



KICK LONDON Annual Report and Accounts

For the Year Ended 30 September 2020



KICK LONDON
LEGAL AND ADMINISTRATIVE INFORMATION

KICK

KICK is the trading name of Kick London.

Trustees

M. King (Chairman)
C. Underhay
M. Wakeham
J. Dutton
S. Thomas
S. Cook
A. Webb
P. Newton
E. Mackenroth – appointed 20 November 2019
P. Burt – appointed 1 April 2020

Company Secretary (unpaid volunteer)

P. J. Lowther

CEO

J. Lowther

Telephone and web-site

T – 07817 519768

W – www.kick.org.uk

Premises

The Registered Office of the Charity is Holy Trinity Church, Sheen Park, Richmond, Surrey TW9 1UP.

Main Bankers

Barclays Bank plc, PO Box 13, 8 George Street, Richmond, Surrey TW9 1JU.

Solicitors

Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham B3 2ES.

Auditors

JCS Accountants, 5 Robin Hood Lane, Sutton, Surrey SM1 2SW.

KICK LONDON
TRUSTEES' ANNUAL REPORT

The Trustees (Directors) present the annual report and accounts for the year ended 30 September 2020.

Structure, Governance and Management

Status and Governing Document

Kick London is a charitable company limited by guarantee, company number 4831571, registered charity number 1100072. It is exempt from the requirement to use the word "Limited" in its name. Its governing document is a Memorandum and Articles of Association dated 14th July 2003. The Charity is registered in England and Wales. The trading name of Kick London is KICK.

Charity and Company Law

The Trustees have adopted the provisions of the Charities SORP (FRS 102) in preparing the annual report and accounts. The accounts comply with the Charities Act 2011 and the Companies Act 2006. The Company is registered in England and Wales.

Governance and Internal Control

The day-to-day activities of the Charity are monitored by the Trustees. Board Meetings are held every two months and the Trustees are in frequent contact with the CEO (Chief Executive Officer), office team, coaches and volunteers.

Trustees are encouraged to recommend and nominate potential new Trustees. Unanimity is always sought in making such appointments, which are approved by the existing Board. Appointments are made after an assessment of the character, skills and relevant training of possible candidates.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- Regular consideration by the Trustees of financial results and activities;
- Delegation of authority and, where possible, segregation of duties;
- Identification and management of risks; and
- The day-to-day availability of the expertise of a Chartered Accountant, who is the Charity's Company Secretary.

Trustees' Responsibilities in relation to the Financial Statements

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP 2015 (FRS102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and preparing the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

KICK LONDON
TRUSTEES' ANNUAL REPORT (continued)

The Trustees are responsible for keeping accounting records, which disclose with reasonable accuracy the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence to take reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the Charity and financial information included in the Charity's website.

Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Organisation

The Board of Trustees, which has a minimum of three members, administers the Charity. Board Meetings are held every two months. To facilitate effective operations, delegated authority is given to the CEO and others who take various responsibilities, with terms of delegation agreed by the Trustees.

Trustee Induction and On-going Training

New Trustees are made aware of the seriousness of their responsibilities and obligations under charity and company law. They are able to understand these obligations by reading relevant Charity Commission publications and they are informed of updates by the Company Secretary. Trustees are aware of training courses and conferences and may extend their knowledge of matters pertaining to their role in the Charity.

Trustees and Cooperation with other Organisations

The Trustees are unpaid and receive no benefit from their work with the Charity. The Charity is linked to Youth for Christ and has good relationships with organisations with a similar vision.

Pay Policy

The Trustees and the CEO are the key management personnel of the Charity in charge of directing, controlling, running and operating the Trust on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in a note to the accounts.

Salaries are reviewed annually on the basis of individual performance and alignment with both internal and external benchmarks. All staff are paid at least the London Living Wage.

Objectives and Activities for the Public Benefit

Objects

The principal objects of the charity are:

Through sport and in particular (but without limitation) football in London, the United Kingdom generally and, at the Trustees' discretion, elsewhere in the world to:

- Advance the Christian faith primarily (but without limitation) by the provision of a Christian witness to young people.

and

- Help young people to reach their potential (especially the disadvantaged and marginalized) by training in life skills and the development of healthy and active lifestyles.

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KICK LONDON
TRUSTEES' ANNUAL REPORT (continued)

Mission and Mission Statement

The purpose is summarised as “transforming young people’s lives, with God’s love, through sport and support”.

KICK LONDON seeks to provide opportunities for young people to develop their physical and life skills through coaching Sport, Street Dance, Solutions Focused Mentoring and Schools-based Chaplaincy. This is led by qualified coaches who coach these areas with social, moral, spiritual and cultural values; underpinned in a Christian ethos.

Our Mission – What we do?

To transform young people’s lives, with God’s love, through sport and support.

Our Vision - Where we want to be in 15 years?

To reach a generation of young people, within a generation of time.

Our Ethos – What is our motivation for how we operate?

To follow the example that Jesus set to love young people and be relevant in the way he communicated with them.

Our Values – How we do what we do?

We aim to transform young people’s lives by being:

Aspirational on behalf of our young people, being ambitious for their progress and in our desire to reach more young people.

Compassionate toward our young people, showing humbleness, being inclusive and making our approach flexible to suit their needs.

Excellent in our performance, innovating with continuous improvement for the best outcomes for our young people.

Intentional in our relationships with young people, schools, churches, partners, funders and each other to building a family together at KICK LONDON.

Integral in our decision making, in our relationships with each other and in our partnerships.

Strategies

The objects of the Charity are being achieved by firstly, engaging in schools delivering professional services across Physical Education, Street Dance, Solutions Focused Mentoring and Schools-based Chaplaincy. Secondly, by setting up and supporting Sport and Street Dance KICK Academies delivered by local volunteers. All professional and volunteer coaches are committed to KICK LONDON’s ethos and are trained coaches.

KICK Academies aim to encourage young people to engage in both physical fitness as well as explore matters of faith. We are disappointed that today, 95% of young people do not attend church (ref. Scripture Union) and that the country’s youth are seven times more likely to play sport on a Sunday than go to a church meeting (ref. Football Association, which states that 36% of young people play sport on a Sunday). We seek to enable young people to explore both sport and faith together through the KICK Academies. The Charity works with local churches to train volunteers to provide themed coaching sessions in Football or Street Dance.

Schools work includes delivering School assemblies, values-based PE lessons, Solutions Focused Mentoring, Street Dance provision and Sports Chaplaincy. The Charity has developed a curriculum for this purpose and is taking advantage of Government Sports Premium funding which is available to Infant, Primary, Secondary PRU and Special Schools to reach young people in need.

The Charity has, since its outset had links with Youth for Christ. Staff attend their Annual Conference and other Youth for Christ events.

KICK LONDON
TRUSTEES' ANNUAL REPORT (continued)

Volunteers

Many of the necessary activities and tasks of the Charity are undertaken wholly or partially by the Trustees and Company Secretary, who are unpaid volunteers: these include management, strategy formulation, dealing with regulatory authorities, relationships with other organisations and accounts preparation. In addition, there are invaluable contributions from other volunteers.

Public Benefit

The Trustees have considered the advice of the Charity Commission on public benefit. The provision of public benefit is given at no charge or at market rates and is made available to all people, including those on low incomes. We aspire to develop not only the physical skills but life skills of all young people we encounter, enabling them to be trained with values and to grow as people who make informed decisions on life and faith.

Achievements and Performance for the Public Benefit

At the end of September 2020, the Charity was providing sessions in 70 schools and there were 22 active KICK Academies which means that over 12,000 young people were benefiting from KICK activities on a weekly basis. These activities take place in the 28 Boroughs across London and within the M25.

In the past year, the Charity has recruited new coaches and other staff, so the team now stands at over 60 employees. KICK LONDON has retained a focus on partnerships, quality and commitment to our strong ethos to ensure consistent implementation of provision.

Between 2015 and 2020, KICK LONDON quadrupled in size in terms of its reach. Building on this success and inspired by the trustees' long term vision, KICK LONDON's CEO led a consultative process across 12 months to arrive with trustee approval at a new 5 year strategy through to 2025. This 5-year strategy is aimed at reaching a generation of young people within a generation of time.

Significant Events in the Year

Covid-19 posed an existential threat to our work in schools. As news of the national lockdown broke and schools were told they would be closing, we built on our good relationships with our schools and worked closely to ensure that in partnership we could continue to meet the needs of their pupils during this demanding time for all. The flexibility of our structures and the skills of our coaches allowed us to reposition our services and the way we worked quickly. As a result, during this entire crisis we have continued to work in 58 of our 70 schools throughout this period. We have delivered:

1.1. Key Worker School education - delivering sport, dance, mentoring and chaplaincy on site to Key Worker children to enable them to save lives. Now that Schools are starting phased reopening we are continuing to work in these environments.

1.2. Remote Mentoring - delivering sessions online to engage those most at risk looking at - Dealing with anxiety; Maintaining positive thinking; Contributing an active part in home life; Keeping good routine and structure; Provide purpose and stimulation throughout the day.

1.3. Face/Face and Remote Chaplaincy - Our Chaplains have continued to go into schools and support learners in person and work with those not in school via virtual platforms. In this time, we have also attended funerals, providing pastoral support for parents, pupils and staff during this bereavement.

In addition, as restrictions from the lockdown lifted, we scaled up our holiday based provision of KICK Camps and in the summer period we delivered a total of 140 days of KICK Camps, an increase from 30 days last summer.

KICK LONDON
TRUSTEES' ANNUAL REPORT (continued)

KICK LONDON has added a net 10 new schools and seen 6 existing schools extend provision this year. The continued growth of the Charity's mentoring provision in which the Charity mentors over 600 young people each week gives an opportunity to have in-depth input into the lives of young people, as well as generating income at usual hourly/daily rates. Mentoring has been a significant growth area, which is now 40% of KICK LONDON's work in schools.

We have been delighted to see our first ever cohort of 11 KICK coaches to complete a PGCE (Postgraduate Certificate in Education) equivalent qualification to become qualified teachers. This qualification will improve the quality of our education provision as our qualified coaches have become qualified teachers.

Financial Review

Income and Expenditure

The Charity's income for the year was £1,296,155 (2019 - £977,666). An analysis of the income by category is shown on the Statement of Financial Activities. Expenditure for the year was £1,108,871 (2019 - £929,020). Unrestricted funds carried forward grew to £453,422.

Risk Assessment

The major risks to which the Charity is exposed, as identified by the Trustees are reviewed in a systematic manner and systems established to mitigate those risks. The Charity has adequate insurance cover and a Child Protection Policy. Our Risk Register is active in monitoring inherent and residual risks. We have identified up to 20 organisational risks, which are categorised by operational, strategic, reputational and financial risk.

These possible areas of risk are regularly monitored, of which the following are considered to be important:

Loss of Reputation. A range of safeguarding policies and practices are in place to avoid a safeguarding incident, including a new safeguarding policy, staff training, having a safeguarding lead on the Board, enhanced DBS (Disclosure and Barring Service) checks and rapid responses to issues at schools.

Loss of income. The Charity aims to maintain a high quality of service, keep close to its head teachers, increasing the range of sports offered and finding new ways to achieve objectives.

Rapid Growth. The Charity recognises the risk of the substantial growth it is experiencing and accordingly it has restructured the staff team, increased staff capacity and is using techniques such as RACI Matrix (Responsible, Accountable, Consulted and Informed Matrix) SAR (Self-Assessment Report) and QIP (Quality Improvement Plan).

Going Concern

Taking into account reserves and anticipated recurring income, the Trustees are confident that the Charity remains a going concern for at least twelve months from the date of approval of these accounts.

COVID 19

The special measures introduced by the Government in response to COVID 19, has impacted Kick London but the Charity has continued to operate effectively, albeit at a reduced level for a period. The Board of Trustees appointed a Board sub-committee (which includes a Chartered Accountant, a Solicitor and an HR expert) to monitor the situation. Financial projections and Cash Flow Forecasts were produced and scrutinised on a regular basis and the situation and future prospects are encouraging.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

KICK LONDON
TRUSTEES' ANNUAL REPORT (continued)

Reserves

At the year end, the charity had total reserves of £489,672, of which £36,250 was restricted. The Charity has accumulated unrestricted reserves of £453,422, which is 35.0% (2019 – 30.9%) of total annual income. The Trustees consider that the fund reserves at the year-end were adequate but not excessive. The Charity has a budget surplus for the 2020-2021 financial year. The Trustees' reserve policy is to target a level of operating reserves of 3 times average monthly operating expenses using the annual plan as a base. The operating expense figures used are before any capital items.

	2020 £	2019 £
Total Unrestricted Reserves	£453,422	£302,388
Free Reserves Requirement:		
3 months' budgeted routine expenditure	£277,000	£230,000

Auditors

The Trustees intend to ask JCS Accountants to continue to act as the Charity's Auditors next year.

Plans for the Future

KICK LONDON is committed to its mission to transform young people's lives with God's love, through sport and support. The trustees are determined to deliver a high-quality service with a curriculum, clear policy and procedures, thereby developing a consistent brand in both school provision and in the community. This will be achieved with a structure of Board, CEO, Managers, Coaches and Administrative Officers. Marketing will be through literature, the website, social media, public relations, schools work and the development of the KICK brand. A recruitment strategy aims to employ the requisite numbers of qualified staff and volunteers.

The Charity's services have extended from PE National Curriculum, Street Dance provision and Solutions-Focused mentoring and schools-based Chaplaincy in schools. A strong Self-Assessment and Quality Improvement Process has been initiated, to review the status of the organisation and assess how quality improvements can be established in the areas of outcomes for young people, coaching, leadership and management, and personal development for the Charity's service users. The Charity remains committed to its Christian ethos to follow the example of Jesus, who loved young people and was relevant in the way He communicated with them. KICK services are open to anybody and everybody of any faith or none.

Fee income from schools will continue to be a key element in financing the growth of the Charity, along with church, individual and grant-making trust income. The organisation is seeking grant funding in order to finance the development of the work. The Trustees believe that prayer is vital and wish to encourage prayer at every step.

The Report was approved by the Trustees on 6th March 2021.

Matthew King
 Chairman of the Trustees

Independent auditor's report to the members of Kick London
For the year ended 30 September 2020

Opinion

We have audited the financial statements of Kick London for the year ended 30 September 2020 which comprise the Statement of Financial Activities, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2020 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 charity'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 other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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.

Independent auditor's report to the members of Kick London (continued)

For the year ended 30 September 2020

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the trustees' report.

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Independent auditor's report to the members of Kick London (continued)
For the year ended 30 September 2020

Other matter

The charity's income was below the threshold where an audit was required in the prior year therefore the comparative figures are not audited.

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 and regulations made under that Act. 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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Newton FCA (Senior Statutory Auditor)
for and on behalf of Jacob Cavenagh & Skeet

Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

8th March 2021

KICK LONDON
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Note	2020 £ Unrestricted funds	2020 £ Restricted funds	2020 £ Total funds	2019 £ Total funds
Income and endowments from:					
Donations and Grants	3	106,562	181,348	287,910	140,093
Investments	3	739	-	739	591
Charitable activities: Education	3	<u>1,007,506</u>	<u>-</u>	<u>1,007,506</u>	<u>836,982</u>
Total income and endowments		<u>1,114,807</u>	<u>181,348</u>	<u>1,296,155</u>	<u>977,666</u>
Expenditure on:					
Raising funds		8,167	-	8,167	9,872
Charitable Activities: Education	4	<u>955,606</u>	<u>145,098</u>	<u>1,100,704</u>	<u>919,148</u>
Total expenditure		<u>963,773</u>	<u>145,098</u>	<u>1,108,871</u>	<u>929,020</u>
Net income		151,034	36,250	187,284	48,646
Reconciliation of funds					
Total funds brought forward		<u>302,388</u>	<u>-</u>	<u>302,388</u>	<u>253,742</u>
Total funds carried forward		<u>453,422</u>	<u>36,250</u>	<u>489,672</u>	<u>302,388</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing operations. The statement of financial activities also complies with the requirements for an income and expenditure account required by the Companies Act 2006.

The notes on pages 15 to 21 form part of these accounts.

KICK LONDON
BALANCE SHEET AT 30 SEPTEMBER 2020

REGISTERED CHARITY NUMBER 1100072
COMPANY NUMBER 4831571

	Note	2020 £	2019 £
Current assets			
Debtors, falling due within one year	7	124,641	150,586
Cash at bank and in hand		<u>404,880</u>	<u>218,763</u>
		<u>529,521</u>	<u>369,349</u>
Creditors: Amounts falling due within one year			
Sundry creditors		6	6
Taxation and Social Security		15,854	-
Accruals and deferred income	8	<u>23,989</u>	<u>66,955</u>
		<u>39,849</u>	<u>66,961</u>
Net assets	10	<u>489,672</u>	<u>302,388</u>
The funds of the Charity			
Unrestricted Funds		453,422	302,388
Restricted Funds	9	<u>36,250</u>	<u>-</u>
		<u>489,672</u>	<u>302,388</u>

The notes on pages 15 to 21 form part of these accounts.

The directors (who are the charitable company's trustees for the purposes of charity law) acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its net income or expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors on 6th March 2021 and were signed on its behalf by:

Matthew King
 Chairman of the Trustees

KICK LONDON

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2020

	2020 £	2019 £	Note
Cash Flows from Operating Activities:			
<i>Net cash provided by/(used in) operating activities</i>	185,378	(15,790)	a
Cash flows from Investing activities:			
Dividends, interest and rents from investments	739	591	
<i>Net cash provided by/(used in) investing activities</i>	739	591	
<i>Change in cash and cash equivalents in the reporting period</i>	186,117	(15,199)	
Cash and cash equivalents at the beginning of the reporting period	218,763	233,962	b
<i>Cash and cash equivalents at the end of the reporting period</i>	404,880	218,763	b

Note a: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020 £	2019 £
<i>Net income for the reporting period</i>	187,284	48,646
Adjustments for:		
Dividends, interest and rents from investments	(739)	(591)
(Increase)/Decrease in debtors	25,945	(72,183)
Increase/(Decrease) in creditors	(27,112)	8,338
<i>Net cash provided by operating activities</i>	185,378	(15,790)

Note b: Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in Hand	250	250
Cash at Bank	404,630	218,513
Total Cash and Cash Equivalents	404,880	218,763

KICK LONDON
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED
30 SEPTEMBER 2020

1. ACCOUNTING POLICIES

These financial statements are prepared on a going concern basis, under the historical cost convention. They have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102"), with the Companies Act 2006 and with the Charities Act 2011. The charity meets the definition of a public benefit entity as set out in FRS 102.

The principles adopted in the preparation of the financial statements are set out below.

(a) Company Status

The Charity is a company limited by guarantee. The Members of the Charity are the Trustees named on Page 2. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

(b) Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions (including the recent outbreak of COVID-19) that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charity's forecasts and projections and the possible implications should projected income and / or expenditure vary unexpectedly. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

(c) Fund Accounting

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

(d) Income

Income is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. Income is deferred when it relates to services that have not been provided by the balance sheet date, or when the charity has to fulfil conditions before becoming entitled to it, or where the donor has specified that the income is to be expended in a future period.

Income from donations and legacies includes recoverable gift aid, which is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.

The charity relies on volunteers to carry out many of its activities. However, in accordance with the SORP, the value of these services has not been included in these financial statements as they cannot be reliably measured.

KICK LONDON
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED
30 SEPTEMBER 2020 (continued)

Income from charitable activities represents income receivable from services supplied in furtherance of the charity's charitable objects.

The charity has taken the view that it has only one charitable activity, namely the advancement of the Christian faith among young people using sport, and all income from donations, legacies and charitable activities is in respect of this one activity.

(e) Expenditure

Expenditure, including irrecoverable VAT, is recognised when it is incurred or, if earlier, when a legal or constructive obligation for a payment arises provided that it is probable that settlement will be required and the amount of the obligation can be measured reliably.

The Charities SORP requires charities with income over £500,000 to allocate costs to the various activities undertaken by the charity. The nature of the work of the charity is considered to be so integrated that it is not possible to separately identify the costs incurred in respect of any one activity.

(f) Tangible Fixed Assets

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £1,000 per item and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To date the charity has not incurred any expenditure that needed to be capitalised.

(g) Cash at bank and in hand

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

(h) Creditors and provisions

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

Income relating to grants that has been received but not yet earned is treated as deferred income.

(i) Taxation

The company is a registered charity; it has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

(j) Operating Leases

Leases which do not transfer substantially all the risks and rewards of ownership to the charity are classified as operating leases. Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

KICK LONDON
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED
30 SEPTEMBER 2020 (continued)

(k) Pension contributions

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds. The employer contribution is 6% of gross pay for most employees and 3% for sessional staff.

(l) Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

(m) Critical accounting estimates and areas of judgement

The trustees do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

2. EMPLOYEES, TRUSTEES' REMUNERATION AND TRUSTEES' EXPENSES

Staff Costs

	2020	2019
	£	£
Staff Salaries	893,993	717,989
Social Security costs	64,318	51,900
Pension Contributions	<u>41,072</u>	<u>31,890</u>
	<u>999,383</u>	<u>801,779</u>

The average number of employees of the Charity in the year was 37 full time equivalent (2019 – 29). The average number of staff paid in the year was 69 (2019 – 51).

No Trustees were paid remuneration, benefits or expenses by Kick. During the year, Trustees C. Underhay and J. Dutton each had adult close family members working as employees receiving the following salary: T. Rutter £31,160 (2019: £32,863) and A. Dutton £25,655 (2019: £26,000), and employer's pensions of £1,870 (2019: £1,972) and £1,173 (2019: £1,560) respectively. The above Trustees are excluded from all appointment, disciplinary and pay decisions in respect of their relatives. T. Rutter and A. Dutton were already employees of the Charity when C. Underhay and J. Dutton become Trustees.

During the year, key management received employment salary, pension, employer NI and benefits totalling £82,658 (2019: £76,693). During the year the Charity received donations totalling £1,764 (2019: £2,142) from related parties (which includes trustees, any other members of key management and anyone closely connected to them).

One employee (2019: 1) received employment salary and benefits that fall within the band £65,000 to £70,000.

Many of the necessary activities and tasks of the Charity are undertaken wholly or partially by the Trustees and Company Secretary, who are unpaid volunteers: these include management, strategy formulation, dealing with regulatory authorities, relationships with other organisations, book-keeping and accounts preparation. In addition, there are invaluable contributions from other volunteers in the area of coaching, fundraising, guidance and management of local Kick Academies.

KICK LONDON
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED
30 SEPTEMBER 2020 (continued)

3. INCOME

	2020	2019
	£	£
Voluntary income	231,877	140,093
Coronavirus Job Retention Scheme grants	56,033	-
Investment income	739	591
Income from charitable activities	<u>1,007,506</u>	<u>836,982</u>
	<u>1,296,155</u>	<u>977,666</u>

4. EXPENDITURE ON CHARITABLE ACTIVITIES

Staff Salaries	893,993	717,989
Social Security costs	64,318	51,900
Pension Contributions	41,072	31,890
Professional	600	1,585
Training, Conferences and sports Development	18,004	22,697
Equipment, Consumables and IT	8,236	16,558
Insurance	5,791	4,163
Motor and Travel	58,114	62,148
Printing and Stationery	1,024	1,244
Telephone	1,581	1,510
Sundries	3,171	4,664
Audit (2019 – Independent Examiner's) fees	<u>4,800</u>	<u>2,800</u>
	<u>1,100,704</u>	<u>919,148</u>

KICK LONDON
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED
30 SEPTEMBER 2020 (continued)

5. SOFA WITH FULL COMPARATIVES

	2020			2019		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
<u>INCOME</u>						
From:						
Charitable Trusts	34,436	181,348	215,784	9,526	99,748	109,274
CJRS Grants	56,033	-	56,033	-	-	-
Companies	1,200	-	1,200	1,200	-	1,200
Individuals	14,893	-	14,893	29,619	-	29,619
Interest	739	-	739	591	-	591
Charitable Activities	<u>1,007,506</u>	<u>-</u>	<u>1,007,506</u>	<u>836,982</u>	<u>-</u>	<u>836,982</u>
Total Income	<u>1,114,807</u>	<u>181,348</u>	<u>1,296,155</u>	<u>877,918</u>	<u>99,748</u>	<u>977,666</u>
<u>EXPENDITURE ON:</u>						
Costs of Raising Funds	8,167	-	8,167	9,872	-	9,872
Charitable Activities	<u>955,606</u>	<u>145,098</u>	<u>1,100,704</u>	<u>819,400</u>	<u>99,748</u>	<u>919,148</u>
Total Expenditure	<u>963,773</u>	<u>145,098</u>	<u>1,108,871</u>	<u>829,272</u>	<u>99,748</u>	<u>929,020</u>
<u>NET INCOME</u>	151,034	36,250	187,284	48,646	-	48,646
<u>RECONCILIATION OF FUNDS</u>						
<u>TOTAL FUNDS BROUGHT FORWARD</u>	<u>302,388</u>	<u>-</u>	<u>302,388</u>	<u>253,742</u>	<u>-</u>	<u>253,742</u>
<u>TOTAL FUNDS CARRIED FORWARD</u>	<u>453,422</u>	<u>36,250</u>	<u>489,672</u>	<u>302,388</u>	<u>-</u>	<u>302,388</u>

6. OPERATING LEASES

The charity had an operating lease for a motor vehicle. With respect to this lease, the amount payable within the next year is £nil (2019: £1,351); no amounts are payable in subsequent years (2019: £nil). During the year the charity was charged £965 (2019: £2,316) for this operating lease.

7. DEBTORS

	2020 £	2019 £
Fee Debtors	23,287	48,818
Accrued coaching fee income	98,630	90,640
Gift Aid and furlough grants	2,465	3,221
Prepayments	259	7,907
	<u>£124,641</u>	<u>£150,586</u>

KICK LONDON
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED
30 SEPTEMBER 2020 (continued)

8. ACCRUALS AND DEFERRED INCOME

Accruals and deferred income includes deferred income of £4,500 (2019 - £62,911), which relates to income received from donors before the accounting year-end but which, in accordance with the terms of the grants is given for future periods. All of the income deferred at the end of current year, and at the end of the preceding year, has been (or will be) released to income in the immediately following accounting period.

9. FUNDS

Unrestricted funds comprise those funds which the Trustees are free to use in accordance with the charitable objects. Restricted funds are funds which have been given for particular purposes and projects.

	1 st October 2019	Income	Expenditure	30 th September 2020
	£	£	£	£
Activities in Richmond-upon-Thames	-	18,000	18,000	-
Kick Camps	-	21,244	21,244	-
Mentoring	-	33,217	33,217	-
Chaplaincy	-	10,000	-	10,000
Teacher Training	-	7,200	7,200	-
Capacity Building	-	20,000	20,000	-
COVID19 support/ Core costs	-	71,250	45,000	26,250
Other projects	-	437	437	-
	-	<u>181,348</u>	<u>145,098</u>	<u>36,250</u>

	1 st October 2018	Income	Expenditure	30 th September 2019
	£	£	£	£
Activities in Richmond-upon-Thames	-	18,000	18,000	-
Kick Camps	-	19,496	19,496	-
Mentoring	-	43,792	43,792	-
Kick Academies	-	2,250	2,250	-
Teacher Training	-	14,800	14,800	-
Other projects	-	1,410	1,410	-
	-	<u>99,748</u>	<u>99,748</u>	-

The Trustees are grateful for grants received from Charitable Trusts

Grants from the following Trusts received in the year are included in the Restricted Income of the Charity:

The Hampton Fund (£8,000), Richmond Parish Lands Charity (£10,000), East End Community Fund (£9,000), Deo Gloria Trust (£5,000), The Weald Trust (£3,750), Stewardship (£50,000), Green Hills Christian Trust (£1,250), Bishop Radford Trust (£30,000), Broadmead Trust (£3,000), Diamond Trust (£500) and Faith in Schools (£437).

The Charity benefits from premises and grants provided by Holy Trinity Church, Richmond.

KICK LONDON
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED
30 SEPTEMBER 2020 (continued)

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Current assets	493,271	36,250	529,521
Current liabilities	(39,849)	-	(39,849)
Total Net Assets	<u>453,422</u>	<u>36,250</u>	<u>489,672</u>

	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Current assets	369,349	-	369,349
Current liabilities	(66,961)	-	(66,961)
Total Net Assets	<u>302,388</u>	<u>-</u>	<u>302,388</u>

11. COVID 19

The special lock-down measures introduced by the Government in response to COVID 19 impacted Kick London but the Charity has continued to operate effectively, albeit at a reduced level for a short period. The Board of Trustees appointed a Board sub-committee to monitor the situation including the Chair and four trustees with finance, business, legal and human resources expertise. Financial projections, cash flow, school contracts, demand for services, risk log and government updates were monitored by the team on a daily and weekly basis, escalating issues and decisions to the Sub-committee regularly, and who met each month to review progress and determine what decisions needed to be made.

Appropriate action was taken by the team to protect charitable activities, including significant front line work undertaken by our coaches, supporting children of front line workers. However, some work was lost and therefore some staff were placed on furlough, particularly at the start of lockdown when there was considerable uncertainty.

As reported in Note 3, £56,033 of grants were claimed under the Coronavirus Job Retention Scheme. With grassroots KICK Academies closed due to lockdown, staff were redeployed towards delivery in schools. 58 of our 71 schools continued to work with us throughout lockdown but over 100 after school clubs with schools were closed. In addition, for the 13 schools who declined this opportunity we utilised the furlough scheme so as to avoid redundancies. This was well understood by the staff team and accounted for a staff FTE of 4.1. Staff were transitioned back into the organisation as lockdown eased and schools returned to face-face provision.