



**Annual Report and Accounts**  
For Year Ended 31<sup>st</sup> August 2024



**XLP, All Hallows-on-the-Wall, 83, London Wall, EC2M 5ND**

XLP is a company limited by guarantee, registered in England,  
number 4959458 and a registered charity number 1101095

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**DETAILS OF THE CHARITY, TRUSTEES AND ADVISORS**

Status

XLP is a charitable company limited by guarantee, registered in England, and incorporated in 2003. The company was registered as a charity in 2003.

XLP is also historically known as “The X L Project”.

Registered Charity Number	1101095
Registered Company Number	4959458
Registered Office	All Hallows-on-the-Wall 83 London Wall London EC2M 5ND
Trustees	Mr E F C Donaldson OBE Mr N C Benton Miss E Yentumi Mrs S Douglas Mr K Brese Miss H Williams (appointed 08/05/2024)
Chair	Mr E F C Donaldson OBE
Treasurer	Mr N C Benton
Secretary	Mr P J Wood
Chief Executive	Mr L O Watson
Bankers	HSBC Bank PLC 28 Borough High Street Southwark London SE1 1YB
Auditor	Edmund Carr LLP 146 New London Road Chelmsford Essex CM2 0AW

**WELCOME FROM THE CHIEF EXECUTIVE OFFICER**

A lot has changed since our last Annual Report: a new government, who’ve brought in a new budget, and a new National Youth Strategy, both of which will have an impact on our work ahead. What hasn’t changed is the economic outlook, or if it has changed, it has worsened. Poor economic growth coupled with higher National Insurance contributions have left many funders unable to commit to charitable giving as they have in the past. We are seeing more trusts and foundations pausing their giving – or closing altogether – at a time where there is inevitably more need for both funding and services. Alongside many other charities, we lobbied government (unsuccessfully) for an exemption from the increased National Insurance obligations, which it is estimated will cost the charity sector over £1 billion in the year ahead – money that will either need to be raised as income or cut from expenditure. At XLP, it will equate to at least two full time youth workers’ salaries.

On the other hand, we are encouraged by the reintroduction of a National Youth Strategy – the first for more than a decade – and hopeful that it indicates a commitment to helping young people and a priority for the new administration. Whilst positive, the funding remains far below the cuts that have been made over the past decade, and at present it is unclear how the funds will be spent.

As we move towards our 30-year anniversary, it is clear that good youth work is needed as much now as when we began. Young Londoners face a widening economic gap in society – which is mirrored by a widening opportunity gap and the divergence of life outcomes between rich and poor – and as ever, it is the poorest in society who are suffering the most from the ongoing cost-of-living crisis and economic outlook. As funds decrease, the need increases, and the youth sector (and charity sector more broadly) is facing an uncertain future. Indeed, while writing this we heard the sad news that YMCA George Williams College would be closing after 55 years of youth work and training, joining the likes of the British Youth Council, Children England, NCS Trust, the Centre for Youth Impact, the Centre for Education and Youth, and over half the youth clubs across the country after more than a decade of drastic funding cuts.

And yet we hang on to hope. Improved school engagement, reduced crime and anti-social behaviour, and improved social skills and safety are the markers of effective youth work practice. We have spent the past year digging into what really works as an organisation and ensuring we replicate that in all the spaces we operate, and have grown our youth work in the nine boroughs where we work. We are offering opportunities to more young people than we ever have before, ensuring we work more intensively and intentionally with those we already work with. XLP makes a tangible and sustained difference in thousands of young Londoners’ lives every year.

To all those who support us, a huge thank you. As a charity that was formed in response to a stabbing in 1996, we are now a 60-strong team, and we simply couldn’t do what we do without the support, encouragement and generosity of individuals, churches, trusts, foundations, companies and local government, and I am indebted as ever to all the staff and volunteers at XLP who enable us to keep delivering life-changing youth work across London.

**Luke Watson, Chief Executive Officer**

## **OBJECTIVES AND ACTIVITIES**

XLP was founded in 1996. Its charitable objects are set out in its governing document and these underpin its operational objectives. The trustees have paid due regard to the Charity Commission's guidance on public benefit when determining the activities of the charity.

At XLP, we believe that every young person should start adult life with the same opportunities, and we exist to help young people break negative cycles caused by inequality, and in doing so, bring about community transformation. Through consistent, intentional and dedicated youth work, we show young people that we care, and that they are known and seen. We build long-term, positive relationships between trusted adults and young people, and provide support, positive activities, fun, opportunities and safe spaces, ensuring projects are shaped by young people and embedded within local communities.

XLP engages in long-term relationships to empower young people from the most disadvantaged backgrounds to complete their education and avoid anti-social behaviour, gangs and criminality, and ultimately to become positive contributors to their communities. We work to create positive futures for young people living in our inner cities and to make a serious and sustainable impact upon poverty and educational failure.

The charity seeks to serve children and young people (approx. 10-20 years of age), primarily from inner-London estate communities, who are experiencing a range of life challenges and/or behavioural and educational difficulties. It does this through a mixture of prevention, intervention and diversionary projects that are focussed on delivering the following outcomes:

- Children and young people with a raised sense of self-worth, self-esteem and increased educational achievement that helps them confidently and positively contribute to society;
- Children and young people with fresh goals and the desire to work hard to achieve them, with the ability to make wise lifestyle choices; and,
- Children and young people with positive attitudes and behaviour towards their communities: their families, peers, local residents, teachers and the police.

XLP works principally in the London boroughs of Camden, Islington, Newham, Tower Hamlets, Hackney, Lewisham, Greenwich, Southwark, Lambeth and the City of London.

Over the past 12 months, we have worked with over 3,765 young people and their families on a one-to-one and small group basis, concentrating on building long-term, positive, trusted relationships. Over 800 young people went on trips with XLP.

It is these relationships that produce trust with young people, which in turn allows a belief that positive change is possible in what are very often difficult life circumstances. This progression of **Trust → Believe → Change** is foundational to what we do.

It takes time to foster trust. It takes a skilled youth worker to know when to encourage and when to challenge. It takes time for a young person to change their mindset and begin to believe in themselves. It needs that trust and belief to be in place for sustained change to happen.

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We believe in building these relationships with young people, and creating multiple contexts and opportunities to deepen our engagement with them. Our theory of change is centred on such relationships. Regular and consistent engagement is not only shown to be the most effective strategy in long-term change, but also necessary for young people with multiple levels of disadvantage.

Our work through the year has continued to comprise a wide range of programmes including:

- A Communities Programme carrying out ‘detached’ youth work on estates, including community bus drop-in sessions, sports and life-skills training, two mobile recording studios working with so-called ‘hard-to-reach’ young people, and an arts project that trains in life skills and artistic performance
  - The Communities Programme is comprised of:
    - Bus Project
    - Arts Project
    - Sports Project
- A Schools Programme providing educational support, mentoring, specialist lessons and clubs
  - The Schools Programme is comprised of:
    - Exclusion Reduction Project (ERP)
    - Literacy and Numeracy Project (LAN)
- A Mentoring Programme for those on the verge of exclusion or involvement in gangs
- An Employability Programme that supports young people into apprenticeships and further education by improving their work-readiness
  - The Employability Programme is comprised of:
    - Ready to Work Project
    - Young Leaders Project
    - Apprenticeship Project
- Within all the Programmes above exist various trips, summer camps, residentials and other outings

XLP aims to provide multiple contact points with children and young people, working with them in their schools, their communities and with their families. In this way, robust long-term relationships can be established between XLP youth workers and the children and young people they work with.

## **ACHIEVEMENTS AND PERFORMANCE**

### Overview

### Outputs

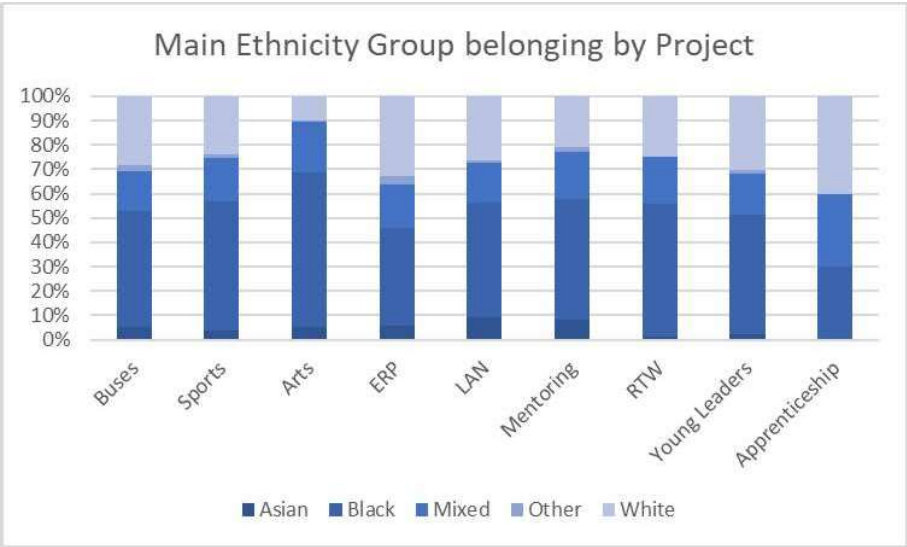
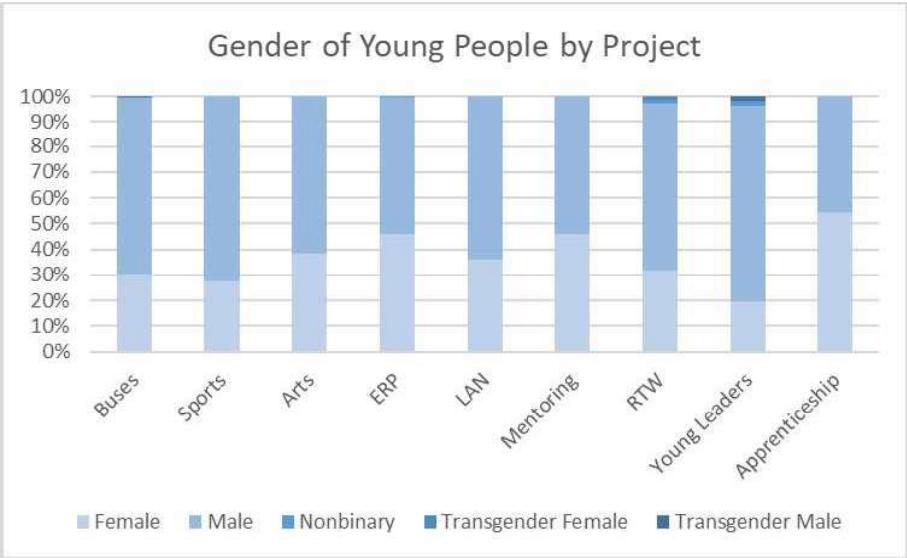
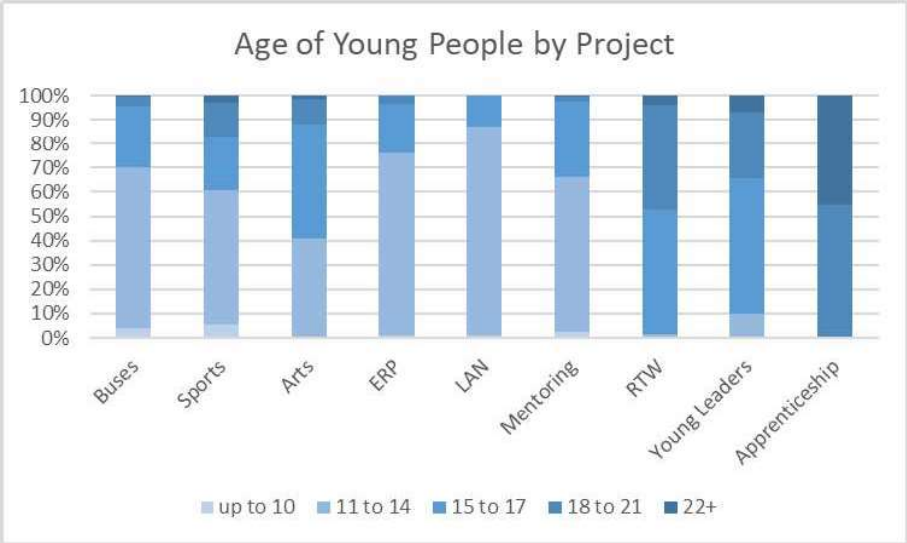
	<b>2023/24</b>
Boroughs where we work	10
Estate communities where we work	34
Schools and Pupil Referral Units where we work	34
Total Young People (one-to-ones and small groups)	3,765
Regular Young People (one-to-ones and small groups)	1,630

The table below shows activities carried out during the year across the projects.

<b>Project</b>	<b>Total Attendees</b>	<b>Regular Attendees</b>	<b>1-1 Sessions</b>	<b>Group Sessions</b>	<b>Total Sessions</b>
<b>Buses</b>	2,019	630	225	766	991
<b>Arts</b>	465	132	178	144	322
<b>Sports</b>	1,138	386	127	449	576
<b>Exclusion Reduction</b>	542	217	2,099	346	2,445
<b>Literacy &amp; Numeracy</b>	260	193	325	971	1,296
<b>1-1 Mentoring</b>	209	79	1,075	20	1,095
<b>Ready to Work</b>	74	35	128	76	204
<b>Young Leaders</b>	116	34	95	79	174



Demographic Engagement





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**Achievements against key goals for 2023/2024**

To build the infrastructure of the organisation as we begin to plan to scale and grow

- We made progress in building up our fundraising team in order to reach our target of four full-time staff by the end of 2024. The improved database (see below) and new governance of the building and church from which we operate are important steps in laying the platform for the future.

To continue to grow the youth work towards the stated goal of every project operating in every borough

- In 2023/24, we had 92% coverage of projects across the boroughs.

To develop greater diversity within the senior leadership

- Across the organisation, the proportion of global majority heritage was 53%, with 39% female. The gender diversity of the Senior Management Team remained at 40% female and 30% global majority heritage. We recognise that there remains room for improvement and are pleased to have made further progress since the year end.

To continue to develop our impact management and measurement

- The Salesforce Administrator joined the team at the start of the year and made significant inroads into our ability to measure our inputs, outputs and outcomes. She was joined soon afterwards by the Head of Impact, and together, they have worked tirelessly on building a new Salesforce database alongside two external consultancies. This has been a hugely challenging undertaking, both in the design and build, and in training the team, and at the time of writing, we are now at the stage of improving the user experience to enable real-time data entry during project sessions. The system is already proving to be much more robust, enabling better measurement, which in turn enables better management.

To maintain our free reserves above the three-month level as activity and expenditure increase

- Whilst we have seen a decrease in the value of our free reserves from £874,210 to £704,698, we have maintained the level above the three-month target at 3.2 months of charitable expenditure (2023: 4.6 months).

## **YOUTH WORK**

XLP revolves around young people. The following pages outline how we work through different programmes and projects to bring about change. Whilst there are clear differences between each, common elements include consistency of presence, long-term relationships and using different interests and settings to offer activities, opportunities and support.

### **Communities Programme**

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#### **Bus Project**

The Bus Project worked in 23 underserved communities last year, operating outside schools and in the heart of local housing estates, with the agility to move to the areas of most pressing need. Of the 23 weekly sessions, 10 were developed in partnership with local stakeholders in the community, including churches, community partners and housing associations. There were over 10,000 attendances on bus sessions by 2,019 young people, of which 31% were regular attenders, highlighting the demand for and importance of such open-access, detached youth work.

This past year also saw the successful launch of our newest bus, further strengthening our ability to connect with young people in their communities. Given the importance of consistency, we have made key improvements to the fleet of buses, helping to extend their lifespan and reduce session cancellations.

Our North London projects have fostered strong local relationships, including partnerships with a pizza restaurant and fish and chip shop that generously provide free food for young people at our sessions. These collaborations create a welcoming and supportive environment, strengthening our community presence and encouraging engagement.

With expanded capacity, enhanced resources and growing community support, the Bus Project continues to play a vital role in reaching young people where they are, building trust, and offering consistent support and opportunities.

#### **Arts Project**

The Arts project plays a crucial role in developing young people’s creativity and expression, allowing them to explore further opportunities within the arts sector. We have two main studios: our mobile recording studio housed in a large Iveco van, and the Vault, built in the old HSBC bank vault at the XLP Youth Hub in Stratford. Together, these provide a platform for individuals to express the issues they see in their communities and work towards a better future through music.

In addition to the advice, training and free studio time provided, the Arts team also run showcase events for young people, together with a weekly drop-in for 45 young people (on average) who practice a range of art forms.

In the South East quad, XLP delivered targeted, trauma-informed Drama workshops for girls, focussing on identity, belonging and healthy relationships. Developing skills such as screenplay

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writing and performance techniques was complemented by trips to West End shows, and the project culminated with a public performance of their creation in July 2024.

In total, over 13 industry-specific trips took place during the year, including a group visit to the iconic Abbey Road Studios, where the young people spent the weekend developing their music and soaking up the atmosphere, all made possible through our partnership with Universal Music.

### **Sports Project**

The Sports Project continues to grow, not only as a programme, but as a thriving community where young people experience the transformational effect of sport. Last year, we averaged 145 attendees across the weekly two-hour football training sessions, tournaments, showcase matches and opportunities against professional academies. Through these strands of provision, we provide a platform for young people to develop their skills, build confidence and foster a sense of belonging. We also offer targeted one-to-one mentoring and weekend matches with the XLP 11-a-side team, ensuring consistent support for those who need it most.

Our commitment also extends beyond football. This past year, we ran half-term trips, a bike club and two weekly gym sessions. Through our running club in collaboration with the Outrunners Youth Charity, two members of staff and two young people completed the 2024 London Marathon.

A core element of the Sports Project is young people leading change. Those towards the end of XLP’s Journey of Change (Trust → Believe → Change → Contribute) have played a crucial role in strengthening the team. Their dedication and leadership have helped us expand our reach, introducing peer mentoring and creating a welcoming environment for new participants. In doing so, they are also developing their own skills and confidence.

Sport is an excellent tool to help young people make new friendship groups, grow in confidence and aspiration, and develop new skills – both sport-related and life skills. The Sports sessions are popular and well attended, representing over 20% of our overall attendance across XLP. Indeed, some of the young people who join the sessions have been with XLP for many years now and are being encouraged to become future volunteers and trainers, providing peer support and acting as role models for younger members.

### **Schools Programme**

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#### **Exclusion Reduction Project**

The Exclusion Reduction Project takes young people at risk of school exclusion through a course of 1-1 and/or group mentoring sessions that aim to help them grow in confidence and motivation for their education. In doing so, it increases the likelihood that they will stay in school. Exclusion from education increases the chances of involvement in crime and serious youth violence, and in many cases leads to unemployment or custodial sentences.

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Last year, we worked in 34 schools across London (29 mainstream comprehensive secondary schools, three Pupil Referral Units and two SEN Schools) and supported 542 young people at risk of exclusion, of which 87% stayed in education. XLP has also excelled in deepening relationships with schools: our growing relationships have enabled us to remain agile in adapting to both internal and external changes as they arise, and has provided a stronger framework for delivering impactful work across diverse contexts, ensuring that we can continue to meet the evolving needs of young people at a crucial stage of their development.

Many young people develop their identity, aspirations and sense of belonging in schools. At XLP, we recognise the transformative impact of engaging with young people in their schools, alongside their communities and homes. Our school-based engagement is part of a holistic approach, enabling us to empower young people, foster resilience and create lasting change in their lives.

### **Literacy and Numeracy Project**

The Literacy and Numeracy (LAN) project worked in 11 schools with some 260 young people over the year. There are two main elements to the project:

1. Group and one-to-one tutoring within schools for young people in years 7 to 9 using the SAFMEDS (Say-All-Fast-Minute-Every-Day-Shuffled) approach. This precision teaching tool helps us to identify weaknesses in a child’s learning and support them in different areas.
2. One-to-one tutoring led by trained volunteers who are matched with young people. These young people receive one hour of tuition per week with the goal of helping them to raise their predicted grades and pass their GCSE’s. The young people fit into four main groups:
  - a. those working towards resitting exams between September and December
  - b. those studying for their mock exams
  - c. those studying towards summer GCSE’s
  - d. summer tuition for those preparing to start their GCSE year

All the young people in the LAN Project faced some level of disadvantage, including special education needs (SEN/SEND/SEMH and neurodiversity), English as an Additional Language (EAL), and others with Education Health Care Plans (EHCP). Of the 260 young people we supported, we observed an improvement in the skills acquired by an average of 83%. This included:

Young people with diagnosed dyslexia:	53% improvement
Young people with ADHD:	100% improvement
Young people with EAL:	91% improvement

The LAN project has also played an active role in empowering young people to gain broader confidence in school and social contexts, as evidenced by schools and family members, who have shared their impressions of the difference this project has made.

The engagement of young people in the LAN Project often goes beyond school time, and their relationships with trusted youth workers encourage them to participate in wider XLP activities, such as the Sports, Arts, Bus and Mentoring Projects.

### **Mentoring Programme**

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Mentoring provides a consistent adult supporter, advisor and role model who can give relational, tailored support to young people, based on the barriers they face. We were able to grow the programme significantly in 2023/24 in large part due to the continued support of the Greater London Authority (Propel Fund).

The programme works to match trained volunteers with young people – referred by schools, statutory services and health services – who meet for weekly mentoring sessions throughout the year. Sessions consist of visiting local cafés, parks and local attractions – to have fun, build connection, support their education and expand their worldview. Once a year, mentors and mentees go away for a weekend residential to help cement their relationships and this is often a place of real breakthrough, with many young people leaving London for the first time (see Residential Trips and Summer Camps below).

In the past year, we received over 205 referrals from statutory services (60% of referrals), the NHS and schools, reinforcing the importance of XLP’s work in preventing and alleviating crises, particularly in light of the long waiting lists for mental health and wellbeing services experienced by young people in London. Recognising the diverse needs of young people, we introduced a second yearly mentoring residential: a smaller, alternative trip specifically designed for young people experiencing high levels of anxiety, those with neurodiversity needs, or any young person who might find larger residential trips overwhelming.

We continue to train other organisations, sharing our expertise and experience with others around the country, including a new mentoring partnership with CHIPS in Lambeth, training their volunteers and connecting them with young people in need of support.

### **Employability Programme**

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The Employability Programme has three distinct projects helping young people who are – or are at risk of becoming – NEET (Not in Education, Employment, or Training):

1. Ready to Work Project, working with those who are currently NEET
2. Young Leaders Project, working with 16-18 year-olds at risk of becoming NEET
3. Apprenticeship Project, training young people who would otherwise be NEET

#### **Ready to Work**

The Ready to Work Project starts with a six-week course, offering employability support and guidance to young people who are NEET, followed by a year of support for each young person. The project helps young people develop the mindset, resources and skills needed to take their next steps, and this year we successfully delivered four cohorts (September, January, March and July) to 74 young people, 91% of whom completed the programme. One highlight of the year was the Summer 2024 cohort, where 100% of young people completed the six-week course, and 92% of participants moved into education or employment.

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This year saw the expansion of XLP’s network of company partnerships, offering young people unique insights and experiences across industries such as music, creative arts, construction, architecture and finance. Helping young people to overcome the anxiety they feel around travel to these visits has become a significant aspect of the project and is clearly an important step in becoming work-ready.

### **Young Leaders**

In 2023/24, nine active cohorts of small groups met regularly in community centres, churches, schools and other relevant places known to the young people, close where they live or attend other XLP projects. These monthly sessions – focussing on life skills, leadership skills, and developing the competencies and opportunities needed to gain employment – are consolidated through regular one-to-one meetings between each young leader and their youth worker. One important tenet of the project is the co-design of activities where young people are encouraged to design their own sessions, trips and the annual residential trip.

### **XLP Apprenticeship**

In 2023/24 we trained our largest cohort of apprentices to date: 11 young people, eight of whom were already known to XLP, having come through various projects as young people, including six through the Young Leaders Project. All apprentices have a passion to work with young people and to find a way to contribute to their communities, and as part of the year, they complete a level 2 youth work qualification. To date, ten of the apprentices continue to work in the youth work sector, of which two work as XLP Youth Workers.

### **Other**

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#### **Residential Trips and Summer Camps**

An incredible 803 young people attended 174 trips and 21 residentials (overnight trips). This comprised almost 50% of the regular young people who attended XLP projects. Some trips and residentials are project specific, others are area specific, whilst others are open to all. The destinations are often decided by and with the young people.

These opportunities are highly prized by young people and their families, as they help to broaden horizons, and enable young people to visit new places and create life-long memories. These opportunities further build the positive relationships with youth workers and volunteers and create new friendships with other young people from different areas of London with different backgrounds and cultures. It is often on such trips that transformational moments are seen, with real breakthrough across the ages.

#### **Youth Advisory Group**

The Youth Advisory Group consists of young people who have grown up as beneficiaries of XLP. New members are selected by the group annually, with older members leaving to make space for them. The aim of the group is to amplify the voice of young people and shape the direction of the charity. They meet monthly to discuss XLP and offer feedback and suggestions for improvements to projects and the work of XLP.

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Each member receives group and individual leadership training and mentoring support throughout their time on the YAG, and members regularly volunteer across XLP projects and trips, becoming true ambassadors of XLP, and of youth work more broadly. The group is also actively involved in the recruitment process for new youth work staff and represents XLP at corporate and fundraising events.



## **FINANCIAL AND RISK REVIEW**

### Income and Expenditure

Total Income received for the year was £2,469,619, £42,849 (2%) lower than £2,512,468 for 2023. Despite showing this slight decrease, this is a good result in light of the complexity of raising funds in the current environment, with the demand for charity funding continually increasing.

The main sources of voluntary income for the period are set out in Note 2. The charity is hugely grateful to all its donors.

Expenditure of £2,834,189 showed a significant increase of £398,050 (16%) from £2,436,139 for 2023. This is a smaller increase than the previous year, and reflects both an increase in the size of our team and the increase in costs of running projects within the current economic environment. This expenditure enabled us to deliver our services in 34 schools this year (2023: 38) and on 34 estates (2023: 34). This allowed us to deliver 7,103 youth work sessions throughout the year, up 28% (2023: 5,537). We also invested significantly in redeveloping our impact measurement system, having secured funding for this.

This performance resulted in restricted funds decreasing to £343,821 (2023: £574,253) and free reserves decreasing to £704,698 (2023: £874,210). The decrease in restricted funds results from strategically growing our activity and targeting our fundraising to ensure we were again able to use funds that had been held over from previous years.

Overall donations and legacies of £2,371,557 decreased by 4% (2023: £2,470,276). This included a decrease on non-bus grants of £26,541 (2%) to £1,226k (2023: £1,252k) and a decrease on donations from businesses of £85,211 (15%) to £484k (2023: £569k). Other donations decreased by £123,148 (31%) to £274k (2023: £397k) but income from events increased by £152,974 (513%) to £183k (2023: £30k); this is a significant increase on the previous year and reflects the success of our annual dinner and use of online giving platforms. Grants for the running of the bus project increased by £33,242 (22%) to £185k (2023: £152k), and the use of capital funds carried over from 2023 enabled our newest bus to be equipped and enter service this year. We did not seek any new capital funding for this (2023: £50k).

XLP does not use a professional fundraising service and has not received any complaints from donors regarding our fundraising activities.

Our principal expenditure is staff costs. In the last twelve months, these increased by nearly 14%, through a combination of increased team size and significant increases in both the London Living Wage and Apprentice Minimum Wage. In setting salaries at the start of the year, the organisation was also attentive to the continued increases in the cost of living. Staff costs are expected to rise further over the next 12 months with the increased costs of employment following the increase to the Employers’ National Insurance rate from April 2025.

The costs of running our projects continued to increase this year through a combination of the economic climate and our increased capacity to deliver more youth work due to having a larger staff team.

Our fundraising ratio remained at 7% of the total of voluntary income and activities for generating funds. This will increase next year, as we have increased the size of our fundraising team to provide more capacity to secure funding in the current economic circumstances. Support costs increased by less than 2% as set out in Note 8.



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Balance Sheet

Fixed assets increased to £246,671 (from £211,297), as we equipped our latest bus ready for project use and replaced our minibus.

Current assets largely comprise cash on deposit. Debtors largely relate to accrued income that related to the financial year but was received post year-end. The main “creditor” is deferred income of £347,801 representing grants given in 2023/24 for work that will take place in the next financial year.

Reserves Policy

The policy aims to establish free reserves at a level to cover at least three months of charitable expenditure. Free reserves comprise unrestricted funds not represented by fixed assets. At year-end, free reserves of £704,698 represented 3.2 months of cover, a decrease from 2023 (£874,210; 4.6 months). As the costs of running the charity’s activities continue to increase, we will seek to increase the value of free reserves in the coming year in order to maintain the three-month reserve position.

In addition to the free reserves, the charity also holds restricted funds of £343,821 and a fixed asset fund of £246,671, giving total funds of £1,295,190 at 31 August 2024.

Going Concern

The trustees have reviewed the outturn for the year noting the progress made against the approved budget for 2024/25. Following this and the review of our funding position going forward, the trustees have a reasonable expectation that the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future. The trustees therefore consider it appropriate for the accounts to be signed on a going concern basis.

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Risk Review

The trustees conduct an annual review of the major risks to which the charity is exposed and the controls established to mitigate those risks. The trustees consider that the most significant current risks to XLP relate to safeguarding recognising the challenging environments in which we operate, lack of sufficient funding recognising the current economic climate, and loss of key personnel / lack of staff capacity recognising the general lack of trained youth workers.

The safeguarding policy and procedures of the Charity are reviewed by trustees, the Chief Executive Officer, the Director of Youth Work and the Head of Safeguarding. Trustees all complete relevant safeguarding training and are updated regularly at Board meetings on safeguarding matters. All staff are trained annually in safeguarding and training is provided for mentors and other volunteers including Trustees.

The charity’s funding strategy encourages a diversification of funding sources whilst continuing to expand the funding base for the charity. Funding is received from charitable trusts, major private and corporate donors, fundraising events and donations from churches and individuals.

The Executive and Senior Management teams cover the core areas of the organisation (youth work, safeguarding, impact, culture, finances and fundraising) and provide continuity in times of absence.

**XLP – TRUSTEES’ ANNUAL REPORT  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

**PLANS FOR FUTURE PERIODS**

The charity plans to continue its present activities in future years, and to add activities as resources permit. Our focus during 2024/25 will remain on the activities in our existing boroughs with young people, whilst delving deeper into impact management and preparing for growth.

Key goals for 2024/25 are:

- To continue to build the infrastructure and fundraising capacity in preparation for the future
- To ensure consistent delivery of excellent youth work across the organisation
- To ensure all staff understand XLP’s expectations and policies (particularly around safeguarding), as well as their role responsibilities, and are held accountable
- To develop greater diversity and inclusion at senior level
- To ensure managers have clear and accessible evidence to make good decisions
- To maintain our free reserves above the three-month level as costs increase

**XLP – TRUSTEES’ ANNUAL REPORT  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

Constitution

The charity was established under a Memorandum of Association and is governed under its Articles of Association.

Trustees

Trustees are appointed with reference to relevant skills, diversity and XLP’s values. Under the Articles, new trustees are appointed by the Board of Trustees and one third of the members of the Board (the longest serving) retire each year, but are eligible to be re-appointed if still qualified.

New trustees go through an induction process and receive trustee training as appropriate.

The trustees schedule four quarterly meetings a year and hold further meetings during the year as required. During the financial period, the trustees met as a Board six times.

Organisational Structure

The organisation is led by the Board of Trustees, which oversees and monitors the work of XLP and makes decisions on overarching issues such as vision and long-term strategy, and agrees the budget in conjunction with the Chief Executive (CEO).

The oversight of the day-to-day work of XLP is delegated to the senior managers and led by the CEO. The trustees appoint a small committee of trustees to agree the remuneration of the CEO and other senior staff. Operations (youth work) and Support Services (office) teams meet regularly and take responsibility for XLP’s day-to-day operations and service delivery.

Co-operation with Other Organisations

XLP works in association and partnership with a number of local organisations, in furtherance of its charitable purposes. These include schools, Pupil Referral Units and other Alternative Provision establishments, London Borough Councils, Youth Offending Teams, various Housing and Tenants’ Associations, the Police, Police Community Support Officers, and Safer Neighbourhood Teams, together with other local charities. XLP also works with a number of youth work organisations and churches across London.

## **STATEMENT OF TRUSTEES’ RESPONSIBILITIES**

The trustees (who are also directors of XLP for the purposes of company law) are responsible for preparing the Trustees’ Annual Report 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 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 auditor is 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 auditor is aware of that information.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity’s governing document, the Charities Act 2011 and 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 published on 16 July 2014.

**XLP – TRUSTEES’ ANNUAL REPORT  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies’ exemption.

Approved by the Trustees on 9<sup>th</sup> April 2025 and signed on their behalf by:

*Edward Donaldson*

Mr E F C Donaldson OBE (Chair)

## **XLP – INDEPENDENT AUDITOR’S REPORT TO THE TRUSTEES OF XLP FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

### **Opinion**

We have audited the financial statements of XLP (the ‘charitable company’) for the year ended 31 August 2024 which comprise Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including 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 31 August 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### **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 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 other information comprises the information included in the trustees’ 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 we do not express any form of assurance conclusion thereon.

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 course of 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.

## **XLP – INDEPENDENT AUDITOR’S REPORT TO THE TRUSTEES OF XLP FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 21, 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.

### **Auditor responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud
- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;

- Performed analytical procedures to identify any unusual or unexpected relationships
- Tested journal entries to identify unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:



**XLP – INDEPENDENT AUDITOR’S REPORT TO THE TRUSTEES OF XLP  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

- Agreeing financial statement disclosures to underlying supporting documentation
- Reading the minutes of meetings of those charged with governance
- Enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

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

**XLP – INDEPENDENT AUDITOR’S REPORT TO THE TRUSTEES OF XLP  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

**Use of our report**

This report is made solely to the charitable company’s trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company’s trustees those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company’s trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Edmund Carr LLP*

EDMUND CARR LLP

Statutory Auditor

146 New London Road

Chelmsford

Essex

CM2 0AW

Date: 10 April 2025

Edmund Carr LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**XLP – STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**  
**STATEMENT OF FINANCIAL ACTIVITIES**

		<b>Unrestricted</b>	<b>Restricted</b>	<b>2023/24</b>	<b>2022/23</b>
				<b>Total</b>	<b>Total</b>
	<b>Note</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>(restated)</b>
					<b>£</b>
<b>Income from:</b>					
Donations and legacies	2	729,151	1,642,406	2,371,557	2,470,276
Charitable Activities	3a	650	480	1,130	236
Other trading activities	3b	92,673	4,259	96,932	41,956
<b>Total Income</b>		<b>822,474</b>	<b>1,647,145</b>	<b>2,469,619</b>	<b>2,512,468</b>
<b>Expenditure on:</b>					
Raising Funds	6	178,735	-	178,735	161,880
Charitable Activities	7,8,9	858,616	1,796,838	2,655,454	2,274,259
<b>Total Expenditure</b>		<b>1,037,351</b>	<b>1,796,838</b>	<b>2,834,189</b>	<b>2,436,139</b>
<b>Net income/(expenditure)</b>		<b>(214,877)</b>	<b>(149,693)</b>	<b>(364,570)</b>	<b>76,329</b>
<b>Transfers between funds</b>	14	<b>80,739</b>	<b>(80,739)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(134,138)</b>	<b>(230,432)</b>	<b>(364,570)</b>	<b>76,329</b>
<b>Reconciliation of Funds</b>					
Total Funds brought forward		<b>1,085,507</b>	<b>574,253</b>	<b>1,659,760</b>	<b>1,583,431</b>
<b>Total Funds carried forward</b>		<b>951,369</b>	<b>343,821</b>	<b>1,295,190</b>	<b>1,659,760</b>

The statement of financial activities includes all gains and losses in the year.

**XLP – BALANCE SHEET  
AS AT 31<sup>ST</sup> AUGUST 2024**

**BALANCE SHEET**

			31st August 2024	31st August 2023 (restated)
	Note	£	£	£
<b>Fixed Assets</b>				
Tangible Assets	11		246,671	211,297
<b>Current Assets</b>				
Stock		-		2,242
Debtors	12	402,250		461,659
Cash at bank and in hand		1,130,550		1,349,000
		<u>1,532,800</u>		<u>1,812,901</u>
<b>Current Liabilities</b>				
Creditors: amounts falling due within one year	13	484,281		364,438
		<u></u>	<u></u>	<u></u>
<b>Net Current Assets</b>			1,048,519	1,448,463
<b>Net Assets</b>			<u><b>1,295,190</b></u>	<u><b>1,659,760</b></u>
<b>Funds of the Charity</b>				
Restricted Income Funds	14		343,821	574,253
Unrestricted General Funds	15		704,698	874,210
Unrestricted Fixed Asset Funds	15		246,671	211,297
			<u></u>	<u></u>
<b>Total Charity Funds</b>			<u><b>1,295,190</b></u>	<u><b>1,659,760</b></u>

For the year ending 31st August 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

Approved by the board on 9<sup>th</sup> April 2025 and signed on its behalf by

*Edward Donaldson*

Mr E F C Donaldson OBE (Chair)  
Company Registration no. 4959458

**XLP – STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

**STATEMENT OF CASH FLOWS**

	<b>2023/24</b>	<b>2022/23</b>
	<b>£</b>	<b>(restated)</b>
	<b>£</b>	<b>£</b>
<b><u>Cash flows from operating activities</u></b>		
<b>Net cash provided by (used in) operating activities (Note 1)</b>	<b>(107,860)</b>	<b>(158,616)</b>
<b><u>Cash flows from investing activities</u></b>		
Purchase of fixed assets	(110,590)	(47,570)
<b>Net cash provided by (used in) investing activities</b>	<b>(110,590)</b>	<b>(47,570)</b>
<b>Net cash provided by (used in) financing activities</b>	<b>-</b>	<b>-</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>(218,450)</b>	<b>(206,186)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>1,349,000</b>	<b>1,555,186</b>
<b>Cash and cash equivalents at the end of the reporting period (Note 2)</b>	<b>1,130,550</b>	<b>1,349,000</b>
<b><u>Note 1</u></b>		
<b>Net income/(expenditure) for the reporting period</b>	<b>(364,570)</b>	<b>76,329</b>
Adjustments for:		
Depreciation	74,685	81,992
Loss on disposal of fixed assets	530	-
(Increase)/decrease in stocks	2,242	-
(Increase)/decrease in debtors	59,410	(349,181)
Increase/(decrease) in creditors	119,843	32,244
<b>Net cash provided by (used in) operating activities</b>	<b>(107,860)</b>	<b>(158,616)</b>
<b><u>Note 2</u></b>		
<b>Analysis cash and cash equivalents</b>		
Cash in hand	861,928	1,092,545
Notice deposits	268,622	256,455
<b>Total cash and cash equivalents</b>	<b>1,130,550</b>	<b>1,349,000</b>

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

**NOTES TO THE FINANCIAL STATEMENTS**

**1. ACCOUNTING POLICIES**

**a) Basis of Accounting**

The financial statements have been prepared under the historical cost convention, and 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) issued on 16 July 2014; the Financial reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102); the Charities Act 2011; and UK Generally Accepted Practice as it applies from 1 January 2019.

The charity constitutes a public benefit entity as defined by FRS102.

**b) Going concern**

The Charity is funded from a diverse number of sources, including charitable trusts, major private and corporate donors, fundraising events and donations from individuals, churches, and other local organisations. As such, it is not reliant upon one source of income. Taking this into account together with the strength of the balance sheet and their review of performance against plan to date, the Trustees believe that, while uncertainty exists, there is no material uncertainty regarding the Charity's ability to continue as a going concern and consequently consider that the financial statements are appropriately prepared on such a basis.

**c) Recognition of income**

Income is included in the Statement of Financial Activities when the charity becomes entitled to the resources, it is more likely than not that the charity will receive the resources and the monetary value can be measured with sufficient reliability.

**d) Incoming resources**

Donations and grants are included in the accounts when the general income criteria are met. When donors specify they are to be used for a future accounting period they are treated as deferred income. Fees received for courses commencing after the period end are also recognised as deferred income. Contributions, fees and tax recoverable from the Inland Revenue under the Gift Aid scheme are recognised on an accruals basis when there is a valid declaration from the donor.

**e) Resources Expended**

Expenditure is accounted for on an accruals basis, inclusive of VAT, which cannot be recovered. The majority of costs are attributable to specific charitable activities. Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating staff costs by the time spent and other costs by their usage. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

**f) Capitalisation and Depreciation**

All fixed assets are initially recorded at cost. Tangible fixed assets costing more than £500 are capitalised in the accounts. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office Equipment – computers 50% straight line, other equipment 25% straight line

Motor Vehicles – 20% straight line

Fixtures & Fittings – 10% straight line

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

g) **Stocks**

Stocks held for resale are measured at the lower of cost or net realisable value.

h) **Pensions**

XLP contributes to a defined contribution pension scheme on behalf of employees the cost of which is disclosed in note 4 below.

i) **Funds accounting**

Funds held by the charitable company are:

Unrestricted general funds – funds that can be used in accordance with the charitable objects at the discretion of the trustees.

Fixed Asset funds – funds committed to fixed assets as set out in note 15.

Restricted funds – funds that can only be used for particular purposes within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. The nature and purpose of each fund is explained further in the notes to the financial statements.

j) **Operating Leases**

Rentals under operating leases are charged on a straight-line basis over the lease term.

k) **Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

l) **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

m) **Debtors and creditors receivable / payable within one year**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

n) **Donated goods and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'.

Where it is impractical to fair value the items due to the volume of low value items, they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

**2. DONATIONS AND LEGACIES**

			<b>2023/24</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations from churches	10,382	9,926	20,308
Donations from businesses	158,604	325,507	484,111
Other Donations	271,977	1,767	273,744
Grants for bus project	-	184,860	184,860
Capital Grants	-	-	-
Other grants	105,403	1,120,346	1,225,749
Total Donations and grants	546,366	1,642,406	2,188,772
Income from events	182,785	-	182,785
	<u>729,151</u>	<u>1,642,406</u>	<u>2,371,557</u>

Government grants totalled £382,998 of income; of this, £360,592 is included within restricted “Other grants” above whilst £22,406 is included within restricted “Grants for bus project”.

**2022/23 comparative figures (restated):**

			<b>2022/23</b>
	<b>Unrestricted (restated)</b>	<b>Restricted</b>	<b>Total (restated)</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations from churches	14,703	5,640	20,343
Donations from businesses	267,097	302,225	569,322
Other Donations	386,462	10,430	396,892
Grants for bus project	-	151,618	151,618
Capital Grants	-	50,000	50,000
Other grants	108,017	1,144,273	1,252,290
Total Donations and grants	776,279	1,664,186	2,440,465
Income from events	29,811	-	29,811
	<u>806,090</u>	<u>1,664,186</u>	<u>2,470,276</u>

Government grants totalled £446,130 of income; of this, £383,464 is included within restricted “Other grants” above whilst £62,666 is included within restricted “Grants for bus project”.





**XLP – NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2024**

**4. STAFF COSTS**

a) Employment Costs

**2023/24**

**Total**

**£**

Gross Pay	1,828,049
Pensions Contributions	38,526
Social Security costs (Employers National Insurance)	168,153
Other employee benefits	5,271

2,039,999

- b) An average of 65 people were employed by the company during the year of which 8 were part-time.
- c) One employee received remuneration benefits of between £70,000 and £80,000. Total earnings of key management personnel was £86,326.
- d) The trustees received no remuneration during the year. The charity purchased trustee indemnity insurance on behalf of the trustees. Trustees' expenses reimbursed during the year amounted to nil.
- e) Total termination payments amount to £5,271 (2023 - £5,000) and related to statutory redundancy pay for two members of staff and compensation for termination of employment of one member of staff.

**2022/23 comparative figures:**

f) Employment Costs

**2022/23**

**Total**

**£**

Gross Pay	1,607,577
Pensions Contributions	32,889
Social Security costs (Employers National Insurance)	150,236
Other employee benefits	5,000

1,795,702

- g) An average of 59 people were employed by the company during the year of which 7 were part-time.
- h) One employee received remuneration benefits of between £70,000 and £80,000. Total earnings of key management personnel was £82,783.
- i) The trustees received no remuneration during the year. The charity purchased trustee indemnity insurance on behalf of the trustees. Trustees' expenses reimbursed during the year amounted to nil.
- j) Total termination payments amount to £5,000 (2022 - £Nil) and related to compensation for termination of employment of one member of staff.

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
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**5. TAXATION**

As a registered charity, the entity is entitled to those reliefs from taxation which are available to charities.

**6. RAISING FUNDS**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2023/24</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Costs of generating donations			
Salaries	128,680	-	128,680
Other costs	14,272	-	14,272
	<b>142,952</b>	<b>-</b>	<b>142,952</b>
Fundraising event costs	35,783	-	35,783
	<b>178,735</b>	<b>-</b>	<b>178,735</b>

**2022/23 comparative figures:**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2022/23</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Costs of generating donations			
Salaries	87,769	30,000	117,769
Other costs	17,915	-	17,915
	<b>105,684</b>	<b>30,000</b>	<b>135,684</b>
Fundraising event costs	26,196	-	26,196
	<b>131,880</b>	<b>30,000</b>	<b>161,880</b>

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
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**7. ANALYSIS OF COSTS OF CHARITABLE ACTIVITIES**

	<b>Community Projects</b>	<b>Training</b>	<b>Borough and other outreach work</b>	<b>2023/24</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries	286,868	-	1,377,113	1,663,981
Bus and transport costs	60,426	-	79,369	139,795
Direct Project Costs	53,350	-	195,973	249,323
Donations and sponsorships	-	-	-	-
Support Costs (note 8)	114,722	-	426,274	540,996
Governance Costs (note 9)	13,008	-	48,351	61,359
	<b>528,374</b>	<b>-</b>	<b>2,127,080</b>	<b>2,655,454</b>

**2022/23 comparative figures:**

	<b>Community Projects</b>	<b>Training</b>	<b>Borough and other outreach work</b>	<b>2022/23</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries	208,950	-	1,208,549	1,417,499
Bus and transport costs	53,726	-	82,606	136,332
Direct Project Costs	48,404	-	178,098	226,502
Donations and sponsorships	-	-	-	-
Support Costs (note 8)	78,963	-	359,721	438,684
Governance Costs (note 9)	9,944	-	45,298	55,242
	<b>399,987</b>	<b>-</b>	<b>1,874,272</b>	<b>2,274,259</b>

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
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**8. SUPPORT COSTS**

	<b>Community Projects</b>	<b>Training</b>	<b>Borough and other outreach work</b>	<b>2023/24</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries	48,750	-	181,128	229,878
Office Accommodation	18,866	-	70,094	88,960
IT Equipment and support	30,684	-	114,035	144,719
Office and admin costs	16,422	-	61,017	77,439
	<b>114,722</b>	<b>-</b>	<b>426,274</b>	<b>540,996</b>

*2022/23 comparative figures:*

	<b>Community Projects</b>	<b>Training</b>	<b>Borough and other outreach work</b>	<b>2022/23</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries	42,990	-	195,848	238,838
Office Accommodation	12,336	-	56,196	68,532
IT Equipment and support	9,424	-	42,930	52,354
Office and admin costs	14,213	-	64,747	78,960
	<b>78,963</b>	<b>-</b>	<b>359,721</b>	<b>438,684</b>

**9. GOVERNANCE COSTS**

	<b>2023/24</b>	<b>2022/23</b>
	<b>£</b>	<b>£</b>
Fees payable to auditor (note 10)	20,678	16,940
Legal Fees	1,381	1,906
Salaries	17,460	16,596
Consultancy Fees	21,840	19,800
	<b>61,359</b>	<b>55,242</b>

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
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**10. NET INCOME FOR THE PERIOD**

	<b>2023/24</b>	<b>2022/23</b>
	<b>£</b>	<b>£</b>
This is stated after charging:		
Depreciation	74,685	81,992
Operating lease rentals	12,064	4,621
	<b>86,749</b>	<b>86,613</b>
Fee payable to auditor:		
Audit	12,800	10,450
Payroll Services	7,878	6,490
	<b>20,678</b>	<b>16,940</b>

**11. TANGIBLE FIXED ASSETS**

	<b>Furniture &amp; Fixtures</b>	<b>Motor Vehicles</b>	<b>Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>COST</b>				
At 1 September 2023	16,224	493,083	107,325	616,632
Additions	-	105,367	5,223	110,590
Disposals	-	(124,796)	(2,320)	(127,116)
<b>At 31 August 2024</b>	<b>16,224</b>	<b>473,654</b>	<b>110,228</b>	<b>600,106</b>
<b>DEPRECIATION</b>				
At 1 September 2023	7,976	309,812	87,547	405,335
Charge for the year	1,623	58,992	14,070	74,685
Eliminated on disposal	-	(124,265)	(2,320)	(126,585)
<b>At 31 August 2024</b>	<b>9,599</b>	<b>244,539</b>	<b>99,297</b>	<b>353,435</b>
<b>NET BOOK VALUE</b>				
At 1 September 2023	8,248	183,271	19,778	211,297
<b>At 31 August 2024</b>	<b>6,625</b>	<b>229,115</b>	<b>10,931</b>	<b>246,671</b>

**12. DEBTORS**

	<b>2023/24</b>	<b>2022/23 (restated)</b>
	<b>£</b>	<b>£</b>
Income tax recoverable under gift aid scheme	86,155	54,257
Other debtors	141,521	89,367
Prepayments and accrued income	174,574	318,035
	<b>402,250</b>	<b>461,659</b>

**XLP – NOTES TO THE FINANCIAL STATEMENTS  
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**13. CREDITORS: amounts falling due within one year**

	<b>2023/24</b>	<b>2022/23</b>
	<b>£</b>	<b>£</b>
PAYE and Social Security	37,710	39,181
Other creditors	86,170	33,422
Accruals and deferred income	360,401	291,835
	<b>484,281</b>	<b>364,438</b>

Accruals and deferred income includes deferred income of £347,801 all of which arose in the year (2022/23 - deferred income of £281,835). The income has been deferred at year end on the basis that money received in the current year relates to projects to be undertaken in future years.

**14. RESTRICTED FUNDS**

	<b>1st September 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers between funds</b>	<b>Transfer to/(from) Unrestricted Fund</b>	<b>31st August 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>1 Bus project funds</b>	-	186,260	186,260	-	-	-
<b>2 Vehicle Capital Fund</b>	87,043	-	-	-	80,739	6,304
<b>3 Exclusion Reduction Programme</b>	15,000	475,127	490,127	-	-	-
<b>4 Mentoring funds</b>	126,931	280,252	326,684	-	-	80,499
<b>5 Arts funds</b>	46,711	126,373	133,573	-	-	39,511
<b>6 Employability funds</b>	179,023	304,302	295,056	-	-	188,269
<b>7 Sports funds</b>	21,667	29,111	50,778	-	-	-
<b>8 Literacy &amp; Numeracy</b>	83,849	103,040	173,340	-	-	13,549
<b>9 Impact Project (Capacity)</b>	-	112,000	112,000	-	-	-
<b>10 Other funds</b>	14,029	30,680	29,020	-	-	15,689
	<b>574,253</b>	<b>1,647,145</b>	<b>1,796,838</b>	<b>-</b>	<b>80,739</b>	<b>343,821</b>

1. Bus project funds include a number of grants from trusts, companies, local authorities, and local community organisations given for periods of up to three years for the operation of the Community Bus project. Larger donors to this work included the City Bridge Foundation, the Garfield Weston Foundation, the Royal Docks Trust, the United St. Saviour's Fund, and the National Lottery Community Fund.
2. The Vehicle Capital Fund relates primarily to funds given in the previous year by FINHUMF and HSBC UK towards the conversion of a new community bus which entered service during the year. The transfer of £80,739 to the fixed asset fund relates to the costs of this conversion.

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3. Exclusion Reduction Programme – includes funds from trusts, companies, local authorities, local churches, and individuals, given in support of the work within schools and connected to schools across our boroughs, with the aim of reducing and preventing exclusions of young people from mainstream education. This has become the primary focus of our borough projects. Larger donors this year included The Charity of Sir Richard Whittington, The Haberdashers' Company, The Stewarts Foundation, The MAPP Charitable Foundation, and the National Lottery Community Fund.
4. Mentoring – includes both one-off and multi-year grants for the operation of the Mentoring programme, from organisations including the Greater London Authority, the Lighthouse London Community Trust, the Sisters of the Holy Cross Charitable Trust, and Compass Wellbeing CIC.
5. Arts Funds – funding from Universal Music, the Backstage Trust, the National Lottery Community Fund, the Benefact Trust, and others, for projects that promote the practice and expression of performing arts, including our mobile recording studio.
6. Employability Funds – towards our Ready to Work, Young Leaders, Job Creation, and Youth Advisory Group programmes, including grants from the Citi Foundation, the Horlock Educational Trust, the City of London Corporation, the National Citizen Service Trust, Landsec, and others.
7. Sports Funds – to support sports projects including football sessions, gym sessions, a running club, and a cycling club. Larger donors this year included the National Lottery Community Fund, National Grid, Sport England, and Transport for London.
8. Literacy & Numeracy – grants from trusts and companies including the Constable Educational Trust, The Charity of Sir Richard Whittington, and the JJ Charitable Trust towards the promotion of literacy and numeracy skills in schools. This project connects closely with our Exclusion Reduction Programme.
9. Impact Project (Capacity) – the funding received and expended this year relates to the major overhaul of our impact recording database.
10. Other Funds – includes funding received specifically for the core running costs of the charity from The Charity of Sir Richard Whittington as well as other smaller projects.



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*2022/23 comparative figures:*

	1st September 2022	Income	Expenditure	Transfers between funds	Transfer to/(from) Unrestricted Fund	31st August 2023
	£	£	£	£	£	£
<b>1 Bus project funds</b>	-	180,768	180,768	-	-	-
<b>2 Vehicle Capital Fund</b>	23,100	99,943	-	-	36,000	87,043
<b>3 Exclusion Reduction Programme</b>	173,153	460,864	625,439	6,422	-	15,000
<b>4 Mentoring funds</b>	43,355	307,007	223,431	-	-	126,931
<b>5 X-Mobile</b>	47,247	-	-	(47,247)	-	-
<b>6 Arts funds</b>	72,253	74,622	143,638	47,247	3,773	46,711
<b>7 Employability funds</b>	259,550	198,773	286,198	6,898	-	179,023
<b>8 Sports funds</b>	36,218	123,620	138,171	-	-	21,667
<b>9 Literacy &amp; Numeracy</b>	89,024	140,350	145,525	-	-	83,849
<b>10 Impact Project (Capacity)</b>	-	20,000	20,000	-	-	-
<b>11 Other funds</b>	25,450	61,176	59,277	(13,320)	-	14,029
	<b>769,350</b>	<b>1,667,123</b>	<b>1,822,447</b>	<b>-</b>	<b>39,773</b>	<b>574,253</b>

1. Bus project funds include a number of grants from trusts, companies, local authorities, and local community organisations given for periods of up to three years for the operation of the Community Bus project. Larger donors to this work included the Garfield Weston Foundation, the London Borough of Newham/MOPAC, the National Lottery Community Fund, and Tritax.
2. The Vehicle Capital Fund relates primarily to funds given by FINHUMF and HSBC UK towards the purchase and conversion of a new community bus during the year. The transfer of £36,000 to the fixed asset fund relates to the purchase of a bus due to enter service during 2023/24 (note 15).
3. Exclusion Reduction Programme – includes funds from trusts, companies, local authorities, local churches, and individuals, given in support of the work within schools and connected to schools across our boroughs, with the aim of reducing and preventing exclusions of young people from mainstream education. This has become the primary focus of our borough projects. Larger donors this year included the National Lottery Community Fund, The Charity of Sir Richard Whittington, The Haberdashers' Company, Vanguard, The Stewarts Foundation, and The Portal Trust.
4. Mentoring – includes both one-off and multi-year grants for the operation of the Mentoring programme, from organisations including the Greater London Authority, The Henry Smith Charity, the Lighthouse London Community Trust, and the Sisters of the Holy Cross Charitable Trust.
5. X-Mobile – the X-Mobile project has always been closely linked to the Arts project, and it was decided to merge X-Mobile into Arts as the year began. Therefore the remaining funds were transferred to Arts, but continued to be restricted to the specific work of the X-Mobile van.
6. Arts Funds – funding from Universal Music, the London & Quadrant Housing Trust, the London Borough of Newham, and others, for projects that promote the practice and expression of performing arts.
7. Employability funds – towards our Ready to Work, Young Leaders, Job Creation, and Youth Advisory Group programmes, including grants from the Citi Foundation, the Horlock Educational Trust, the City of London Corporation, and others.

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8. Sports Funds – to support sports projects including football sessions, gym sessions, a running club, and a cycling club. Larger donors this year included StreetGames UK, the London Marathon Foundation, the London Borough of Newham/MOPAC, and Fight for Peace.
9. Literacy & Numeracy – grants from trusts and companies including the Constable Educational Trust and The Charity of Sir Richard Whittington towards the promotion of literacy and numeracy skills in schools. This project connects closely with our Exclusion Reduction Programme.
10. Impact Project (Capacity) – the funding received and expended this year relates to the beginning of the overhaul of our impact recording database.
11. Other Funds – the transfers from this fund to the Exclusion Reduction Programme and Employability projects relate to a re-structuring of the camps. Snow Camp provides an opportunity for young people to receive training and pursue a career in winter sports training, so has been transferred to Employability. The other residential trips and camps are overseen by the youth workers within the Exclusion Reduction team.

**15. UNRESTRICTED FUNDS**

	<b>1<sup>st</sup> September 2023</b>	<b>Resources to fund fixed assets</b>	<b>Net Resources Generated/ (Utilised)</b>	<b>Transfer from Restricted Fund</b>	<b>Transfer from General Fund</b>	<b>31<sup>st</sup> August 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Funds	874,210	-	(250,251)	80,739	-	704,698
Fixed Asset Funds	211,297	110,590	(75,216)	-	-	246,671
	<u>1,085,507</u>	<u>110,590</u>	<u>(325,467)</u>	<u>80,739</u>	<u>-</u>	<u>951,369</u>

The Fixed Asset Fund represents the amount of charity funds utilised in capital investments in the charity's motor vehicles (including its community buses), fixtures and fittings, and office equipment. The funds are carried at the net book value of the fixed assets. There are no outstanding loans, or endowment funds used to finance their acquisition.

**2022/23 comparative figures (restated):**

	<b>1<sup>st</sup> September 2022</b>	<b>Resources to fund fixed assets</b>	<b>Net Resources Generated/ (Utilised) (restated)</b>	<b>Transfer from Restricted Fund</b>	<b>Transfer from General Fund</b>	<b>31<sup>st</sup> August 2023 (restated)</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Funds	568,362	-	266,075	39,773	-	874,210
Fixed Asset Funds	245,719	47,570	(81,992)	-	-	211,297
	<u>814,081</u>	<u>47,570</u>	<u>184,083</u>	<u>39,773</u>	<u>-</u>	<u>1,085,507</u>

The Fixed Asset Fund represents the amount of charity funds utilised in capital investments in the charity's motor vehicles (including its community buses), fixtures and fittings, and office equipment. The funds are carried at the net book value of the fixed assets. There are no outstanding loans, or endowment funds used to finance their acquisition.

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**16. COMMITMENTS UNDER OPERATING LEASES**

At the year end, the charity had total commitments under non-cancellable operating leases as set out below.

	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>
Not later than 1 year	10,751	4,289
Later than 1 and not later than 5 years	33,148	9,371
Later than 5 years	-	-
	<b>43,899</b>	<b>13,660</b>

The charity has entered into agreements with the Church of England for the use of All Hallows on the Wall, London Wall. A formal lease agreement has not yet been completed.

**17. ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)**

	<b>Tangible fixed assets</b>	<b>Other net assets</b>	<b>2023/24 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted	-	343,821	343,821
Unrestricted			
- General Fund	-	704,698	704,698
- Fixed Asset Fund	246,671	-	246,671
	<b>246,671</b>	<b>1,048,519</b>	<b>1,295,190</b>

*2022/23 comparative figures (restated):*

	<b>Tangible fixed assets</b>	<b>Other net assets (restated)</b>	<b>2022/23 Total (restated)</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Restricted	-	574,253	574,253
Unrestricted			
- General Fund	-	874,210	874,210
- Designated Fund	211,297	-	211,297
	<b>211,297</b>	<b>1,448,463</b>	<b>1,659,760</b>

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**18. RELATED PARTIES**

The charity received donations without conditions from Trustees in the year of £9,210 (2023: £13,046). There were no other related party transactions that require disclosure under FRS102.

**19. COMPANY LIMITED BY GUARANTEE**

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

**20. CONTROL**

The Company is controlled by its members.

**21. RESTATEMENT OF PRIOR PERIOD BALANCES**

Restatement of prior period balances have taken place; adjustments have been made as a result of an under provision of income from corporate donations in the Year Ended 31 August 2023. As a result, in the comparative figures, corporate donations and accrued income have increased by £75,000 which has resulted in an increase in unrestricted general funds at 31 August 2023 of £75,000.