	489,142	507,109
Direct Costs	62,803	71,120
Other direct costs	<u>5,741</u>	<u>21,097</u>
	<u>557,686</u>	<u>599,326</u>

6. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Raising funds	11,482	-	11,482
Community-Apprentice programmes	<u>156,474</u>	<u>12,494</u>	<u>168,968</u>
	<u>167,956</u>	<u>12,494</u>	<u>180,450</u>

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
	<u>11,482</u>	<u>168,968</u>	<u>180,450</u>	<u>196,185</u>

7. NET INCOME/(EXPENDITURE)

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

	2020	2019
	£	£
Auditors' remuneration	4,800	7,830
Accountancy fees	3,542	-

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

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	<u>26,262</u>	<u>21,526</u>
	<u>582,164</u>	<u>598,280</u>

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

	2020	2019
Programme coordination	18	20
Fundraising	<u>2</u>	<u>1</u>
	<u>20</u>	<u>21</u>

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

	2020	2019
£60,001 - £70,000	<u>1</u>	<u>1</u>

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.

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

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	<u>43,773</u>	<u>92,143</u>

Prepayments and accrued income includes accrued income of £28,926 (2019: £73,861), which is further explained in Note 19.

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Social security and other taxes	10,702	10,625
Accruals and deferred income	<u>170,595</u>	<u>221,786</u>
	<u>181,297</u>	<u>232,411</u>

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	<u>17,320</u>	<u>7,343</u>
	<u>34,433</u>	<u>39,310</u>

15. PROVISIONS FOR LIABILITIES

	2020	2019
	£	£
Provisions	<u>13,000</u>	<u>19,500</u>

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

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
	<u>4,902</u>	<u>(82,504)</u>	<u>116,447</u>	<u>38,845</u>
TOTAL FUNDS	<u>345,242</u>	<u>59,927</u>	<u>-</u>	<u>405,169</u>

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
	<u>649,762</u>	<u>(732,266)</u>	<u>(82,504)</u>
TOTAL FUNDS	<u>798,063</u>	<u>(738,136)</u>	<u>59,927</u>

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

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

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 JULY 2020

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.

ENVIRONMENTAL VISION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2020

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	<u>151,036</u>	<u>204,400</u>
Balance at 31 July 2020	<u>151,036</u>	<u>204,400</u>

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	<u>28,926</u>	<u>73,861</u>
Balance at 31 July 2020	<u>28,926</u>	<u>73,861</u>