

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)

ENVIRONMENTAL VISION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST JULY 2021

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.

ENVIRONMENTAL VISION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST JULY 2021

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.

ENVIRONMENTAL VISION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST JULY 2021

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.

ENVIRONMENTAL VISION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST JULY 2021

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.

ENVIRONMENTAL VISION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST JULY 2021

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.

ENVIRONMENTAL VISION
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST JULY 2021

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.

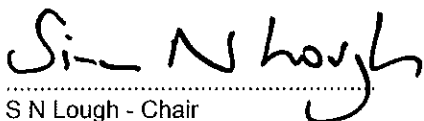
In so far as the trustees are aware:

- 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 - 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 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENVIRONMENTAL VISION

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.

**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.



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 financial statements

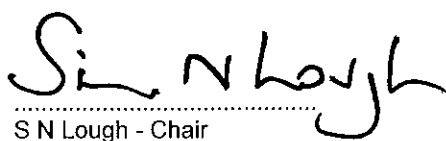
ENVIRONMENTAL VISION

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		<u>655,834</u>	<u>38,845</u>	<u>694,679</u>	<u>555,693</u>
		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		<u>456,871</u>	<u>38,845</u>	<u>495,716</u>	<u>418,169</u>
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		<u>443,871</u>	<u>38,845</u>	<u>482,716</u>	<u>405,169</u>
FUNDS	18				
Unrestricted funds				443,871	366,324
Restricted funds				<u>38,845</u>	<u>38,845</u>
TOTAL FUNDS				<u>482,716</u>	<u>405,169</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 1 December 2021 and were signed on its behalf by:


S N Lough - Chair

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
		<u>-</u>	<u>(6,500)</u>
Net cash provided by operating activities		<u>138,986</u>	<u>50,683</u>
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		<u>555,693</u>	<u>505,010</u>
Cash and cash equivalents at the end of the reporting period		<u>694,679</u>	<u>555,693</u>

The notes form part of these financial statements

ENVIRONMENTAL VISION
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	<u>43,400</u>	<u>(51,114)</u>
Net cash provided by operations	<u>138,986</u>	<u>57,183</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.20 £	Cash flow £	At 31.7.21 £
Net cash			
Cash at bank	<u>555,693</u>	<u>138,986</u>	<u>694,679</u>
	<u>555,693</u>	<u>138,986</u>	<u>694,679</u>
Total	<u>555,693</u>	<u>138,986</u>	<u>694,679</u>

The notes form part of these financial statements

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST JULY 2021

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.

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST JULY 2021

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	72,710	46,470
Gift aid	7,240	4,020
	<u>79,950</u>	<u>50,490</u>

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
		<u>656,744</u>	<u>747,573</u>

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	-
	<u>631,144</u>	<u>705,073</u>

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.

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST JULY 2021

5. RAISING FUNDS

Raising donations and legacies

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

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	<u>42,012</u>	<u>62,803</u>
	<u>392,130</u>	<u>505,374</u>

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Community-Apprentice programmes	<u>190,585</u>	<u>6,296</u>	<u>12,266</u>	<u>209,147</u>

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

	2021	2020
	Community-Apprentice Programmes	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
	<u>209,147</u>	<u>168,967</u>

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST JULY 2021

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	<u>1,683</u>	<u>-</u>

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	<u>22,570</u>	<u>26,635</u>
	<u>518,781</u>	<u>605,815</u>

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

	2021	2020
Programme coordination	15	18
Fundraising	<u>1</u>	<u>2</u>
	<u>16</u>	<u>20</u>

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

	2021	2020
£60,001 - £70,000	<u>-</u>	<u>1</u>

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).

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST JULY 2021

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	<u>366,325</u>	<u>38,844</u>	<u>405,169</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Prepayments and accrued income	<u>25,734</u>	<u>43,773</u>
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	<u>15,105</u>	<u>28,926</u>
Balance at 31 July 2021	<u>15,105</u>	<u>28,926</u>

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST JULY 2021

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	11,040	10,702
Accruals and deferred income	<u>213,657</u>	<u>170,595</u>
	<u>224,697</u>	<u>181,297</u>

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	<u>198,167</u>	<u>151,036</u>
Balance at 31 July 2021	<u>198,167</u>	<u>151,036</u>

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	<u>9,548</u>	<u>17,320</u>
	<u>22,852</u>	<u>34,433</u>

17. PROVISIONS FOR LIABILITIES

	2021	2020
	£	£
Provisions	<u>13,000</u>	<u>13,000</u>

18. MOVEMENT IN FUNDS

	At 1.8.20	Net movement	Transfers	At
	£	in funds	between	31.7.21
		£	funds	£
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	<u>38,845</u>	<u>-</u>	<u>-</u>	<u>38,845</u>
	<u>38,845</u>	<u>(182,501)</u>	<u>182,501</u>	<u>38,845</u>
TOTAL FUNDS	<u>405,169</u>	<u>77,547</u>	<u>-</u>	<u>482,716</u>

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST JULY 2021

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)
	<u>473,269</u>	<u>(655,770)</u>	<u>(182,501)</u>
TOTAL FUNDS	<u>744,449</u>	<u>(666,902)</u>	<u>77,547</u>

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
	<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>

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
	<u>673,413</u>	<u>(755,917)</u>	<u>(82,504)</u>
TOTAL FUNDS	<u>821,714</u>	<u>(761,787)</u>	<u>59,927</u>

ENVIRONMENTAL VISION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST JULY 2021

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
	<u>4,902</u>	<u>(265,005)</u>	<u>298,948</u>	<u>38,845</u>
TOTAL FUNDS	<u>345,242</u>	<u>137,474</u>	<u>-</u>	<u>482,716</u>

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
	<u>1,146,682</u>	<u>(1,411,687)</u>	<u>(265,005)</u>
TOTAL FUNDS	<u>1,566,163</u>	<u>(1,428,689)</u>	<u>137,474</u>

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st July 2021.