

Blueprint for All

England & Wales · Charity number 1102267

Details

Other names	Blueprint for all Ltd, THE STEPHEN LAWRENCE CHARITABLE TRUST
Status	Registered
Legal form	Charitable company
Company number	05047204
Registered	2004-02-24
Register	View on the Charity Commission register

Contact

Address 39 Brookmill Road
Deptford
London
SE8 4HU

Phone 02081002800

Email finance@blueprintforall.org

Website www.blueprintforall.org

Activities

Objects: (1) TO ADVANCE EDUCATION AND PROMOTE EQUALITY OF OPPORTUNITY AND GOOD RACE RELATIONS BETWEEN PERSONS OF DIFFERENT RACIAL ORIGINS AND THE ELIMINATION OF UNLAWFUL RACIAL DISCRIMINATION;(2) TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE ART AND SCIENCE OF ARCHITECTURE BY ANY MEANS WHICH IS CHARITABLE, AND IN PARTICULAR, BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, BY THE PRESENTATION OF AN ANNUAL MEMORIAL LECTURE IN MEMORY OF STEPHEN LAWRENCE;(3) TO ADVANCE EDUCATION BY THE PROVISION OF SCHOLARSHIPS, BURSARIES AND MAINTENANCE ALLOWANCES TO ANY PERSONS THE TRUSTEES DEEM FIT PROVIDED THAT SUCH PERSONS ARE UNDERTAKING (OR ARE ABOUT TO UNDERTAKE) A COURSE OF FORMAL EDUCATION AT ANY UNIVERSITY OR OTHER RECOGNISED EDUCATIONAL ESTABLISHMENT TO PREPARE OR ASSIST SUCH PERSONS TO GAIN ENTRY INTO THE PROFESSION OF ARCHITECTURE.

Activities: The Trust is a national educational charity committed to the social inclusion; community cohesion and the alleviation of poverty. The Trust addresses the causes of urban decay; youth disaffection and educational underachievement; supporting young people develop pathways into sustainable education and employment. By providing support to students entering the architectural profession.

Classification

- **How:** Makes Grants To Individuals, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Environment/conservation/heritage, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE NATIONAL AND OVERSEAS.
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,423,361	£2,588,105	£7,593,704	30
2024-03-31	£2,189,900	£2,804,835	£8,733,007	30
2023-03-31	£2,644,583	£1,950,892	£9,147,975	29
2022-03-31	£2,764,855	£1,611,656	£8,454,283	20
2021-03-31	£6,033,972	£1,167,842	£7,284,084	15

Trustees

Name	Role	Appointed
SIR KEITH AJEGBO	Chair	
ANDREA MARIE GREGORY		2012-01-26
Christopher Jackson		2014-01-29
Fabrice Khullar		2022-09-22
Kevin Joseph Antao		2022-09-22
Mark Ian Macleod		2022-09-22
NEIL PINDER		

Blueprint for All

England & Wales - Charity number 1102267

Accounts

Registered number: 05047204
Charity number: 1102267

BLUEPRINT FOR ALL
(A company limited by guarantee)
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

RPG Crouch Chapman LLP
Chartered Accountants & Statutory Auditor
40 Gracechurch Street
London
EC3V 0BT

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE PARENT CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees	Sir K O Ajegbo K J Antao A M Gregory C Jackson P Karakusevic (resigned 25 February 2025) F Khullar M I Macleod N B Pinder
Company registered number	05047204
Charity registered number	1102267
Registered office	39 Brookmill Road London SE8 4HU
Company secretary	Michael Stewart
Chief executive officer	Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Bankers	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN Redwood Bank The Nexus Building Broadway Letchworth Garden City Hertfordshire SG6 3TA
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Letter from the Chair of Trustees
Dear Supporter,

I am delighted to reflect on another impactful year for Blueprint for All and the meaningful difference we continue to make in the lives of young people and communities across the UK.

The year 2024/25 marked an important period of reflection and renewal, during which we began laying the foundations for our refreshed organisational strategy, to be launched in 2026 and guiding us through to 2030. This bold and ambitious strategy is driven by our mission to ensure that every young person, regardless of ethnicity or background, has the opportunity to thrive.

During this reporting year, Blueprint for All achieved powerful growth and impact across all our programmes, driving opportunity and inclusion for young people UK wide.

- 1,865 profiles created on My Blueprint for All
- 8,743 total engagements across My Blueprint for All and 4,943 platform users
- 21 Career Pathways offered, including Finance Services, Built Environment, Green Skills and Fitness & Health
- Delivered 9 targeted programmes across Careers, Community, and Society strands
- Engaged 1,361 young people (ages 10–18) in Career Pathway programmes
- Partnered with 29 schools across the UK
- Delivered 91 events and workshops, both in-person and online
- Collaborated with 28 corporate partners and 25 community organisations
- Awarded 53 bursaries to support young people's higher education across disciplines
- Delivered activities across 10 key locations: London, Midlands, South, and North England.

The latest national data shows that inequalities remain deeply entrenched across education, employment, and access to opportunity. Nearly 1 million young people are now NEET, with 13.4% of 16–24-year-olds, (around 987,000 individuals) are not in education, employment, or training. Under representation persists across high growth sectors: women make up only 21% of the UK tech workforce and 17% of engineering and technology roles, while ethnic minority young people face an unemployment rate of 8%, compared with 3.3% for their white peers. For young people from lower income households, these challenges are compounded by limited networks, financial constraints, and reduced access to digital tools and careers guidance.

These figures reflect what we know all too well: deep, structural inequalities continue to shape young people's life chances. This is why, in 2025, we will revisit our Life Chances Research, first carried out in 2021 in the aftermath of the pandemic. While the context has evolved, many of the barriers identified then still persist. Updating this research will allow us to build a clearer picture of how opportunities and obstacles are shifting for young people today. This work will not only help us strengthen our own programmes; it will also equip educators, policymakers and employers with the insight they need to shape meaningful change.

In 2025, we will also be celebrating a decade of the Building Futures programme. We reflect proudly on the programme's impact and reach:

- The original Trust for London application laid the foundation for a long term, transformational programme.
- The launch of our Architecture Advisory Board in 2017, which continues to shape sector wide change.
- Publication of the first Architecture Journal Race Survey (2019), spotlighting diversity gaps across the industry.
- Our consultancy supporting over 200 organisations on equality, equity, diversity, and inclusion.
- A thriving alumni network now exceeding 1,000 young people who are shaping the built environment sector across the UK.

These achievements are testament to the hard work and passion of our team, led with dedication and vision by our CEO, Sonia Watson OBE.

As we move into the next year, our focus is clear:

1. Reshaping our strategy to reflect the world young people live in today.
2. Scaling our digital platform, My Blueprint for All, ensuring it is accessible, personalised, and future facing.
3. Reaching more underserved regions across the UK, where opportunities are often limited.
4. Expanding our sector aligned career pathways, supporting young people into high growth and emerging

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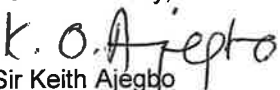
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

industries.

5. Strengthening partnerships with organisations that share our commitment to equity, access, and systemic change.

On behalf of the Board of Trustees, thank you for your continued belief in our work. Whether you are a donor, partner or collaborator, your support ensures that thousands of young people can access the opportunities and networks they deserve to thrive in our society.

Yours sincerely,


Sir Keith Ajegbo
Chair of Trustees

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Letter from the Chief Executive

Dear Supporters,

This past year has been both challenging and rewarding for Blueprint for All. I am proud of our dedicated and talented team led by the peerless Chelsea Way and the strength of our partnerships, which have enabled us to make a meaningful difference in the lives of young people across the UK.

The charity sector is facing unprecedented challenges. We are deeply saddened to see so many organisations forced to close or reduce their vital work due to sustained economic pressures. These losses create real gaps in support at a time when young people need opportunities, stability, and guidance more than ever. In this context, our mission and the commitment of those who stand with us has never been more important. Without the generosity of our donors, partners, and the individuals who give to us, none of our work would be possible.

At Blueprint for All, we believe that talent is everywhere, but opportunity is not. Our mission is to ensure that every young person's potential is recognised, nurtured, and realised regardless of background or circumstance. Our programmes tackle systemic inequalities, supporting young people from underrepresented, lower socio-economic, and diverse heritage backgrounds to access the networks, skills, and opportunities that allow them to thrive.

With your support, we have reached over 10,000 young people this year through both online and in-person delivery. In our latest reporting period, 80% of participants expressed increased confidence in their employability skills and aspirations, and 72% successfully improved their skills or secured new career opportunities. Looking ahead to 2026 and beyond, we are developing refreshed strategic themes for 2026–2030. This new strategy will sharpen our focus and ambition, providing a clear roadmap to deepen our impact and extend our reach even further.

We remain committed to delivering impactful programmes, building strong partnerships, and driving systemic change to create lasting, equitable opportunity for young people across the UK.

Thank you for your continued support.

Yours sincerely,



Sonia Watson OBE, Hon.FRIBA, Hon.FRIAS, MBAdist
Chief Executive



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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

About Blueprint for All

Blueprint for All works with young people, communities and organisations to create an inclusive society in which everyone, regardless of their race, ethnicity or background are provided with opportunities to thrive, whilst also seeking to drive systemic change.

We believe in a future where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce and where our communities can come together and thrive.

This is our blueprint, to set the foundations for a more inclusive society to grow.

Our Mission, Vision & Values

Our Mission

We work with young people and communities to create an inclusive society in which everyone, regardless of their race, ethnicity or background can thrive.

Our Vision

Every person, regardless of their background, has the opportunity and support to flourish in a society that recognises and values them.

Talent is everywhere, opportunity is not.

Our Values

- 1) We hold ourselves to high account – acting with bravery, honesty and integrity
- 2) We foster a culture of mutual respect, where difference is valued and people feel empowered
- 3) We are passionate about what we do and have the courage to challenge with positive intent
- 4) We build rich collaborative relationships to enable long-lasting change
- 5) We show unwavering determination to make inclusion outcomes a reality

Our Strategy (2021-2026)

Our strategy outlines the priorities and goals for Blueprint for All up to 2026, grounded in the values that define us as an organisation. It provides a clear framework for how we will drive meaningful, long term change and ensure our work continues to support young people across the UK.

We are focused on expanding and strengthening our programmes nationwide, creating sustainable impact at a national level. Our strategic themes give us structure and clarity, helping us focus on what matters most and how we will achieve it.

As we approach 2026, we are also developing refreshed strategic themes for 2026–2030. Our refreshed strategy will bring sharper focus and greater ambition, providing a clear roadmap to deepen our impact and scale our reach.

Strategic Themes (2021- 2026)

1. Support Higher Numbers of Under-represented and Disadvantaged Young People
We will work with young people from disadvantaged and under-represented backgrounds, aged 13 to 30, to inspire and enable them to succeed in their choice of education and career.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2. **Strengthen and Empower Community Groups**
We will enable community groups; to facilitate their development into sustainable and thriving organisations better able to support, within their communities, disadvantaged and under-represented young people.
3. **Influence Societal Change and Social Policy**
We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.
4. **Establish National Reach for Our Programmes and Our Purpose**
We will deliver our programmes across the four UK Nations by designing locally relevant content to support under-represented and disadvantaged young people. Blueprint for All will become known, across the UK, as a result of its reach and impact.
5. **Develop Sustainable Relationships with Sponsors and Partners**
We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.
6. **Challenge Ourselves to Be the Best Charity that We Can Be**
We will adhere to good governance practices and organise ourselves and the way we work to demonstrate best in class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.

Our Programmes

Our high-impact programmes inspire and equip talented young people to overcome barriers and succeed, while working alongside innovative organisations and businesses to tackle inequality and ensure that all skills, talents, and perspectives are valued.

By partnering with schools, universities, community groups, and employers across the UK, we build strong support networks, open up new opportunities, and provide essential resources tailored to the evolving career aspirations of young people. We continuously adapt our programmes to reflect emerging career pathways and monitor participant progress closely to deliver transparent, accountable, and meaningful outcomes.

Significant underrepresentation of individuals from diverse ethnic and less privileged socio-economic backgrounds remains a challenge across nearly every industry. Our programmes are specifically designed to address these disparities by empowering young people aged 10 to 30 from diverse heritage backgrounds, providing them with long-term, multi-layered support that meets their unique needs.

Participant focus areas:

- Over 70% of participants come from diverse ethnic backgrounds.
- We operate nationwide, supporting young people throughout the UK.
- We deliver online early career programmes for ages 18–30 and in-person educational programmes for ages 10–18.
- We support those who are Not in Education, Employment, or Training (NEET), or at risk of disengagement.
- We assist young people facing financial pressures that put their higher education at risk.
- Many participants live in economically deprived areas, come from low-income or single-parent households, and have eligibility for free school meals, or have special educational needs or disabilities.

We strive to create lasting change for young people and the industries they will one day lead.

Our delivery strands:

Building Careers: We work with schools, universities, community groups, and employers to inspire and enable young people from disadvantaged backgrounds, aged 13-30, to pursue the career of their choice. Our support

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FOR THE YEAR ENDED 31 MARCH 2025

ranges from career advice to helping them gain the skills, qualifications, and critical foundations needed for professional success.

Supporting Communities: Our national programmes support community groups working primarily with individuals from diverse ethnic backgrounds and challenging socio-economic situations. We aim to maximise their impact and drive positive changes for local communities.

Enriching Society: We strive to create a society where talent is respected and nurtured, regardless of origin. We encourage organisations to recognise and embrace the benefits of a diverse workforce, helping communities thrive. Our bespoke consultancy aims to drive systemic change in organisations and society as a whole.

Digital Transformation – My Blueprint for All: Our award winning digital platform, My Blueprint for All connects talented and ambitious young people with opportunities, employers, and industries typically beyond their reach. This platform offers mentoring, work placements, internships, and employment opportunities. Organisations can access a diverse pool of talent, while young people from disadvantaged and under-represented backgrounds receive the support and experience they need to enter their chosen careers.

1. **Bursary Programme** To provide bursaries for Diverse Ethnic Heritage and/or underprivileged students (Pan-Discipline Bursaries).
2. **Pathways to Professions Programme:** To provide careers support and resources in all professional pathways for primary, secondary and 6th form students.
3. **Community Leadership Academy:** To develop the skills for leadership for micro charities and community organisations
4. **Built Environment Programme:** To provide career opportunities for Diverse Ethnic Heritage and underrepresented architecture and Built Environment students and to increase diversity and representation in the Built Environment sector.
5. **Architecture Advisory Board (AAB):** To share insights and learnings with our AAB to inform the delivery of our Build Environment Programme.

Our programmes are delivered both in person and online via My Blueprint for All. By offering flexible, digital pathways alongside face-to-face sessions, we make sure that those who cannot physically attend are still fully included.

In-person sessions are delivered in partnership with educational institutions across the UK—from primary schools to universities, providing continuous support throughout young people's educational and career journeys. These sessions are enriched by interactions with professionals who act as role models, mentors, and sources of inspiration, helping young people build confidence, networks, and aspiration.

My Blueprint for All

My Blueprint for All is our digital platform designed to give young people direct access to career opportunities, high-quality resources, and the full breadth of support offered by Blueprint for All and our partner organisations. It provides a single, accessible space where young people can explore pathways, connect with industry professionals, and build the skills and confidence they need to thrive.

We recognise that many of the young people we support face persistent and preventable inequalities. Individuals from diverse ethnic heritage and lower socio-economic backgrounds continue to be disproportionately represented in unemployment, underemployment, and low-wage statistics. These systemic barriers limit access to networks, work experience, and the guidance required to progress.

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FOR THE YEAR ENDED 31 MARCH 2025

My Blueprint for All has been intentionally designed to help address these inequalities. Informed by insights from our most successful programmes, the platform removes common barriers to access such as geography, cost, and limited local opportunities and provides personalised tools and content that open doors to new possibilities. My Blueprint for All acts as a vital bridge, connecting thousands of young people who are underrepresented in key sectors with meaningful career opportunities, mentors, and industry networks.

My Blueprint for All Impact Video here: [My Blueprint for All | Media Trust | 2024](#)

Digital Roadmap:

We completed a comprehensive internal digital strategy review to ensure our technology continues to evolve in line with our ambitions and the needs of the young people we support. This review included:

- Assessing our strategic goals and aligning them with the platform's current performance and future direction
- Identifying and prioritising digital opportunities based on user feedback and platform data
- Highlighting areas where external expertise will accelerate delivery and enhance user experience
- Mapping high-priority opportunities onto a clear two-year roadmap aligned with key organisational milestones

Our refreshed digital roadmap positions us to deliver even more impactful, user-focused solutions and ensures My Blueprint for All continues to grow as a powerful tool for opportunity, access, and inclusion.

Inclusive Careers Fair

In October, we hosted our very first in-person Careers Fair, connecting talented and ambitious young people aged 16-30 with sixteen employers, across industries that would normally be out of their reach. Participants received professional CV critiques, networked with industry experts, and grew their understanding of the various career options available to them. The event was an incredible success, inspiring almost 200 young people that attended.

Impact Video here: [Blueprint for All Careers Fair 2024](#)

Partner Feedback:

"It was an absolute pleasure for our team to be part of yesterday's career fair. The opportunity to be present and show students what BDP is about in person and to showcase the different professions that exists within the built environment, it was a great way for the students/ people to ask specific questions, careers advice, CV help, and we were able to show the students what it was like to work here at BDP. The event was really well organised and we felt that the students and people were genuinely interested and engaged on the day." - BDP

Participant Feedback:

"When it came to funding my education, I was finally able to push myself academically knowing I didn't have to worry about money" – Blueprint for All Participant

"What's been so great about My Blueprint for All is that they don't just focus on education. I've been able to really work on bettering myself by looking at the big picture and life outside my studies, too, with the charities support" – Blueprint for All Participant

"With the help of Blueprint for All, I was able to connect with the architecture firm of my dreams! I was kindly welcomed and introduced to so many new people. These opportunities to network were invaluable" – Blueprint for All Participant

"I've had three encounters with Blueprint for All across my professional career and it has been career changing

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

at every point" – Blueprint for All Participant

"Blueprint for All's programmes are so valuable for young people because they give you the connections that you would not otherwise find. I was able to go from finding out about apprenticeships to getting an interview in a matter of weeks" – Blueprint for All Participant

Our Partnerships & Funding

Our funding primarily comes from corporate sponsorships, unrestricted donations, and support from trusts and foundations. We are actively pursuing long-term funding bids and exploring new income streams through Your Space, our regular donor scheme, and Blueprint for All Consulting.

We extend our gratitude to all the organisations that supported Blueprint for All during the 2024-25 financial year through funding and programme engagement.

Income Generation Strategy (2024–2026)

Our Income Generation Strategy sets out a focused plan to build financial sustainability, diversify income streams, and strengthen long-term support for our programmes. Between 2024 and 2026, we are committed to:

- Deepening donor and partner engagement by increasing our presence across online channels digital platforms, ensuring supporters have clear, compelling ways to connect with and contribute to our mission.
- Developing high-quality fundraising materials and a steady pipeline of mixed-media content including stories, videos, impact reports, and case studies to inspire and motivate new and existing donors.
- Securing sustainable programme funding while expanding our Consultancy offer and growing Your Space to increase unrestricted income, ensuring greater flexibility and resilience across the organisation.

Blueprint for All Consulting

Blueprint for All Consulting is committed to promoting inclusion in workplaces and beyond. We aim to support organisations in achieving their business objectives while creating a positive, healthy and inclusive work environment.

At the heart of everything we do lies a commitment to inclusion, social impact, and systemic change. Our expertise enables organisations to build the necessary capacity and competencies to embed these goals effectively.

We offer a bespoke range of training, coaching and workshops to help businesses, leadership teams and employees create purposeful change within their organisation; enabling us to help transform workplaces around the UK to become places where, one day, our participants can thrive.

Since 2020:

- We have provided over 4000 hours of expert consultation addressing the unique needs of our clients, ensuring tailored and effective services.
- Our lead consultants have a combined experience of over 4 decades, positioning us as a trusted leader in inclusion.
- Our expert-led advisory services and consultations have educated, engaged, and empowered over 200 organisations to embrace equity, equality, diversity, and inclusion, resulting in more engaged and collaborative workforces.
- We have strengthened race equality and inclusion strategies into over 50 organisations, leading to sustainable and impactful change.
- Our experience working across over 10 different industries demonstrates our versatility and ability to adapt EDI solutions to various business contexts.
- We have delivered over 60 webinars & workshops on EDI & intersectionality to help our clients navigate the ever-evolving workplace landscape.
- Our innovative publications 'The Terminology Report' and 'Life Chances Survey' provided valuable research findings and best inclusive employer practice for organisations.

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FOR THE YEAR ENDED 31 MARCH 2025

Your Space

We continue to maximise the use of our co-working space and will be increasing the capacity of both tenants and co-workers next year. The event space continues to be popular with the local community and we will continue to market its availability.

“After my office closed, I was lonely working from home, I found it hard to concentrate, and unable to relax in the evening. Coming to Your Space every day gives me a routine and makes me feel more purposeful and productive. I also enjoy meeting the other co-workers, who all have really interesting backgrounds” – Your Space Co-Worker

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Trustees' report for the year ended 31st March 2025

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2024 - 31st March 2025. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Governing document

The organisation is a charitable company limited by guarantee. The company was incorporated on 17th February 2004. On 1st April 2004, the company took on the activities of the Charitable Trust of the same name whose charity number was 1070860. The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

The Charity's results for the year are set out in the Statement of Financial Activities. The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity, including the guidance 'Public benefit: running a charity (PB2)'. This report sets out those objectives and describes how they have been met in the current year.

Recruitment and Appointment of Board of Trustees

The directors of the company are also charity Trustees for the purposes of charity law and under the Company's Articles are known as members of the Board of Trustees. Under the requirements of the Articles of Association one-third of trustees must retire by rotation at the annual general meeting and, being eligible, offer themselves for re-election.

Blueprint for All's work focuses on equality and diversity, access to education and learning and career opportunities. The Board of Trustees seeks to ensure that this focus is appropriately reflected through the diversity of Blueprint for All body. To enhance the potential pool of Trustees, maintain a broad skill mix and in the event of skills being lost due to retirements, the charity has approached individuals to offer themselves for election to the Board of Trustees.

The existing Board of Trustees is drawn from a mix of professionals and educators. They recognise the need to refresh the Board to incorporate the skills and competencies necessary to move the Board forward. The Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day-to-day responsibility for the provision of the services and operational management rest with the Chief Executive Officer.

Trustee Induction and Training

The Trustees are appointed in accordance with the Articles of Association of the company, being by election at annual general meeting by members. The company was not under the control of any one person or corporation. Most Trustees are already familiar with the work of the Charity and their training involves briefings on their duties and liabilities from professional advisors and Board of Trustees workshops/away-days focusing on policy development and governance.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Trustee Induction:

- Blueprint for All Memorandum and Articles of Association
- Business plan
- The latest published annual report and accounts
- Financial projections and budgets Project and programme plans and publications
- Trustee details and staff structure
- The Essential Trustee: What you need to know (Charity Commission)
- Minutes and reports submitted to previous meetings of the Board of Trustees

Key Management Remuneration

The Trustees convene an annual remuneration sub-committee who determine the salary increases (if appropriate) for senior members of staff.

Financial Results

During the year, the group had incoming resources of £1,423,061, of which £498,178 represented restricted income and the remainder being unrestricted.

The UK charity sector is currently operating in a particularly challenging fundraising environment. Four million fewer people donate to charities compared to four years ago, and a significant number of Trusts & Foundations have either paused or ceased funding, causing the most competitive funding environment in over a decade. Although Blueprint for All income has been impacted by these factors (a 35% fall in income compared to the previous year), we are pleased to report we continue to outperform the sector both in terms of donor attrition and by successfully securing new and continued funding from major corporates and Trusts & Foundations during 2025.

Total expenditure on a group level amounted to £2,588,105, with £620,594 representing restricted expenditure and the remainder being unrestricted.

This resulted in net restricted expenditure of £122,416. Net unrestricted expenditure is £1,017,187.

Total restricted funds carried forward at the year end amounted to £1,767,071 and net unrestricted funds carried forward amounts to £5,826,333.

Reserves Policy

The Trustees look at the high level financial projections over a 10 year planning horizon, based upon the charity's strategy, to build our Reserves Strategy Model. The Trustees have set a level equivalent to 12 months of operating costs for the organisation as a minimum level of reserves that must be maintained at all times. Currently, the charity holds surplus reserves i.e. actual free reserves are significantly in excess of this minimum level. By the later years in the 10 year model the actual reserves are projected to be more modestly in excess of the minimum.

The Trustees have then reviewed expected drawdowns of the surplus free reserves over the next 10 years, caused by running annual deficits. In the earlier years of this planning horizon the charity is continuing the development and running of 'My Blueprint for All' and for the expansion of our current programmes. It is not expected that these planned commitments can be met by anticipated future income alone, and so deficits are projected. In the later years of the planning horizon, it is anticipated that as the charity matures further its income growth will be sufficient such that general costs can be covered, and so modest annual surpluses are projected.

After making appropriate enquiries with management, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Investment Policy

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees have agreed a framework for the ongoing management of the charity's investments. The framework seeks to earn a competitive financial return on the charity's investments, whilst also addressing:

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

- concentration risk, so that reserves are held across more than a single counterparty
- credit risk, so reserves are not placed at high-risk counterparties
- liquidity risk, so that sufficient reserves can be accessed when they are expected to be required

Cash is held at Lloyds Bank for day-to-day working capital requirements. The charity also holds cash at Flagstone, which is a platform widely used across the charity sector offering access to a range of underlying bank deposit accounts.

The charity's Reserves Strategy Model shows that in the next 5 years, reserves are not expected to be below £2m. Therefore the charity has placed £2m in the Sustainable Multi-Asset Fund managed by Cazenove, to manage this portion of the overall reserves over a longer time horizon. The fund is a multi-asset fund with investments across a range of equities, bonds, and infrastructure assets.

Principal Risks and Uncertainties

The charity has developed an extensive Risk Register, which the leadership team use to record and monitor risks, and to develop action plans for the management of these risks where necessary. Trustees are alerted to any risks which are reportable and mitigating actions planned or implemented. The Trustees review the register each year, as part of their oversight of the charity's governance, to ensure appropriate attention is being devoted to the principal risks.

The principal risks identified in the register are: Sustainability of funding pipeline and Employee recruitment and retention

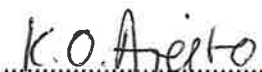
Key Performance Indicators

Blueprint for All adheres to key performance and outcome indicators set out by funders and contained within signed funding agreement.

Risk Management

The Trustees consider risks to which the Charity Trust is exposed at Quarterly Board Meetings.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Sir K O Ajegbo
Trustee

Date: 12/12/25

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2025**

The Trustees (who are also the directors of the Parent Charity for the purposes of company law) are responsible for preparing the Trustees' 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 . 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 Group and the Parent Charity and of their incoming resources and application of resources, including their income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Parent Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Parent 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 Group and the Parent Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- That Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.


Auditor

The auditor, RPG Crouch Chapman LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Small Companies Note

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on its behalf by:


.....
Sir K O Ajegbo
Trustee
Date: 12/12/25

BLUEPRINT FOR ALL

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL

Opinion

We have audited the financial statements of Blueprint for All (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the parent Charity balance sheet, the consolidated statement of cash flows, the Parent Charity Statement of Cash Flows and the related notes, 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 Group's and of the parent charitable company's affairs as at 31 March 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent 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.

In our evaluation of the trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macro-economic uncertainties and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

BLUEPRINT FOR ALL
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with Companies Act 2006, the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment. We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

BLUEPRINT FOR ALL

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 Group's and the parent 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 Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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 auditors' 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, has been outlined in the paragraph "Capability of the audit to detect irregularities including fraud" above.

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

BLUEPRINT FOR ALL
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

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 to the charitable company's trustees, as a body, 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 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.



Jeremy Tyrrell (FCA) (senior statutory auditor)

for and on behalf of

RPGCC

Chartered Accountants and Registered Auditors

40 Gracechurch Street

London

EC3V 0BT

Date:

16/12/25

BLUEPRINT FOR ALL
(A company limited by guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	493,224	605,779	1,099,003	1,782,718
Charitable activities	5	-	136,964	136,964	127,770
Other trading activities	6	-	58,871	58,871	125,092
Investments	7	-	112,787	112,787	143,504
Other income	8	4,954	10,782	15,736	10,816
Total income		498,178	925,183	1,423,361	2,189,900
Expenditure on:					
Raising funds	9	6,461	327,584	334,045	352,373
Charitable activities	10	614,133	1,639,927	2,254,060	2,452,462
Total expenditure		620,594	1,967,511	2,588,105	2,804,835
Net expenditure before net gains on investments		(122,416)	(1,042,328)	(1,164,744)	(614,935)
Net gains on investments		-	25,441	25,441	199,968
Net movement in funds		(122,416)	(1,016,887)	(1,139,303)	(414,967)
Reconciliation of funds:					
Total funds brought forward		1,889,487	6,843,520	8,733,007	9,147,974
Net movement in funds		(122,416)	(1,016,887)	(1,139,303)	(414,967)
Total funds carried forward		1,767,071	5,826,633	7,593,704	8,733,007

BLUEPRINT FOR ALL
(A company limited by guarantee)
REGISTERED NUMBER: 05047204

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	15	903,801	1,084,561
Tangible assets	16	2,175,037	1,803,813
Investments	17	2,250,381	2,224,939
		<u>5,329,219</u>	<u>5,113,313</u>
Current assets			
Debtors	18	54,542	64,314
Cash at bank and in hand		2,334,874	3,724,301
		<u>2,389,416</u>	<u>3,788,615</u>
Current liabilities			
Creditors: amounts falling due within one year	19	(124,931)	(168,921)
Net current assets		<u>2,264,485</u>	<u>3,619,694</u>
Total net assets		<u><u>7,593,704</u></u>	<u><u>8,733,007</u></u>
Charity funds			
Restricted funds	21	1,767,071	1,889,487
Unrestricted funds	21	5,826,633	6,843,520
Total funds		<u><u>7,593,704</u></u>	<u><u>8,733,007</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

K. O. Ajegbo

 Sir K O Ajegbo
 Trustee
 Date: 12/12/25

The notes on pages 25 to 48 form part of these financial statements.

BLUEPRINT FOR ALL

(A company limited by guarantee)
REGISTERED NUMBER: 05047204

**PARENT CHARITY STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2025**

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	15	903,801	1,084,561
Tangible assets	16	2,175,037	1,803,813
Investments	17	2,250,382	2,224,940
		<u>5,329,220</u>	<u>5,113,314</u>
Current assets			
Debtors	18	100,845	99,707
Cash at bank and in hand		2,293,242	3,681,751
		<u>2,394,087</u>	<u>3,781,458</u>
Current liabilities			
Creditors: amounts falling due within one year	19	(129,903)	(161,765)
Net current assets		<u>2,264,184</u>	<u>3,619,693</u>
Total net assets		<u>7,593,404</u>	<u>8,733,007</u>
Charity funds			
Restricted funds	21	1,767,071	1,889,487
Unrestricted funds	21	5,826,333	6,843,520
Total funds		<u>7,593,404</u>	<u>8,733,007</u>

The Parent Charity's net movement in funds for the year was £(1,139,603) (2024 - £(454,079)).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf by:

K O. Ajegbo

Sir K O Ajegbo
(Chair of Trustees)

12/12/25

The notes on pages 25 to 48 form part of these financial statements.

BLUEPRINT FOR ALL
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	(1,117,497)	(513,358)
Cash flows from investing activities		
Dividends, interests and rents from investments	201,071	143,506
Purchase of tangible fixed assets	(473,002)	(35,260)
Purchase of investments	-	(1,039,500)
Net cash used in investing activities	(271,931)	(931,254)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(1,389,428)	(1,444,612)
Cash and cash equivalents at the beginning of the year	3,724,302	5,168,914
Cash and cash equivalents at the end of the year	2,334,874	3,724,302

The notes on pages 25 to 48 form part of these financial statements

BLUEPRINT FOR ALL
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PARENT CHARITY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net cash used in operating activities	(1,116,579)	(524,274)
	<hr/>	<hr/>
Cash flows from investing activities		
Dividends, interests and rents from investments	201,072	143,504
Purchase of tangible fixed assets	(473,001)	(35,260)
Purchase of investments	-	(1,039,500)
	<hr/>	<hr/>
Net cash used in investing activities	(271,929)	(931,256)
	<hr/>	<hr/>
Cash flows from financing activities		
	<hr/>	<hr/>
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	(1,388,508)	(1,455,530)
Cash and cash equivalents at the beginning of the year	3,681,750	5,137,280
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	2,293,242	3,681,750
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 25 to 48 form part of these financial statements

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. General information

The parent charity is a company limited by guarantee incorporated in England and Wales with the company number 05047204. The registered office address is Your Space, 39 Brookmill Road, Deptford, London SE8 4HU.

The members of the charitable company are the Trustee named on page 1. 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.

The principal activity of the charitable company remained that of promoting equality and diversity and supporting disadvantaged members of the Black, Asian and Minority Ethnic Community.

The charity's wholly owned subsidiary, Building Inclusive Futures Consulting Ltd, is a private limited company with a share capital of £1. Its company number is 09160878 and its registered office address is Your Space, 39 Brookmill Road, Deptford, London SE8 4HU. The principal activity of the company is that of management consultancy.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Parent Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Parent Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

The accounts have been prepared in GBP and all amounts have been rounded to the nearest £.

2.2 Basis of Consolidation

The financial statements consolidate the accounts of Blueprint for All and its subsidiary undertaking, Building Inclusive Futures Consulting Limited.

2.3 Going concern

At the time of approval of the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.4 Income

All income is recognised once the Parent Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Parent Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Parent Charity, can be reliably measured.

Grants are included in the consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable on completion of the service.

2.5 Turnover

Turnover comprises revenue recognised by the group (by means of its trading subsidiary) in respect of consultancy services provided during the year, inclusive of Value Added Tax but exclusive of trade discounts.

2.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.6 Expenditure (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.7 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the consolidated statement of financial activities.

2.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.9 Taxation

The Parent Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Parent Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.10 Pensions

The charity contributes to personal pension plans for its employees and pension contributions are included in the Statement of Financial Activities.

2.11 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

The only intangible assets held by the Charity and the Group is "My Blueprint For All", an online portal. The asset is amortised over its expected useful life, which the Trustees consider to be 7 years, commencing from the date it became operational, which was 31 March 2023.

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.12 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives as detailed below .

Depreciation is provided on the following bases:

Long-term leasehold property	- 2% Straight Line
Fixtures and fittings	- 20 - 33.3% Straight Line
Computer equipment	- 20 - 25% Straight Line

2.13 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

Investments held as fixed assets are shown at cost less provision for impairment.

2.14 Debtors

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

2.15 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 acquisition or opening of the deposit or similar account.

2.16 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Parent Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the consolidated statement of financial activities as a finance cost.

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2. Accounting policies (continued)

2.17 Financial instruments

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

Fixed asset investments are included at their year end value; more information is included in policy 2.13.

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.19 Bursaries

The full amounts of bursary grants approved by the Trustees are included in expenditure in the year in which they are awarded. Amounts unpaid at the year end are included in creditors payable within twelve months and after twelve months, as appropriate

2.20 Volunteers and donated services and facilities

The value of services provided by volunteers is incorporated into these financial statements if it can be measured reliably. Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity

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3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Parent Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimated useful lives and residual values of tangible and intangible fixed assets

Depreciation and amortisation of tangible and intangible fixed assets is based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and are revised as appropriate. In the year to 31 March 2025 this is particularly affected by the Group's headquarters, Your Space, 39 Brookmill Road, whose depreciation has a significant impact on the SOFA, and also includes the amortisation on "My Blueprint for All", the Charity's online platform. Both of these respective estimates are based on an estimate of the useful economic life of the asset concerned.

Critical areas of judgment:

The carrying value of fixed assets, in particular The Stephen Lawrence Centre, is reviewed and assessed periodically and adjustments to the carrying value are made by the Trustees if indications for a change in value are present.

When applicable, pro bono donations for services are included in the accounts at fair value, this being based on information provided by the suppliers as to how much they would charge for similar services on the open market.

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FOR THE YEAR ENDED 31 MARCH 2025

4. Income from donations and legacies

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations and grants	493,224	590,729	1,083,953	1,758,549
Legacies	-	15,050	15,050	24,169
	<u>493,224</u>	<u>605,779</u>	<u>1,099,003</u>	<u>1,782,718</u>
<i>Total 2024</i>	<u>748,798</u>	<u>1,033,920</u>	<u>1,782,718</u>	

5. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Room rental	136,964	136,964	127,770
	<u>136,964</u>	<u>136,964</u>	<u>127,770</u>
<i>Total 2024</i>	<u>127,770</u>	<u>127,770</u>	

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Licence Fees	48,195	48,195	90,060
Consultancy Fees	10,676	10,676	35,032
	<u>58,871</u>	<u>58,871</u>	<u>125,092</u>
<i>Total 2024</i>	<u>125,092</u>	<u>125,092</u>	

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NOTES TO THE FINANCIAL STATEMENTS
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7. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Bank interest and dividends	112,787	112,787	143,504
<i>Total 2024</i>	<u>143,504</u>	<u>143,504</u>	

8. Other incoming resources

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Sundry income	4,954	10,782	15,736	10,816
<i>Total 2024</i>	<u>3,000</u>	<u>7,816</u>	<u>10,816</u>	

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

9. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Other expenditure	-	1,951	1,951	791
Office expenditure	-	1,869	1,869	1,936
Professional fees	-	3,166	3,166	5,034
Premises Costs	-	23,320	23,320	22,573
Insurance	-	3,434	3,434	3,243
Other Staff Costs	-	16,247	16,247	19,272
Wages and salaries	-	225,487	225,487	227,482
NI	-	23,020	23,020	23,869
Pension costs	-	11,133	11,133	10,513
Depreciation	6,461	12,830	19,291	11,693
	<u>6,461</u>	<u>322,457</u>	<u>328,918</u>	<u>326,406</u>
<i>Total 2024</i>	<u>7,206</u>	<u>319,200</u>	<u>326,406</u>	

Other trading expenses

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Trading expenses (subsidiary)	-	-	20,250
Administration expenses	5,127	5,127	5,717
	<u>5,127</u>	<u>5,127</u>	<u>25,967</u>
<i>Total 2024</i>	<u>25,967</u>	<u>25,967</u>	

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Reconciliation of expenditure on raising funds to the SOFA

	2025 £	2024 £
Cost of raising voluntary income	328,918	326,406
Other trading expenses	5,127	25,967
	<u>334,045</u>	<u>352,373</u>

10. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £	Total 2024 £
Objective 1: Careers	594,080	1,281,347	1,875,427	2,075,575
Objective 2: Communities	14,688	260,785	275,473	274,487
Objective 3: Societies	5,365	97,795	103,160	102,400
	<u>614,133</u>	<u>1,639,927</u>	<u>2,254,060</u>	<u>2,452,462</u>
<i>Total 2024</i>	<u>834,475</u>	<u>1,617,987</u>	<u>2,452,462</u>	

11. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Objective 1: Careers	1,340,465	534,962	1,875,427	2,075,575
Objective 2: Communities	167,792	107,681	275,473	274,487
Objective 3: Societies	62,780	40,380	103,160	102,400
	<u>1,571,037</u>	<u>683,023</u>	<u>2,254,060</u>	<u>2,452,462</u>
<i>Total 2024</i>	<u>1,785,544</u>	<u>666,918</u>	<u>2,452,462</u>	

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11. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Objective 1: Careers 2025 £	Objective 2: Communi- ties 2025 £	Objective 3: Societies 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Staff costs	532,947	109,323	40,996	683,266	689,115
Depreciation	39,595	8,122	3,046	50,763	30,770
Other Expenses	11,727	822	308	12,857	11,479
Office expenditure	17,064	787	296	18,147	248,433
Marketing, PR & Professional costs	26,946	1,452	500	28,898	42,842
Premise Costs	47,866	9,818	3,682	61,366	59,402
Insurance	7,049	1,446	542	9,037	8,533
Other Staff Expenses	44,901	6,840	2,564	54,305	109,757
Program-related Expenditure	456,379	260	-	456,639	307,456
Bursaries	14,998	-	-	14,998	96,996
Amortisation	140,993	28,922	10,846	180,761	180,761
	<u>1,340,465</u>	<u>167,792</u>	<u>62,780</u>	<u>1,571,037</u>	<u>1,785,544</u>
<i>Total 2024</i>	<u><u>1,555,380</u></u>	<u><u>167,780</u></u>	<u><u>62,384</u></u>	<u><u>1,785,544</u></u>	

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11. Analysis of expenditure by activities (continued)

Analysis of support costs

	Objective 1: Careers 2025 £	Objective 2: Communi- ties 2025 £	Objective 3: Societies 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Staff costs	330,427	67,780	25,418	423,625	427,251
Depreciation	24,549	5,035	1,888	31,472	19,076
Other Expenses	22,211	4,555	1,707	28,473	28,494
Computer, Telephone & Internet	43,358	8,894	3,335	55,587	64,258
Professional Costs	29,498	3,999	1,500	34,997	22,120
Premise Costs	29,677	6,088	2,283	38,048	36,828
Insurance	4,370	896	336	5,602	5,291
Other Staff Expenses	20,675	4,240	1,590	26,505	31,441
Fundraising costs	30,197	6,194	2,323	38,714	32,159
	<u>534,962</u>	<u>107,681</u>	<u>40,380</u>	<u>683,023</u>	<u>666,918</u>
<i>Total 2024</i>	<u><u>520,195</u></u>	<u><u>106,707</u></u>	<u><u>40,016</u></u>	<u><u>666,918</u></u>	

12. Auditors' remuneration

	2025 £	<i>2024 £</i>
Fees payable to the Parent Charity's auditor for the audit of the Parent Charity's annual accounts	10,500	10,000
Auditing of accounts of the charity's subsidiary	4,500	4,100

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**NOTES TO THE FINANCIAL STATEMENTS
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13. Staff costs

	Group 2025 £	<i>Group 2024 £</i>	Parent Charity 2025 £	<i>Parent Charity 2024 £</i>
Wages and salaries	1,186,772	1,197,274	1,186,772	1,197,274
Social security costs	121,162	125,628	121,162	125,628
Contribution to defined contribution pension schemes	58,597	55,328	58,597	55,328
	<u>1,366,531</u>	<u>1,378,230</u>	<u>1,366,531</u>	<u>1,378,230</u>

The average number of persons employed by the Parent Charity during the year was as follows:

	Group 2025 No.	<i>Group 2024 No.</i>	Parent Charity 2025 No.	<i>Parent Charity 2024 No.</i>
Staff excluding directors	29	30	29	30
Directors	8	9	8	9
	<u>37</u>	<u>39</u>	<u>37</u>	<u>39</u>

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

	Group 2025 No.	<i>Group 2024 No.</i>
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	1	-
In the band £130,001 - £140,000	-	1
In the band £150,000 - £160,000	1	-

Apart from the trustees, who give their time freely, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £284,609 (2024: £263,768).

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

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15. Intangible assets

Group and Parent Charity

	Develop- ment £
Cost	
At 1 April 2024	1,265,321
At 31 March 2025	<u>1,265,321</u>
Amortisation	
At 1 April 2024	180,760
Charge for the year	180,760
At 31 March 2025	<u>361,520</u>
Net book value	
At 31 March 2025	<u>903,801</u>
At 31 March 2024	<u>1,084,561</u>

My Blueprint For All is the Group's online platform. The Trustees are of the opinion that it will have a useful life of 7 years and amortisation commences with the date on which it became operational, which was 31 March 2023.

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NOTES TO THE FINANCIAL STATEMENTS
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16. Tangible fixed assets

Group and Parent Charity

	Long-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2024	2,000,000	106,259	108,242	2,214,501
Additions	-	472,882	119	473,001
At 31 March 2025	<u>2,000,000</u>	<u>579,141</u>	<u>108,361</u>	<u>2,687,502</u>
Depreciation				
At 1 April 2024	272,000	55,986	82,702	410,688
Charge for the year	34,000	55,407	12,370	101,777
At 31 March 2025	<u>306,000</u>	<u>111,393</u>	<u>95,072</u>	<u>512,465</u>
Net book value				
At 31 March 2025	<u>1,694,000</u>	<u>467,748</u>	<u>13,289</u>	<u>2,175,037</u>
At 31 March 2024	<u>1,728,000</u>	<u>50,273</u>	<u>25,540</u>	<u>1,803,813</u>

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17. Fixed asset investments

Group	Listed investments £
Cost or valuation	
At 1 April 2024	2,224,940
Revaluations	25,441
At 31 March 2025	<u>2,250,381</u>
Net book value	
At 31 March 2025	<u>2,250,381</u>
At 31 March 2024	<u>2,224,940</u>

Parent Charity	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 April 2024	1	2,224,940	2,224,941
Revaluations	-	25,441	25,441
At 31 March 2025	<u>1</u>	<u>2,250,381</u>	<u>2,250,382</u>
Net book value			
At 31 March 2025	<u>1</u>	<u>2,250,381</u>	<u>2,250,382</u>
At 31 March 2024	<u>1</u>	<u>2,224,940</u>	<u>2,224,941</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

17. Fixed asset investments (continued)

Principal subsidiaries

The following was a subsidiary undertaking of the Parent Charity:

Name	Company number	Registered office or principal place of business	Principal activity
Building Inclusive Futures Consulting Ltd	09160878	39 Brookmill Road, Deptford, London, SE8 4HU	Management consultancy

Class of shares	Holding	Included in consolidation
A Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
Building Inclusive Futures Consulting Ltd	58,871	(5,127)	53,744	1

18. Debtors

	Group 2025 £	Group 2024 £	Parent Charity 2025 £	Parent Charity 2024 £
Due within one year				
Trade debtors	9,099	33,518	2,198	9,143
Amounts owed by group undertakings	-	-	53,444	60,013
Other debtors	10,659	9,643	10,659	9,642
Prepayments and accrued income	34,784	21,153	34,544	20,909
	54,542	64,314	100,845	99,707

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19. Creditors: Amounts falling due within one year

	Group 2025 £	<i>Group 2024 £</i>	Parent Charity 2025 £	<i>Parent Charity 2024 £</i>
Trade creditors	23,759	43,712	23,759	44,732
Amounts owed to group undertakings	-	-	10,209	-
Other taxation and social security	32,864	38,783	31,827	34,707
Other creditors	16,272	15,907	16,272	15,907
Accruals and deferred income	52,036	70,519	47,836	66,419
	124,931	<i>168,921</i>	129,903	<i>161,765</i>

Included in other creditors is £1 (2024: £1) owed to the subsidiary, Building Inclusive Futures Consulting Ltd.

	Group 2025 £	<i>Group 2024 £</i>	Parent Charity 2025 £	<i>Parent Charity 2024 £</i>
Deferred income at 1 April 2024	52,486	73,724	52,486	73,724
Resources deferred during the year	-	52,486	-	52,486
Amounts released from previous periods	(52,486)	(73,724)	(52,486)	(73,724)
	-	<i>52,486</i>	-	<i>52,486</i>

20. Financial instruments

	Group 2025 £	<i>Group 2024 £</i>	Parent Charity 2025 £	<i>Parent Charity 2024 £</i>
Financial assets				
Financial assets measured at fair value through income and expenditure	2,250,381	<i>2,224,939</i>	2,250,382	<i>2,224,940</i>

Financial assets measured at fair value through income and expenditure comprise the group's (which is the charity's) investment portfolio and the charity's investment in its subsidiary

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NOTES TO THE FINANCIAL STATEMENTS
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21. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds					
General Funds	6,843,520	925,183	(1,967,511)	25,441	5,826,633

Included in general funds is an amount of £1 (2024: £1) which is held in a non-charitable trading subsidiary.

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
Restricted funds					
Your Space - 39 Brookmill Road	1,293,640	-	(34,000)	-	1,259,640
Other Tangible Assets	12,312	-	(3,922)	-	8,390
My Blueprint for All	347,804	-	(57,967)	-	289,837
Careers	185,167	488,178	(524,322)	-	149,023
Communities	41,460	10,000	(383)	-	51,077
Societies	9,104	-	-	-	9,104
	<u>1,889,487</u>	<u>498,178</u>	<u>(620,594)</u>	<u>-</u>	<u>1,767,071</u>
Total of funds	<u><u>8,733,007</u></u>	<u><u>1,423,361</u></u>	<u><u>(2,588,105)</u></u>	<u><u>25,441</u></u>	<u><u>7,593,704</u></u>

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21. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2024 £</i>
Unrestricted funds					
General Funds	7,168,604	1,438,102	(1,963,154)	199,968	6,843,520
Restricted funds					
Your Space - 39 Brookmill Road	1,327,640	-	(34,000)	-	1,293,640
Other Tangible Assets	16,234	-	(3,922)	-	12,312
My Blueprint for All	405,771	-	(57,967)	-	347,804
Careers	220,174	709,398	(744,405)	-	185,167
Communities	447	42,400	(1,387)	-	41,460
Societies	9,104	-	-	-	9,104
	<u>1,979,370</u>	<u>751,798</u>	<u>(841,681)</u>	<u>-</u>	<u>1,889,487</u>
Total of funds	<u><u>9,147,974</u></u>	<u><u>2,189,900</u></u>	<u><u>(2,804,835)</u></u>	<u><u>199,968</u></u>	<u><u>8,733,007</u></u>

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21. Statement of funds (continued)

Restricted Funds tied up in Your Space represent the charity's headquarters at 39 Brookmill Road, Deptford. Other restricted tangible fixed assets are assets related to the building.

During the year, the charity also received restricted support for the creation of an online portal, My Blueprint For All.

The charity divides its restricted programmes into three categories: The Career Strand Programmes, the Societies Strands Programmes and the Communities Programmes, as follows:

The Career Strand Programmes:

The Building Futures Programme aims to provide career opportunities for BAME and underrepresented architecture and BE hopefuls and to increase diversity and representation in the Built Environment sector.

The Bursary Programme aims to provide bursaries for BAME and/ or underprivileged students of defined areas: architecture, law and finance.

Building Futures Secondary aims to provide careers support and development for secondary students in fields of creative and entrepreneurial pathways and to provide training for teachers in these fields.

The Building Futures at Risk aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/ or exclusion.

The Building Futures Adults Programme aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/ or exclusion.

The Pathways to Professions Secondary Programme aims to provide careers support and resources in all professional pathways for secondary students.

The Pathways to Professions 6th Form Programme aims to provide careers support and resources in all professional pathways for sixth form students in Lewisham/ SE London.

The Communities Strand Programmes:

The Community Leadership Academy was set up to develop the skills for leadership amongst BAME identity led or high proportion beneficiary small and micro charities and community organisations.

The LSL Sexual Health Partnership was set up to include and improve sex and relationship provision for BAME communities and stakeholders in Lambeth, Southwark and Lewisham.

The Lewisham BME Network was set up to convene BME sector in Lewisham, share opportunities, delivery capacity building, improve representation in local council key meetings and improve connectivity with infrastructure organisations.

The Societies Programmes:

Delivering Differently was set up to continue programmes digitally with BF and School beneficiaries and to provide mental health and skills support in a new way.

The Connecting People and Places Project was set up to share learning from phase 1 research and continue the heritage conversation with BAME communities UK wide in 3 media: podcasts, exhibitions and a publication.

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NOTES TO THE FINANCIAL STATEMENTS
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22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	1,268,030	907,007	2,175,037
Intangible fixed assets	289,838	613,963	903,801
Fixed asset investments	-	2,250,381	2,250,381
Current assets	209,203	2,180,213	2,389,416
Creditors due within one year	-	(124,931)	(124,931)
Total	1,767,071	5,826,633	7,593,704

Analysis of net assets between funds - prior year

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	1,305,952	497,861	1,803,813
Intangible fixed assets	347,804	736,757	1,084,561
Fixed asset investments	-	2,224,939	2,224,939
Current assets	288,218	3,500,397	3,788,615
Creditors due within one year	(52,487)	(116,434)	(168,921)
Total	1,889,487	6,843,520	8,733,007

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23. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2025 £	<i>Group 2024 £</i>	Parent Charity 2025 £	<i>Parent Charity 2024 £</i>
Net expenditure for the year (as per Statement of Financial Activities)	(1,139,303)	<i>(414,967)</i>	(1,139,603)	<i>(454,079)</i>
Adjustments for:				
Depreciation charges	101,777	<i>61,620</i>	101,777	<i>61,620</i>
Amortisation charges	180,760	<i>180,760</i>	180,760	<i>180,760</i>
(Gains)/losses on investments	(25,441)	<i>(199,968)</i>	(25,441)	<i>(199,968)</i>
Dividends, interests and rents from investments	(201,072)	<i>(143,504)</i>	(201,072)	<i>(143,504)</i>
Decrease in debtors	19,772	<i>18,886</i>	8,862	<i>60,390</i>
Decrease in creditors	(53,990)	<i>(16,185)</i>	(41,862)	<i>(29,493)</i>
Net cash used in operating activities	(1,117,497)	<i>(513,358)</i>	(1,116,579)	<i>(524,274)</i>

24. Analysis of cash and cash equivalents

	Group 2025 £	<i>Group 2024 £</i>	Parent Charity 2025 £	<i>Parent Charity 2024 £</i>
Cash in hand	2,334,874	<i>3,724,302</i>	2,293,242	<i>3,681,750</i>
Total cash and cash equivalents	2,334,874	<i>3,724,302</i>	2,293,242	<i>3,681,750</i>

25. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	3,724,301	(1,389,427)	2,334,874
	3,724,301	(1,389,427)	2,334,874

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

26. Related Party Transactions

At the year end, the charity was owed £53,444 (2024: £60,132) by the subsidiary. The subsidiary owed the charity a balance of £10,209 (2024: nil.)

During the year, the subsidiary pledged to make a gift aid donation of £53,444 (2024: £60,013) to the parent, which is included in the intercompany balance of £53,444. All intercompany balances are interest free and repayable on demand.

Blueprint for All

England & Wales - Charity number 1102267

Accounts

Registered number: 05047204
Charity number: 1102267

BLUEPRINT FOR ALL
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

RPGCC
Chartered Accountants & Statutory Auditor
40 Gracechurch Street
London
EC3V 0BT

BLUEPRINT FOR ALL

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BLUEPRINT FOR ALL

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE PARENT CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2024**

Trustees	Sir K O Ajegbo K J Antao A M Gregory C Jackson P Karakusevic F Khullar M I Macleod N B Pinder C Clark (resigned 5 December 2023)
Company registered number	05047204
Charity registered number	1102267
Registered office	39 Brookmill Road London SE8 4HU
Company secretary	Michael Stewart
Chief executive officer	Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Bankers	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN Redwood Bank The Nexus Building Broadway Letchworth Garden City Hertfordshire SG6 3TA
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE

BLUEPRINT FOR ALL

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

Letters from the Chair of Trustees

Dear Supporter,

I am delighted to reflect on another strong year for Blueprint for All and the significant impact we have made on the lives of many young people and communities across the UK.

The last 12 months have undoubtedly been challenging, but the team, led by Sonia Watson, has shown great resilience, energy, and leadership to deliver excellent results.

The 2023 Youth Census report underscores the increasing challenges faced by the young people supported by Blueprint for All. The report indicates that young people from diverse ethnic backgrounds experience lower levels of confidence, leadership skills and self-belief compared to their white counterparts. Our charitable objectives are firmly rooted in effectively addressing and mitigating disparities, paving the way for a more inclusive society. One of our high impact early careers programmes reports that 80% of participants reported increased confidence in their employability skills and professional aspirations, with 72% successfully bridging gaps in their personal and professional skills.

That is why, Blueprint for All Trustees are delighted to see strong developments in the delivery of our programmes, especially with the progress in our digital platform, My Blueprint for All. We provide support to individuals up to the age of 30, addressing the various challenges they encounter during different stages of their career journey. Through workshops, bursaries, career opportunities, and events, we actively tackle the systemic barriers that impact people's ability to thrive. Whether young individuals aspire to pursue a career in the creative arts, financial sector, entrepreneurial ventures, or any other domain, our mission is to offer guidance and showcase the multitude of pathways to success that exist.

This year, we are proud to have supported over 8,000 young people, collaborated with over 80 partners to provide career opportunities and programme support, and received an average participant satisfaction score of 4/5.

We look forward to the coming year, building on the digital momentum within the charity and empowering more young people to achieve their potential. We have been shortlisted for four incredible awards this year. This recognition reflects the exceptional efforts of everyone at Blueprint for All and highlights the power of our corporate partnerships.

We have been shortlisted for the following awards:

- Third Sector Awards 2024: Blueprint for All is shortlisted for the Corporate Partnership of the Year award for our impactful collaboration with Deloitte.
- Corporate Engagement Awards 2024: We have been shortlisted for the Best Charity Programme Award.
- Charity Times Awards 2024: We are doubly shortlisted for the Corporate Social Responsibility Project of the Year for our partnership with Deloitte, and our Chief Executive, Sonia Watson has been nominated for the Charity Leader of the Year award.

With the support of every individual and organisation that supports us, we are determined to continue our efforts to eradicate inequality and disparity, enabling all young people, no matter their background, to thrive. Blueprint for All remains committed to our purpose, and we are proud to evidence our progress toward achieving this goal.

Moving forward, our priority is to enhance our offering to more young people and our partners. Our focus continues to be on building income and maximising digital capabilities, to ensure the opportunities offered to the demographic we serve remains at the centre of everything we do.

Thank you for your continued support and dedication to Blueprint for All. Together, we are making a difference.

Yours sincerely,

Sir Keith Ajegbo
Chair of Trustees

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

About Blueprint for All

Blueprint for All works with young people, communities and organisations to create an inclusive society in which everyone, regardless of their race, ethnicity or background are provided with opportunities to thrive, whilst also seeking to drive systemic change.

We believe in a future where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce and where our communities can come together and thrive.

This is our blueprint, to set the foundations for a more inclusive society to grow.

Our Mission, Vision & Values

Our Mission

We work with young people and communities to create an inclusive society in which everyone, regardless of their race, ethnicity or background can thrive.

Our Vision

Every person, regardless of their background, has the opportunity and support to flourish in a society that recognises and values them.

Talent is everywhere, opportunity is not.

Our Values

- 1) We hold ourselves to high account – acting with bravery, honesty and integrity
- 2) We foster a culture of mutual respect, where difference is valued and people feel empowered
- 3) We are passionate about what we do and have the courage to challenge with positive intent
- 4) We build rich collaborative relationships to enable long-lasting change
- 5) We show unwavering determination to make inclusion outcomes a reality

Our Strategy (2021-2026)

Our strategic plan outlines the priorities and goals for Blueprint for All until 2026, grounded in the values we uphold as an organisation. Each layer of the strategy builds on the previous one, guiding us towards our overall vision and mission.

Our strategy sets out ambitious plans to expand and scale our programmes across the UK, ensuring sustainable change for our young people and influencing policy and practice. To achieve this, we strive to be the best organisation we can be and are led by our vision, mission, and values. We are ambitious in delivering our inclusion goals to enable the change we are determined to see embedded in the UK.

Our strategic themes provide structure and clarity, encouraging us to focus on what needs to be done and how we will achieve it.

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Strategic Themes

- 1. Support Higher Numbers of Under-represented and Disadvantaged Young People**
We will work with young people from disadvantaged and under-represented backgrounds, aged 13 to 30, to inspire and enable them to succeed in their choice of education and career.
- 2. Strengthen and Empower Community Groups**
We will enable community groups; to facilitate their development into sustainable and thriving organisations better able to support, within their communities, disadvantaged and under-represented young people.
- 3. Influence Societal Change and Social Policy**
We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.
- 4. Establish National Reach for Our Programmes and Our Purpose**
We will deliver our programmes across the four UK Nations by designing locally relevant content to support under-represented and disadvantaged young people. Blueprint for All will become known, across the UK, as a result of its reach and impact.
- 5. Develop Sustainable Relationships with Sponsors and Partners**
We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.
- 6. Challenge Ourselves to Be the Best Charity that We Can Be**
We will adhere to good governance practices and organise ourselves and the way we work to demonstrate best in class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.

Our Programmes

In nearly all industries and professions, there is a significant underrepresentation of individuals from diverse ethnic backgrounds and less privileged socio-economic backgrounds. Our programmes are designed to address these disparities by empowering young people to overcome the practical barriers and providing industries with opportunities to diversify their workforce. By partnering with schools, universities, community groups, and employers, we empower young people aged 10-30 from disadvantaged backgrounds to pursue their desired careers.

Our programmes are designed to deliver long-term, multi-layered, and multifaceted support to ensure that participants receive the depth and breadth of targeted support they need.

Our focus areas include:

- Over 70% of our participants are from diverse ethnic backgrounds.
- We operate across the entire UK.
- We provide online early career programmes for individuals aged 18-30, and in-person educational programmes for those aged 10-18.
- We support young people who are Not in Education, Employment, or Training, or who are at risk of dropping out.
- We support those at risk of dropping out of higher education due to financial constraints.
- Our participants often experience various socio-economic challenges, such as living in economically deprived areas, coming from low-income or single-parent households, having previous eligibility for free school meals, or having special education needs or disabilities.

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

We have implemented focused in-person programmes in three of the ten most economically disadvantaged areas in the UK and extended our reach to all ten areas through our digital initiative, My Blueprint for All.

There are four main strands of our delivery:

- 1. Building Careers:**
We work with schools, universities, community groups, and employers to inspire and enable young people from disadvantaged backgrounds, aged 13-30, to pursue the career of their choice. Our support ranges from career advice to helping them gain the skills, qualifications, and critical foundations needed for professional success.
- 2. Supporting Communities:**
Our national programmes support community groups working primarily with individuals from diverse ethnic backgrounds and challenging socio-economic situations. We aim to maximise their impact and drive positive changes for local communities.
- 3. Enriching Society:**
We strive to create a society where talent is respected and nurtured, regardless of origin. We encourage organisations to recognise and embrace the benefits of a diverse workforce, helping communities thrive. Our bespoke consultancy, aims to drive systemic change in organisations and society as a whole.
- 4. Digital Transformation – My Blueprint for All:**
Our award winning digital platform, My Blueprint for All connects talented and ambitious young people with opportunities, employers, and industries typically beyond their reach. This platform will offer mentoring, work placements, internships, and employment opportunities. Organisations can access a diverse pool of talent, while young people from disadvantaged and under-represented backgrounds receive the support and experience they need to enter their chosen careers.

Our Programmes & Purpose:

- 1. Bursaries Programme –** To provide bursaries for Diverse Ethnic Heritage and/or underprivileged students (Pan-Discipline Bursaries).
- 2. Pathways to Professions Programme –** To provide careers support and resources in all professional pathways for primary, secondary and 6th form students.
- 4. Community Leadership Academy –** To develop the skills for leadership for micro charities and community organisations.
- 5. Pathways to Employment –** To provide careers support and resources in all professional pathways for 6th form students.
- 7. Build Environment Programme –** To provide career opportunities for Diverse Ethnic Heritage and underrepresented architecture and Built Environment students and to increase diversity and representation in the Built Environment sector.
- 8. Architecture Advisory Board (AAB) –** To share insights and learnings with our AAB to inform the delivery of our Build Environment Programme.

Our approach focuses on equipping young people with the tools and support they need to succeed:

- 1. Career Awareness and Pathways:** We educate young individuals about their career options and guide them through the pathways to their chosen professions.
- 2. Skill Development:** We provide support for acquiring the necessary skills and qualifications to achieve their full potential.

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3. **Early Career Support:** We assist young adults through the early stages of their careers, ensuring a smooth transition into the workforce.
4. **My Blueprint for All:** Through the platform, we offer access to careers advice, opportunities, and resources tailored to individual career aspirations.
5. **Direct Industry Access:** We facilitate direct access to career industries and pathways, connecting young people with real-world opportunities.

Programme Delivery

Our programmes are delivered both in-person and online. In-person sessions are conducted in partnership with educational institutions across the UK, spanning from primary schools to universities. This ensures continuous support throughout young people's educational and career journeys, supplemented by interactions with professionals who serve as role models and sources of inspiration.

Online Expansion

Recognising the need for broader outreach, particularly among underrepresented demographics, we have expanded our offerings online. This has allowed us to reach more young people from diverse ethnic backgrounds and challenging socio-economic circumstances who may face barriers to in-person participation.

Our online content covers essential topics such as financial literacy, entrepreneurial and innovation programmes, and a Community Leadership Academy. Our online programmes specifically target individuals aged 16-30 from diverse ethnic backgrounds, equipping them with the skills and knowledge needed to thrive in their chosen fields and contribute positively to their communities.

Our Programmes Impact:

- We have engaged face-to-face with over 500 new participants in our school careers programme.
- We have engaged with 3,752 young people across our in-person programmes.
- We have introduced 21 Career Pathways, including 10 new Career Pathways on My Blueprint for All.
- We have delivered programmes in 23 schools across the UK.
- Our career resources have been shared with over 3,000 new young people.
- Over 75% of participants are from diverse ethnic heritage backgrounds.
- Over 70% of our participants meet additional social mobility criteria.
- We have worked with 50 employers co-creating career resources.
- We have 80 corporate partners' supporting programme and My Blueprint for All delivery, including skills workshops.
- We have engaged with 149 new community groups across the UK.
- We have partnerships with 20 universities.

By empowering young people and bridging the gap between education and employment, we are building a more equitable society where everyone has the chance to achieve their full potential.

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

"I've been able to really work on bettering myself by looking at the bigger picture with My Blueprint for All's support". – Programme Participant

Our Digital Transformation - My Blueprint for All (MBfA)

Our digital transformation is unique; no other organisation in the UK offers this level of support for young people from ethnically diverse and underrepresented backgrounds in a single, easy-to-navigate platform. Our digital platform allows participants to engage with us and receive support over a longer period, aiding them at various stages of their educational and professional journey.

We are proud to have received recognition for our efforts, winning 'Digital Transformation of the Year' by The Charity Times in September 2023 and the Most Inspirational Youth Education Charity 2023 – UK Award in the Non-Profit Organisation Awards. These awards recognise the commitment, innovation, and determination of the best non-profit organisations worldwide.

Whilst My Blueprint for All is in the 'pre-launch' phase, the platform has had a successful year, establishing itself as an important resource for young people of a diverse ethnic heritage to navigate their future.

Our digital transformation has been an organisation-wide shift that positively impacts everyone, including staff, partners, and young people. Internally, our teams have developed digital skills and proficiency in using CRM systems, futureproofing the organisation in an era where digital capacity is essential. This integration will continue to benefit staff and our partners as we utilise this software to its full potential.

Our vision for our My Blueprint for All:

- For underrepresented and diverse young people who need digital, aspirational career support which is currently met by face-to-face methods.
- The platform is a career development hub that equips young people with a range of career knowledge and opportunities that they otherwise wouldn't have access to.
- Unlike traditional methods (i.e. school, university, traditional job boards, and other charities) the platform celebrates diversity and will not discriminate against socio-economic backgrounds and other inclusion factors.

Our platform goals are:

1. Transform young people's learning and career journeys.
2. Increase the number and quality of young peoples' interactions and support provided via the Platform.
3. Strengthen Blueprint for All's network of young people and communities.
4. Maximise impact on young people's professional journey and become the "go-to place" for career support.

The work completed over the past 15 months has allowed us to identify continued areas of growth for the platform, helping us achieve our strategic goals as a charity. We are excited to embark on the next phase of development later this year, incorporating new elements such as mentoring.

My Blueprint for All Impact

We are pleased to share the following metrics demonstrating our current impact and growth ahead of our official launch this October 24:

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1. Transform young people's learning and career journeys:

Customer Satisfaction Score:

(this measures user satisfaction for the portal on a rating of 1-5) 4/5

Net Promotor Score:

(this measures how likely users are to recommend the portal on a rating of 1-5) 4.33/5

Awareness of professional options:

(this measures if users feel more aware of professional options after having used the portal on a rating of 1-5) 4.46/5

2. Increase the number and quality of young peoples' interactions and support provided via the Platform:
 - 1051 Profiles created
 - Total Platform views is 30,000+.
 - New Users 5000+ (Returning users 31%).
 - 84% of platform users with accounts are those from diverse ethnic backgrounds.
3. Strengthen Blueprint for All's network of young people and communities:
 - Number of employers contributed content/ career opportunities to the platform – 50+.
 - 42 partners provided career opportunities.
 - 43% of these registered profiles belong to young individuals who have actively engaged in the events held on MBfA.
4. Maximise impact on young people's professional journey and become the "go-to place" for career support:
 - 95.8% of event participants found the career sessions on MBfA transformative.
 - 75% of participants said they will continue to use the MBfA platform.

We are pleased to report the impact the platform has already had on many of our participants, from increasing their employability prospects and success within applications to achieving their career goals.

"Entering my final year of studies, the Building Futures Bursary provided me the chance to be fully committed and immersed in my studies, without the worry of monetary restrictions. It meant a chance to explore my passions and interests with more financial freedom and a degree of exploration that would otherwise have been really limiting. Thanks to Blueprint for All and their partners, the bursary meant the chance to explore, question, and create became an even more accessible and fruitful experience." – Participant

My Blueprint for All can be found [here](#).

Our Partnerships & Funding

Our funding primarily comes from corporate sponsorships, unrestricted donations, and support from trusts and foundations. We are pursuing long-term funding bids and are exploring new income streams through Your Space, our regular donor scheme, and our Consultancy.

We extend our gratitude to all the organisations that supported Blueprint for All during the 2023-24 financial year through funding and programme engagement.

Blueprint for All Consulting

Blueprint for All Consulting is committed to promoting inclusion in workplaces and beyond. We aim to support organisations in achieving their business objectives while creating a positive, healthy and inclusive work environment.

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

At the heart of everything we do lies a commitment to inclusion, social impact, and systemic change. Our expertise enables organisations to build the necessary capacity and competencies to embed these goals effectively.

We offer a bespoke range of training, coaching and workshops to help businesses, leadership teams and employees create purposeful change within their organisation; enabling us to help transform workplaces around the UK to become places where, one day, our participants can thrive.

Your Space

We continue to maximise the use of our co-working space and will be increasing the capacity of both tenants and co-workers next year. The event space continues to be popular with the local community and we will continue to market its availability.

'Not only is Your Space a brilliant environment, but it has been a great opportunity to network and I am now working with some of the people I have met here'. – Co-worker

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Trustees' report for the year ended 31st March 2024

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2023 - 31st March 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Governing document

The organisation is a charitable company limited by guarantee. The company was incorporated on 17th February 2004. On 1st April 2004, the company took on the activities of the Charitable Trust of the same name whose charity number was 1070860. The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

The Charity's results for the year are set out in the Statement of Financial Activities. The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity, including the guidance 'Public benefit: running a charity (PB2)'. This report sets out those objectives and describes how they have been met in the current year.

Recruitment and Appointment of Board of Trustees

The directors of the company are also charity Trustees for the purposes of charity law and under the Company's Articles are known as members of the Board of Trustees. Under the requirements of the Articles of Association one-third of trustees must retire by rotation at the annual general meeting and, being eligible, offer themselves for re-election.

Blueprint for All's work focuses on equality and diversity, access to education and learning and career opportunities. The Board of Trustees seeks to ensure that this focus is appropriately reflected through the diversity of Blueprint for All body. To enhance the potential pool of Trustees, maintain a broad skill mix and in the event of skills being lost due to retirements, the charity has approached individuals to offer themselves for election to the Board of Trustees.

The existing Board of Trustees is drawn from a mix of professionals and educators. They recognise the need to refresh the Board to incorporate the skills and competencies necessary to move the Board forward. The Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day-to-day responsibility for the provision of the services and operational management rest with the Chief Executive Officer.

Trustee Induction and Training

The Trustees are appointed in accordance with the Articles of Association of the company, being by election at annual general meeting by members. The company was not under the control of any one person or corporation. Most Trustees are already familiar with the work of the Charity and their training involves briefings on their duties and liabilities from professional advisors and Board of Trustees workshops/away-days focusing on policy development and governance.

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Trustee Induction:

- Blueprint for All Memorandum and Articles of Association
- Business plan
- The latest published annual report and accounts
- Financial projections and budgets Project and programme plans and publications
- Trustee details and staff structure
- The Essential Trustee: What you need to know (Charity Commission)
- Minutes and reports submitted to previous meetings of the Board of Trustees

Key Management Remuneration

The Trustees convene an annual remuneration sub-committee who determine the salary increases (if appropriate) for senior members of staff.

Financial Results

During the year, the group had incoming resources of £2,189,899, of which £751,798 represented restricted income and the remainder being unrestricted.

Total expenditure on a group level amounted to £2,804,835, with £841,681 representing restricted expenditure and the remainder being unrestricted.

This resulted in net restricted expenditure of £89,883. Net unrestricted expenditure is £325,084.

Total restricted funds carried forward at the yearend amounted to £1,889,487 and net unrestricted funds carried forward amounts to £6,843,519.

Reserves Policy

The Trustees look at the high level financial projections over a 10 year planning horizon, based upon the charity's strategy, to build our Reserves Strategy Model. The Trustees have set a level equivalent to 12 months of operating costs for the organisation as a minimum level of reserves that must be maintained at all times. Currently, the charity holds surplus reserves i.e. actual free reserves are significantly in excess of this minimum level. By the later years in the 10 year model the actual reserves are projected to be more modestly in excess of the minimum.

The Trustees have then reviewed expected drawdowns of the surplus free reserves over the next 10 years, caused by running annual deficits. In the earlier years of this planning horizon the charity is continuing the development and running of 'My Blueprint for All' and for the expansion of our current programmes. It is not expected that these planned commitments can be met by anticipated future income alone, and so deficits are projected. In the later years of the planning horizon, it is anticipated that as the charity matures further its income growth will be sufficient such that general costs can be covered, and so modest annual surpluses are projected.

After making appropriate enquiries with management, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Investment Policy

The Trustees have agreed a framework for the ongoing management of the charity's investments. The framework seeks to earn a competitive financial return on the charity's investments, whilst also addressing:

BLUEPRINT FOR ALL

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

- concentration risk, so that reserves are held across more than a single counterparty
- credit risk, so reserves are not placed at high-risk counterparties
- liquidity risk, so that sufficient reserves can be accessed when they are expected to be required

Cash is held at Lloyds Bank for day-to-day working capital requirements. The charity also holds cash at Flagstone, which is a platform widely used across the charity sector offering access to a range of underlying bank deposit accounts.

The charity's Reserves Strategy Model shows that in the next 5 years, reserves are not expected to be below £2m. Therefore the charity has placed £2m in the Sustainable Multi-Asset Fund managed by Cazenove, to manage this portion of the overall reserves over a longer time horizon. The fund is a multi-asset fund with investments across a range of equities, bonds, and infrastructure assets.

Principal Risks and Uncertainties

The charity has developed an extensive Risk Register, which the leadership team use to record and monitor risks, and to develop action plans for the management of these risks where necessary. Trustees are alerted to any risks which are reportable and mitigating actions planned or implemented. The Trustees review the register each year, as part of their oversight of the charity's governance, to ensure appropriate attention is being devoted to the principal risks.

The principal risks identified in the register are: Sustainability of funding pipeline and Employee recruitment and retention

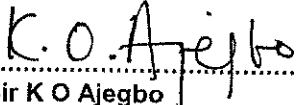
Key Performance Indicators

Blueprint for All adheres to key performance and outcome indicators set out by funders and contained within signed funding agreement.

Risk Management

The Trustees consider risks to which the Charity Trust is exposed at Quarterly Board Meetings.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Sir K O Ajegbo
Trustee

Date: 3/12/24

BLUEPRINT FOR ALL

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024

The Trustees (who are also the directors of the Parent Charity for the purposes of company law) are responsible for preparing the Trustees' 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 Group and the Parent Charity and of their incoming resources and application of resources, including their income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Parent Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Parent 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 Group and the Parent Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- That Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

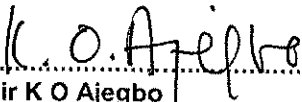
Auditor

The auditor, RPG Crouch Chapman LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Small Companies Note

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on its behalf by:


.....
Sir K O Ajegbo
Trustee
Date: 3/12/24

BLUEPRINT FOR ALL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL

Opinion

We have audited the financial statements of Blueprint for All (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the parent Charity balance sheet, the consolidated statement of cash flows, the Parent Charity Statement of Cash Flows and the related notes, 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 Group's and of the parent charitable company's affairs as at 31 March 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent 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.

In our evaluation of the trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macro-economic uncertainties and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

BLUEPRINT FOR ALL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with Companies Act 2006, the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment. We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

BLUEPRINT FOR ALL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 Group's and the parent 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 Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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 auditors' 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, has been outlined in the paragraph "Capability of the audit to detect irregularities including fraud" above.

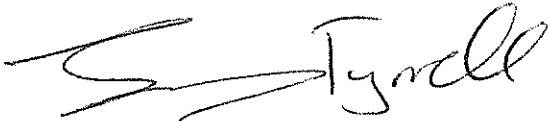
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

BLUEPRINT FOR ALL

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

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 to the charitable company's trustees, as a body, 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 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.



Jeremy Tyrrell (FCA) (senior statutory auditor)

for and on behalf of

RPGCC

Chartered Accountants and Registered Auditors

40 Gracechurch Street

London

EC3V 0BT

Date:

10/12/2024

BLUEPRINT FOR ALL

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	748,798	1,033,920	1,782,718	2,430,454
Charitable activities	5	-	127,770	127,770	114,627
Other trading activities	6	-	125,092	125,092	53,549
Investments	7	-	143,504	143,504	29,316
Other income	8	3,000	7,816	10,816	16,637
Total income		751,798	1,438,102	2,189,900	2,644,583
Expenditure on:					
Raising funds	9	7,206	345,167	352,373	404,051
Charitable activities	10	834,475	1,617,987	2,452,462	1,471,743
Other expenditure	11	-	-	-	75,099
Total expenditure		841,681	1,963,154	2,804,835	1,950,893
Net (expenditure)/income before net gains on investments		(89,883)	(525,052)	(614,935)	693,690
Net gains on investments		-	199,968	199,968	-
Net movement in funds		(89,883)	(325,084)	(414,967)	693,690
Reconciliation of funds:					
Total funds brought forward		1,979,370	7,168,603	9,147,973	8,454,283
Net movement in funds		(89,883)	(325,084)	(414,967)	693,690
Total funds carried forward		1,889,487	6,843,519	8,733,006	9,147,973

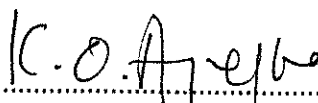
CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	16	1,084,561	1,265,321
Tangible assets	17	1,803,813	1,830,176
Investments	18	2,224,939	985,471
		<u>5,113,313</u>	<u>4,080,968</u>
Current assets			
Debtors	19	64,314	83,200
Cash at bank and in hand		3,724,301	5,168,913
		<u>3,788,615</u>	<u>5,252,113</u>
Creditors: amounts falling due within one year	20	(168,921)	(185,107)
Net current assets		<u>3,619,694</u>	<u>5,067,006</u>
Total assets less current liabilities		<u>8,733,007</u>	<u>9,147,974</u>
Total net assets		<u><u>8,733,007</u></u>	<u><u>9,147,974</u></u>
Charity funds			
Restricted funds	22	1,889,487	1,979,370
Unrestricted funds	22	6,843,520	7,168,604
Total funds		<u><u>8,733,007</u></u>	<u><u>9,147,974</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



 Sir K O Ajegbo
 Trustee
 Date: 3/12/24

The notes on pages 23 to 50 form part of these financial statements.

PARENT CHARITY STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2024

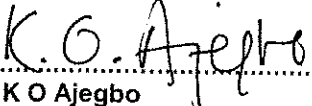
	Note	2024 £	2023 £
Fixed assets			
Intangible assets	16	1,084,561	1,265,321
Tangible assets	17	1,803,813	1,830,176
Investments	18	2,224,940	985,471
		<u>5,113,314</u>	<u>4,080,968</u>
Current assets			
Debtors	19	99,707	160,097
Cash at bank and in hand		3,681,750	5,137,279
		<u>3,781,457</u>	<u>5,297,376</u>
Creditors: amounts falling due within one year	20	(161,765)	(191,259)
Net current assets		<u>3,619,692</u>	<u>5,106,117</u>
Total assets less current liabilities		<u>8,733,006</u>	<u>9,187,085</u>
Total net assets		<u>8,733,006</u>	<u>9,187,085</u>
Charity funds			
Restricted funds	22	1,766,694	1,979,370
Unrestricted funds	22	6,966,312	7,207,715
Total funds		<u>8,733,006</u>	<u>9,187,085</u>

The Parent Charity's net movement in funds for the year was £(454,079) (2023 - £732,802).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


.....
Sir K O Ajegbo
Trustee
Date: 3/12/24

The notes on pages 23 to 50 form part of these financial statements.

BLUEPRINT FOR ALL

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(513,358)	931,768
Cash flows from investing activities		
Dividends, interests and rents from investments	143,506	29,316
Purchase of intangible assets	-	(1,265,321)
Purchase of tangible fixed assets	(35,260)	(9,829)
Purchase of investments	(1,039,500)	(1,000,000)
Net cash used in investing activities	(931,254)	(2,245,834)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(1,444,612)	(1,314,066)
Cash and cash equivalents at the beginning of the year	5,168,914	6,482,980
Cash and cash equivalents at the end of the year	3,724,302	5,168,914

The notes on pages 23 to 50 form part of these financial statements

BLUEPRINT FOR ALL

**PARENT CHARITY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(524,274)	934,810
Cash flows from investing activities		
Dividends, interests and rents from investments	143,504	29,316
Purchase of intangible assets	-	(1,265,321)
Purchase of tangible fixed assets	(35,260)	(9,829)
Purchase of investments	(1,039,500)	(1,000,000)
Net cash used in investing activities	(931,256)	(2,245,834)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(1,455,530)	(1,311,024)
Cash and cash equivalents at the beginning of the year	5,137,280	6,448,304
Cash and cash equivalents at the end of the year	<u>3,681,750</u>	<u>5,137,280</u>

The notes on pages 23 to 50 form part of these financial statements

BLUEPRINT FOR ALL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. General information

The parent charity is a company limited by guarantee incorporated in England and Wales with the company number 05047204. The registered office address is Your Space, 39 Brookmill Road, Deptford, London SE8 4HU.

The members of the charitable company are the Trustee named on page 1. 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.

The principal activity of the charitable company remained that of promoting equality and diversity and supporting disadvantaged members of the Black, Asian and Minority Ethnic Community.

The charity's wholly owned subsidiary, Building Inclusive Futures Consulting Ltd, is a private limited company with a share capital of £1. Its company number is 09160878 and its registered office address is Your Space, 39 Brookmill Road, Deptford, London SE8 4HU. The principal activity of the company is that of management consultancy.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Parent Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Parent Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

The accounts have been prepared in GBP and all amounts have been rounded to the nearest £.

2.2 Basis of Consolidation

The financial statements consolidate the accounts of Blueprint for All and its subsidiary undertaking, Building Inclusive Futures Consulting Limited.

2.3 Going concern

At the time of approval of the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

BLUEPRINT FOR ALL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.4 Income

All income is recognised once the Parent Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Parent Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Parent Charity, can be reliably measured.

Grants are included in the consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable on completion of the service.

2.5 Turnover

Turnover comprises revenue recognised by the group (by means of its trading subsidiary) in respect of consultancy services provided during the year, inclusive of Value Added Tax but exclusive of trade discounts.

2.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

BLUEPRINT FOR ALL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.6 Expenditure (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.7 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the consolidated statement of financial activities.

2.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.9 Taxation

The Parent Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Parent Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.10 Pensions

The charity contributes to personal pension plans for its employees and pension contributions are included in the Statement of Financial Activities.

2.11 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

The only intangible assets held by the Charity and the Group is "My Blueprint For All", an online portal. The asset is amortised over its expected useful life, which the Trustees consider to be 7 years, commencing from the date it became operational, which was 31 March 2023.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.12 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives as detailed below .

Depreciation is provided on the following bases:

Long-term leasehold property	- 2% Straight Line
Fixtures and fittings	- 20 - 33.3% Straight Line
Computer equipment	- 20 - 25% Straight Line

2.13 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

Investments held as fixed assets are shown at cost less provision for impairment.

2.14 Debtors

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

2.15 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 acquisition or opening of the deposit or similar account.

2.16 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Parent Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the consolidated statement of financial activities as a finance cost.

BLUEPRINT FOR ALL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.17 Financial instruments

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

Fixed asset investments are included at their year end value; more information is included in policy 2.13.

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.19 Bursaries

The full amounts of bursary grants approved by the Trustees are included in expenditure in the year in which they are awarded. Amounts unpaid at the year end are included in creditors payable within twelve months and after twelve months, as appropriate

2.20 Volunteers and donated services and facilities

The value of services provided by volunteers is incorporated into these financial statements if it can be measured reliably. Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Parent Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimated useful lives and residual values of tangible and intangible fixed assets

Depreciation and amortisation of tangible and intangible fixed assets is based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and are revised as appropriate. In the year to 31 March 2024 this is particularly affected by the Group's headquarters, Your Space, 39 Brookmill Road, whose depreciation has a significant impact on the SOFA, and also includes the amortisation on "My Blueprint for All", the Charity's online platform. Both of these respective estimates are based on an estimate of the useful economic life of the asset concerned.

Critical areas of judgment:

The carrying value of fixed assets, in particular The Stephen Lawrence Centre, is reviewed and assessed periodically and adjustments to the carrying value are made by the Trustees if indications for a change in value are present.

When applicable, pro bono donations for services are included in the accounts at fair value, this being based on information provided by the suppliers as to how much they would charge for similar services on the open market.

Non-charitable wages are wages spent on business conducted by the charity's subsidiary and is calculated on the estimated time spent by charity employees on company matters.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

4. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations and grants	748,798	1,009,751	1,758,549
Legacies	-	24,169	24,169
	<u>748,798</u>	<u>1,033,920</u>	<u>1,782,718</u>

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations and grants	1,288,416	1,142,038	2,430,454
Legacies	-	-	-
	<u>1,288,416</u>	<u>1,142,038</u>	<u>2,430,454</u>

5. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £
Room rental	<u>127,770</u>	<u>127,770</u>

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Room rental	<u>114,627</u>	<u>114,627</u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2024 £	Total funds 2024 £
Consultancy Fees	35,032	35,032
Licence Fees	90,060	90,060
	<u>125,092</u>	<u>125,092</u>

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Consultancy Fees	43,549	43,549
Licence Fees	10,000	10,000
	<u>53,549</u>	<u>53,549</u>

7. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Bank interest and dividends	143,504	143,504

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Bank interest and dividends	29,316	29,316

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

8. Other incoming resources

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Sundry income	3,000	7,816	10,816

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Sundry income	160	16,477	16,637

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

9. Expenditure on raising funds

Costs of raising voluntary income

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Other expenditure	-	791	791
Office expenditure	-	1,936	1,936
Professional fees	-	5,034	5,034
Premise Costs	-	22,573	22,573
Insurance	-	3,243	3,243
Other Staff Costs	-	19,272	19,272
Wages and salaries	-	227,482	227,482
NI	-	23,869	23,869
Pension costs	-	10,513	10,513
Depreciation	7,206	4,487	11,693
	<u>7,206</u>	<u>319,200</u>	<u>326,406</u>
	<u>7,206</u>	<u>319,200</u>	<u>326,406</u>
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Other expenditure	-	13,818	13,818
Office expenditure	-	17,847	17,847
Professional fees	-	13,563	13,563
Premise Costs	-	28,477	28,477
Insurance	-	4,818	4,818
Other staff expenses	-	23,940	23,940
Wages and salaries	-	228,247	228,247
NI	-	23,750	23,750
Pension costs	-	22,181	22,181
Depreciation	7,071	2,777	9,848
	<u>7,071</u>	<u>379,418</u>	<u>386,489</u>
	<u>7,071</u>	<u>379,418</u>	<u>386,489</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

9. Expenditure on raising funds (continued)

Other trading expenses

	Unrestricted funds 2024 £	Total funds 2024 £
Trading expenses (subsidiary)	20,250	20,250
Administration expenses	5,717	5,717
	<u>25,967</u>	<u>25,967</u>

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Trading expenses (subsidiary)	11,478	11,478
Administration expenses	6,084	6,084
	<u>17,562</u>	<u>17,562</u>

Reconciliation of expenditure on raising funds to the SOFA

	2024 £	2023 £
Cost of raising voluntary income	326,406	386,489
Other trading expenses	25,967	17,562
	<u>352,373</u>	<u>404,051</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

10. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Objective 1: Careers	813,578	1,261,997	2,075,575
Objective 2: Communities	15,576	258,911	274,487
Objective 3: Societies	5,321	97,079	102,400
	<u>834,475</u>	<u>1,617,987</u>	<u>2,452,462</u>
	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Objective 1: Careers	968,757	100,389	1,069,146
Objective 2: Communities	56,066	107,075	163,141
Objective 3: Societies	69,317	170,139	239,456
	<u>1,094,140</u>	<u>377,603</u>	<u>1,471,743</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

11. Other expenditure

	Total funds 2024 £	
Other resources expended - wages and salaries		-
Other resources expended - NI		-
Other resources expended - pension costs		-
		<hr/>
		-
		<hr/> <hr/>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Other resources expended - wages and salaries	56,534	56,534
Other resources expended - NI	6,349	6,349
Other resources expended - pension costs	12,216	12,216
	<hr/>	<hr/>
	75,099	75,099
	<hr/> <hr/>	<hr/> <hr/>

Non-charitable expenses are expenses incurred by the charity's trading subsidiary, Building Inclusive Futures Consulting Ltd. In the year to 31 March 2023 this only represented re-charged wages and salaries and associated costs. No wages and salaries were re-charged during the year ended 31 March 2024.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

12. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Objective 1: Careers	1,555,380	520,195	2,075,575
Objective 2: Communities	167,780	106,707	274,487
Objective 3: Societies	62,384	40,016	102,400
	<u>1,785,544</u>	<u>666,918</u>	<u>2,452,462</u>

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Objective 1: Careers	608,291	460,855	1,069,146
Objective 2: Communities	81,397	81,744	163,141
Objective 3: Societies	118,145	121,311	239,456
	<u>807,833</u>	<u>663,910</u>	<u>1,471,743</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

12. Analysis of expenditure by activities (continued)

Analysis of support costs

	Objective 1: Careers 2024 £	Objective 2: Communi- ties 2024 £	Objective 3: Societies 2024 £	Total funds 2024 £
Staff costs	333,256	68,360	25,635	427,251
Depreciation	14,880	3,052	1,144	19,076
Other Expenses	22,224	4,559	1,711	28,494
Computer, Telephone & Internet	50,121	10,281	3,856	64,258
Professional Costs	17,254	3,539	1,327	22,120
Premise Costs	28,725	5,893	2,210	36,828
Insurance	4,127	847	317	5,291
Other Staff Expenses	24,524	5,031	1,886	31,441
Fundraising costs	25,084	5,145	1,930	32,159
	<u>520,195</u>	<u>106,707</u>	<u>40,016</u>	<u>666,918</u>

	Objective 1: Careers 2023 £	Objective 2: Communities 2023 £	Objective 3: Societies 2023 £	Total funds 2023 £
Staff costs	313,466	55,880	82,970	452,316
Depreciation	6,404	1,043	531	7,978
Other Expenses	23,129	4,126	6,123	33,378
Computer, Telephone & Internet	37,823	6,374	10,380	54,577
Professional Costs	17,809	3,172	4,715	25,696
Premise Costs	21,080	3,819	5,699	30,598
Insurance	3,494	621	928	5,043
Other Staff Expenses	14,370	2,552	3,807	20,729
Fundraising costs	23,280	4,157	6,158	33,595
	<u>460,855</u>	<u>81,744</u>	<u>121,311</u>	<u>663,910</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

13. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Parent Charity's auditor for the audit of the Parent Charity's annual accounts	10,000	9,125
Fees payable to the Parent Charity's auditor in respect of: The preparation of the financial statements of the charity's subsidiaries	-	1,350
Fees payable to the charity's auditor in respect of the auditing of accounts of the charity's subsidiary	4,100	2,000
Consolidation and audit of the consolidated financial statements	-	3,750
	<u>14,100</u>	<u>16,225</u>

14. Staff costs

	Group 2024 £	Group 2023 £	Parent Charity 2024 £	Parent Charity 2023 £
Wages and salaries	1,197,274	1,061,639	1,197,274	1,061,639
Social security costs	125,628	110,932	125,628	110,932
Contribution to defined contribution pension schemes	55,328	109,892	55,328	109,892
	<u>1,378,230</u>	<u>1,282,463</u>	<u>1,378,230</u>	<u>1,282,463</u>

The average number of persons employed by the Parent Charity during the year was as follows:

	Group 2024 No.	Group 2023 No.	Parent Charity 2024 No.	Parent Charity 2023 No.
Staff excluding directors	30	29	30	29
Directors	9	9	9	9
	<u>39</u>	<u>38</u>	<u>39</u>	<u>38</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

14. Staff costs (continued)

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

	Group 2024 No.	<i>Group 2023 No.</i>
In the band £60,001 - £70,000	2	1
In the band £70,001 - £80,000	-	1
In the band £130,001 - £140,000	1	-
In the band £140,001 - £150,000	-	1

Apart from the trustees, who give their time freely, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £263,768 (2023: £290,167).

15. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, no Trustee expenses have been incurred (2023 - £NIL).

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

16. Intangible assets

Group and Parent Charity

	Develop- ment £
Cost	
At 1 April 2023	1,265,321
At 31 March 2024	<u>1,265,321</u>
Amortisation	
Charge for the year	180,760
At 31 March 2024	<u>180,760</u>
Net book value	
At 31 March 2024	<u><u>1,084,561</u></u>
At 31 March 2023	<u><u>1,265,321</u></u>

My Blueprint For All is the Group's online platform. The Trustees are of the opinion that it will have a useful life of 7 years and amortisation commences with the date on which it became operational, which was 31 March 2023.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

17. Tangible fixed assets

Group and Parent Charity

	Long-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2023	2,000,000	92,650	86,594	2,179,244
Additions	-	13,609	21,648	35,257
At 31 March 2024	<u>2,000,000</u>	<u>106,259</u>	<u>108,242</u>	<u>2,214,501</u>
Depreciation				
At 1 April 2023	238,000	47,263	63,805	349,068
Charge for the year	34,000	8,723	18,897	61,620
At 31 March 2024	<u>272,000</u>	<u>55,986</u>	<u>82,702</u>	<u>410,688</u>
Net book value				
At 31 March 2024	<u>1,728,000</u>	<u>50,273</u>	<u>25,540</u>	<u>1,803,813</u>
At 31 March 2023	<u>1,762,000</u>	<u>45,387</u>	<u>22,789</u>	<u>1,830,176</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

18. Fixed asset investments

Group	Listed investments £
Cost or valuation	
At 1 April 2023	985,471
Additions	1,039,500
Revaluations	199,968
	<u>2,224,939</u>
At 31 March 2024	<u>2,224,939</u>
Net book value	
At 31 March 2024	<u>2,224,939</u>
At 31 March 2023	<u>985,471</u>

Parent Charity	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 April 2023	1	985,471	985,472
Additions	-	1,039,500	1,039,500
Revaluations	-	199,968	199,968
	<u>1</u>	<u>2,224,939</u>	<u>2,224,940</u>
At 31 March 2024	<u>1</u>	<u>2,224,939</u>	<u>2,224,940</u>
Net book value			
At 31 March 2024	<u>1</u>	<u>2,224,939</u>	<u>2,224,940</u>
At 31 March 2023	<u>1</u>	<u>985,471</u>	<u>985,472</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

18. Fixed asset investments (continued)

Principal subsidiaries

The following was a subsidiary undertaking of the Parent Charity:

Name	Company number	Registered office or principal place of business	Principal activity
Building Inclusive Futures Consulting Ltd	09160878	39 Brookmill Road, Deptford, London, SE8 4HU	Management consultancy

Class of shares	Holding	Included in consolidation
A Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
Building Inclusive Futures Consulting Ltd	125,092	25,967	99,125	1

19. Debtors

	Group 2024 £	Group 2023 £	Parent Charity 2024 £	Parent Charity 2023 £
Due within one year				
Trade debtors	33,518	51,404	9,143	48,962
Amounts owed by group undertakings	-	-	60,013	79,349
Other debtors	9,643	8,132	9,642	8,131
Prepayments and accrued income	21,153	23,664	20,909	23,655
	64,314	83,200	99,707	160,097

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

20. Creditors: Amounts falling due within one year

	Group 2024	<i>Group 2023</i>	Parent Charity 2024	<i>Parent Charity 2023</i>
	£	£	£	£
Trade creditors	43,712	45,367	44,732	45,269
Amounts owed to group undertakings	-	-	-	10,000
Other taxation and social security	38,783	27,440	34,707	27,440
Other creditors	15,907	11,616	15,907	11,616
Accruals and deferred income	70,519	100,684	66,419	96,934
	<u>168,921</u>	<u>185,107</u>	<u>161,765</u>	<u>191,259</u>

Included in other creditors is £1 (2023: £1) and included in trade creditors is £1,020 (2023: Nil) owed to the subsidiary, Building Inclusive Futures Consulting Ltd. The amount is eliminated upon consolidation.

	Group 2024	<i>Group 2023</i>	Parent Charity 2024	<i>Parent Charity 2023</i>
	£	£	£	£
Deferred income at 1 April 2023	73,724	31,638	73,724	31,638
Resources deferred during the year	52,486	73,724	52,486	73,724
Amounts released from previous periods	(73,724)	(31,638)	(73,724)	(31,638)
	<u>52,486</u>	<u>73,724</u>	<u>52,486</u>	<u>73,724</u>

21. Financial instruments

	Group 2024	<i>Group 2023</i>	Parent Charity 2024	<i>Parent Charity 2023</i>
	£	£	£	£
Financial assets				
Financial assets measured at fair value through income and expenditure	<u>2,224,939</u>	<u>985,470</u>	<u>2,224,940</u>	<u>985,471</u>

Financial assets measured at fair value through income and expenditure comprise the group's (which is the charity's) investment portfolio and the charity's investment in its subsidiary

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

22. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General Funds	7,168,604	1,438,102	(1,963,154)	199,968	6,843,520
<p>Included in general funds is an amount of £1 (2023: (39,111)) which is held in a non-charitable trading subsidiary.</p>					
Restricted funds					
Your Space - 39 Brookmill Road	1,327,640	-	(34,000)	-	1,293,640
Other Tangible Assets	16,234	-	(3,922)	-	12,312
My Blueprint for All	405,771	-	(57,967)	-	347,804
Careers	220,174	709,398	(744,405)	-	185,167
Communities	447	42,400	(1,387)	-	41,460
Societies	9,104	-	-	-	9,104
	<u>1,979,370</u>	<u>751,798</u>	<u>(841,681)</u>	<u>-</u>	<u>1,889,487</u>
Total of funds	<u><u>9,147,974</u></u>	<u><u>2,189,900</u></u>	<u><u>(2,804,835)</u></u>	<u><u>199,968</u></u>	<u><u>8,733,007</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

22. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2023 £</i>
Unrestricted funds					
General Funds	6,745,040	1,356,004	(856,752)	(75,688)	7,168,604
Restricted funds					
Your Space - 39 Brookmill Road	1,361,640	-	(34,000)	-	1,327,640
Other Tangible Assets	21,156	-	(4,922)	-	16,234
My Blueprint For All	-	405,771	(75,688)	75,688	405,771
Careers	263,669	736,934	(780,429)	-	220,174
Communities	-	115,670	(115,223)	-	447
Societies	62,778	30,204	(83,878)	-	9,104
	<u>1,709,243</u>	<u>1,288,579</u>	<u>(1,094,140)</u>	<u>75,688</u>	<u>1,979,370</u>
Total of funds	<u><u>8,454,283</u></u>	<u><u>2,644,583</u></u>	<u><u>(1,950,892)</u></u>	<u><u>-</u></u>	<u><u>9,147,974</u></u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

22. Statement of funds (continued)

Restricted Funds tied up in Your Space represent the charity's headquarters at 39 Brookmill Road, Deptford. Other restricted tangible fixed assets are assets related to the building.

During the year, the charity also received restricted support for the creation of an online portal, My Blueprint For All.

The charity divides its restricted programmes into three categories: The Career Strand Programmes, the Societies Strands Programmes and the Communities Programmes, as follows:

The Career Strand Programmes:

The Building Futures Programme aims to provide career opportunities for BAME and underrepresented architecture and BE hopefuls and to increase diversity and representation in the Built Environment sector.

The Bursary Programme aims to provide bursaries for BAME and/ or underprivileged students of defined areas: architecture, law and finance.

Building Futures Secondary aims to provide careers support and development for secondary students in fields of creative and entrepreneurial pathways and to provide training for teachers in these fields.

The Building Futures at Risk aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/ or exclusion.

The Building Futures Adults Programme aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/ or exclusion.

The Pathways to Professions Secondary Programme aims to provide careers support and resources in all professional pathways for secondary students.

The Pathways to Professions 6th Form Programme aims to provide careers support and resources in all professional pathways for sixth form students in Lewisham/ SE London.

The Communities Strand Programmes:

The Community Leadership Academy was set up to develop the skills for leadership amongst BAME identity led or high proportion beneficiary small and micro charities and community organisations.

The LSL Sexual Health Partnership was set up to include and improve sex and relationship provision for BAME communities and stakeholders in Lambeth, Southwark and Lewisham.

The Lewisham BME Network was set up to convene BME sector in Lewisham, share opportunities, delivery capacity building, improve representation in local council key meetings and improve connectivity with infrastructure organisations.

The Societies Programmes:

Delivering Differently was set up to continue programmes digitally with BF and School beneficiaries and to provide mental health and skills support in a new way.

The Connecting People and Places Project was set up to share learning from phase 1 research and continue the heritage conversation with BAME communities UK wide in 3 media: podcasts, exhibitions and a publication.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

23. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	1,305,952	497,861	1,803,813
Intangible fixed assets	347,804	736,757	1,084,561
Fixed asset investments	-	2,224,939	2,224,939
Current assets	288,218	3,500,397	3,788,615
Creditors due within one year	(52,487)	(116,434)	(168,921)
Total	1,889,487	6,843,520	8,733,007

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	1,343,874	486,302	1,830,176
Intangible fixed assets	405,771	859,550	1,265,321
Fixed asset investments	-	985,471	985,471
Current assets	301,812	4,950,300	5,252,112
Creditors due within one year	(72,087)	(113,020)	(185,107)
Total	1,979,370	7,168,603	9,147,973

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

24. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2024 £	Group 2023 £	Parent Charity 2024 £	Parent Charity 2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(414,967)	693,690	(454,079)	732,802
Adjustments for:				
Depreciation charges	61,620	55,206	61,620	55,206
Amortisation charges	180,760	-	180,760	-
(Gains)/losses on investments	(199,968)	14,529	(199,968)	14,529
Dividends, interests and rents from investments	(143,504)	(29,316)	(143,504)	(29,316)
Decrease in debtors	18,886	148,222	60,390	102,930
Increase/(decrease) in creditors	(16,185)	49,437	(29,493)	58,659
Net cash provided by/(used in) operating activities	(513,358)	931,768	(524,274)	934,810

25. Analysis of cash and cash equivalents

	Group 2024 £	Group 2023 £	Parent Charity 2024 £	Parent Charity 2023 £
Cash in hand	3,724,302	5,168,914	3,681,750	5,137,280
Total cash and cash equivalents	3,724,302	5,168,914	3,681,750	5,137,280

26. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	5,168,912	(1,444,611)	3,724,301
	5,168,912	(1,444,611)	3,724,301

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

27. Related Party Transactions

During the year, the charity accrued £Nil (2023: £75,099) for services and staff provided to the subsidiary, Building Inclusive Futures Consulting Ltd.

At the year end, the charity was owed £58,993 (2023: £69,349) by the subsidiary.

During the year, the charity pledged to make a gift aid donation of £60,013 (2023: nil) to the parent, which is included in the intercompany balance of £58,993. All intercompany balances are interest free and repayable on demand.

Blueprint for All

England & Wales - Charity number 1102267


Accounts





BLUEPRINT FOR ALL
(A company limited by guarantee)
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023


Registered number: 05047204
Charity number: 1102267


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 @BlueprintforAll

 Blueprint for All

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 @blueprintforall

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Reference and administrative details of the charity, its Trustees and advisers

Trustees	Sir Keith Ajegbo, Chair Caroline Clark Andrea Gregory Christopher Jackson Paul Karakusevic Neil Pinder Fabrice Khullar (app. Sept 2022) Kevin Antao (app. Sept 2022) Mark Macleod (app. Sept 2022) Sarah Kemp (September 2022 - November 2022)
Company Registration Number	05047204
Charity Registered Number	1102267
Registered Office	39 Brookmill Road Deptford London SE8 4HU
Company Secretary	Michael Stewart
Chief Executive Officer	Sonia Watson OBE, Hon.FRIBA, Hon.FRIAS
Auditor	RPG Crouch Chapman LLP Chartered Accountants and Statutory Auditors 14-16 Dowgate Hill London EC4R 2SU
Solicitor	Bates Wells 10 Queen Street Place London EC4R 1BE

Reference and administrative details of the charity, its Trustees and advisers

Investment Provider	Cazenove Capital 1 London Wall Place London EC2Y 5AU
Bank Provider	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN Redwood Bank The Nexus Building Broadway Letchworth Garden City Hertfordshire SG6 3TA

Letter from the Chair of Trustees

Dear Supporter,

Thank you for continuing to demonstrate your commitment to inclusion by supporting us with your donations and by working with us to ensure an inclusive society.

With the unwavering support of every individual and organisation that supports us, we are determined to continue to work hard to eradicate inequality and disparity and to allow all young people, no matter their background, to thrive. Blueprint for All remains committed to our purpose and we are proud to evidence advancement towards achieving this goal. This year we would particularly like to thank Stephenson Harwood LLP for their support over many years, ensuring our contractual processes are second to none.

We provide support to individuals up to the age of 30, addressing the various challenges they encounter during different stages of their career journey. Through workshops, bursaries, career opportunities, and exclusive events we actively tackle the systemic barriers in place that impact people's ability to thrive. Whether young individuals aspire to pursue a career in the creative arts, financial sector, entrepreneurial ventures, or any other domain, our mission is to offer guidance and showcase the multitude of pathways to success that exist

Earlier this year, we took an enormous step forward to creating a more equitable society through our digital transformation project. Our digital platform, 'My Blueprint for All', connects talented and ambitious young people from diverse, under-represented backgrounds with opportunities with employers and in industries that would normally be out of their reach. Our platform is ground-breaking and will be a vital tool for helping young people across the country, as well as employers, create a society where everyone is equipped with the tools to build a career. Thank you to Deloitte Digital for building our platform which was recently honoured with the prestigious 'Charity Times Digital Transformation of the Year' award!

We work with young people, communities, and organisations to create an inclusive society in which everyone, regardless of race, ethnicity or background is provided with tangible opportunities to thrive.

Every person, regardless of their background, has the opportunity and support to flourish in a society that recognises and values them.

Talent is everywhere, opportunity is not.

We believe in a future where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce and where our communities can come together and thrive. This is our blueprint to set the foundations for a more inclusive society to grow.

Our high impact programmes work with young people and communities, giving them the best possible chance of making a difference in the world whilst driving systemic change in organisations and society.

We work across the UK to drive sustainability into community groups enabling them to support the demographic we serve. Finally, we drive systemic change by offering bespoke consulting services designed to challenge those organisations committed to creating an inclusive workplace culture.

Our Strategy

Aligned to our vision and mission are our six strategic themes. These themes provide structure and clarity and will encourage us all to focus on what we need to do and how we will do it.

- 1. Support higher numbers of under-represented and disadvantaged young people.**
We will work with young people from disadvantaged and under-represented backgrounds, aged 13 to 30 to inspire and enable them to succeed in their choice of education and career.
- 2. Strengthen and empower community groups.** We will enable community groups, facilitating their development into sustainable and thriving organisations. Being able to support, within their communities, disadvantaged and under-represented young people.
- 3. Influence societal change and social policy.** We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.
- 4. Establish national reach for our programmes and our purpose.** We will deliver our programmes across the four UK Nations by designing locally relevant content to support under-represented and disadvantaged young people. Blueprint for All will become known, across the UK, as a result of its reach and impact.
- 5. Develop sustainable relationships with sponsors and partners.** We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.
- 6. Challenge ourselves to be the best charity that we can be.** We will adhere to good governance practices and organise ourselves and the way we work to demonstrate best in class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.

Our Values

We hold ourselves to high account - acting with bravery, honesty and integrity.

We foster a culture of mutual respect, where difference is valued and people feel empowered.

We are passionate about what we do and have the courage to challenge with positive intent.

We build rich collaborative relationships to enable long-lasting change.

We show unwavering determination to make inclusion outcomes a reality.

Our Programmes

Blueprint for All provides 10 programmes under 3 strands: Building Careers, Supporting Communities, Enriching Society. Our national programmes maximise positive impact and create change for local people, especially those from diverse and challenging socio-economic backgrounds. We partner with schools, universities, community groups, and employers to help young people aged 10-30 from disadvantaged backgrounds pursue their desired careers. From career advice to developing critical foundations for success, we nurture and support young people on their journey to a fulfilling career.

Our Approach:

Equipping young people to succeed by:

1. Knowing their career options & understanding the pathways into the career of their choice
2. Support to gain the skills & qualifications they need to reach their potential.
3. Support through the early stages of their career
4. Access to careers' advice, opportunities and resources via My Blueprint for All.
5. Creating direct access to career industries and pathways.

Enabling communities to thrive by addressing the specific challenges within their community by:

- Funding, signposting and resources
- Skills and capacity building (including leadership coaching)
- A strong voice in local decision-making.

Ensuring organisations build diversity in their workforce and business practices

- Through our Consultancy, we offer a bespoke combination of consultancy, training, coaching and workshops to help businesses, leadership and employees create purposeful change within their organisation.

In the last year:

- We have engaged with 3752 young people across our Programmes.
- We have increased bursaries by 100% since 2020 year on year, providing financial support to fund young adults higher education (take a look at our 2020/21 bursary awardees [here](#))
- We are working with young adults in all careers across the UK. The careers content on our Digital platform has been viewed 2,000 times since we 'soft-launched' in March 2023.
- We have engaged face to face with 500 new participants on our school careers' programme and our resources have been shared with over 2,000 new young people.
- We have engaged with 149 new community groups. We plan to increase our presence across all regions of the UK by replicating our Community Leadership Academy Network in every region where our evidence shows the need is the greatest.

Check out our latest case study below, from an awardee and participant of Blueprint for All's programmes:

As part of Blueprint for All's ongoing mission to spotlight diversity, we commissioned a series of original research reports with over 500 young people to get to not only understand how the Covid-19 pandemic impacted their path to higher education/professional careers, but to hear directly from the people we support to better understand their perspective.

In our Life Chances survey, Blueprint for All uncovered stark findings that revealed that young people who've encountered cultural disadvantages in their life were disproportionately affected by the pandemic. We found that:

- 73% of young people from vulnerable socio-economic backgrounds have had to take on a job/work to supplement their student loan, which is a key barrier to staying in education.
- 45% of students from vulnerable socio-economic backgrounds agree that they have abandoned their plans for a professional career because of factors related to the pandemic.
- 64% of young people surveyed have had to take on additional work to supplement their student loan, with a far higher percentage (73%) of young people from a disadvantaged background compared to those from a non-disadvantaged background (39%).

These alarming statistics underscore the importance of supporting individuals from disadvantaged backgrounds, whether through financial aid via our Deloitte Bursary programme or career assistance provided through initiatives like Building Futures or our Pathways to Professions programmes.

Our Terminology Report provided insight into young people's preferred language to describe themselves in public discourse; to understand how cultural and racial descriptors are used to provide a positive or negative perception. The results were illuminating, revealing that the widely used term 'BAME' is not an inclusive acronym. Instead, the phrase 'people of diverse ethnic heritage' emerged as the most favoured descriptor for discussing ethnicity and identity. This focus on inclusivity and elevating diverse voices is central to Blueprint for All's ideology.





MY BLUEPRINT FOR ALL

Our new platform can be found [here](#). Blueprint for All's digital transformation is helping the charity to become an online pioneer. Our work to create the online platform My Blueprint for All is transforming how we support young people. It will allow us to extrapolate our reach and transform lives as well as accelerating diversity within a whole range of industries.

With digital investment and the capacity of our delivery team strengthened, we believe the Platform will go on to reach 10,000+ young people, alongside the indirect benefit that comes from the wider network of programmes, resources and support offered by Blueprint for All and our range of partners.

Early Impact of My Blueprint for All



80% of users are from a Diverse Ethnic Heritage.

65% of users stated that their awareness of professional options has improved.

We have a customer satisfaction score of 4.2 out of 5; and a returning visitor rate of 54%.

Our digital transformation has created something unique: until now there is not one careers platform that exists that has all the support a young person of diverse ethnic heritage would need. When this is considered in line with an increasingly challenging socio-economic environment whereby people of diverse heritage are twice as likely to experience deep poverty, our work has never been more needed.



OUR CONSULTANCY

Our consultancy offers a bespoke suite of inclusion solutions to help businesses, leadership and employees create purposeful change within their organisation; enabling us to help transform workplaces around the UK to become places where our participants can thrive.

YOUR SPACE

We will continue to maximise the use of our co-working space and will be increasing the capacity of both tenants and co-workers next year. The event space continues to be popular with the local community and we will continue to market its availability as a resource.

Trustees' report

Trustees' report for the year ended 31st March 2023

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2022 - 31st March 2023. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Governing document

The organisation is a charitable company limited by guarantee. The company was incorporated on 17th February 2004. On 1st April 2004, the company took on the activities of the Charitable Trust of the same name whose charity number was 1070860. The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

The Charity's results for the year are set out in the Statement of Financial Activities.

The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity, including the guidance 'Public benefit: running a charity (PB2)'. This report sets out those objectives and describes how they have been met in the current year.

Recruitment and appointment of Board of Trustees

The directors of the company are also charity Trustees for the purposes of charity law and under the Company's Articles are known as members of the Board of Trustees. Under the requirements of the Articles of Association one-third of trustees must retire by rotation at the annual general meeting and, being eligible, offer themselves for re- election.

Blueprint for All's work focuses on equality and diversity, access to education and learning and career opportunities. The Board of Trustees seeks to ensure that this focus is appropriately reflected through the diversity of Blueprint for All body. To enhance the potential pool of Trustees, maintain a broad skill mix and in the event of skills being lost due to retirements, the charity has approached individuals to offer themselves for election to the Board of Trustees.

The existing Board of Trustees is drawn from a mix of professionals and educators. They recognise the need to refresh the Board to incorporate the skills and competencies necessary to move the Board forward.

The Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day-to-day responsibility for the provision of the services and operational management rest with the Chief Executive Officer.

Trustee induction and training

The Trustees are appointed in accordance with the Articles of Association of the company, being by election at annual general meeting by members. The company was not under the control of any one person or corporation. Most Trustees are already familiar with the work of the Charity and their training involves briefings on their duties and liabilities from professional advisors and Board of Trustees workshops/away-days focusing on policy development and governance.

Trustee Induction:

- Blueprint for All Memorandum and Articles of Association
- Business plan

- The latest published annual report and accounts
- Financial projections and budgets
- Project and programme plans and publications
- Trustee details and staff structure
- The Essential Trustee: What you need to know (Charity Commission)
- Minutes and reports submitted to previous meetings of the Board of Trustees

Key management remuneration

The Trustees convene an annual remuneration sub-committee who determine the salary increases (if appropriate) for senior members of staff.

Financial Results

During the year, the group had incoming resources of £2,644,583 (2022: £2,764,855), of which £1,288,579 (2022: £619,345) represented restricted income and the remainder being unrestricted.

Total expenditure amounted to £1,950,892 (2022: £1,611,656), with £1,094,140 (2022: £655,051) representing restricted expenditure and the remainder being unrestricted.

This resulted in net restricted income, after fund transfers of £75,688 (2022: £20,200), of £270,127 (2022: net restricted expenditure of £15,506).

Net unrestricted income, after fund transfers, is £423,564 (2022: £1,168,705).

Total restricted funds carried forward at the year end amounted to £1,979,370 (2022: £1,709,243) and net unrestricted funds carried forward amounts to £7,168,605 (2022: £6,745,041).

Reserves policy

The Trustees look at the high level financial projections over a 10 year planning horizon, based upon the charity's strategy, to build our Reserves Strategy Model. The Trustees have set a level equivalent to 12 months of operating costs for the organisation as a minimum level of reserves that must be maintained at all times. Currently, the charity holds surplus reserves i.e. actual free reserves are significantly in excess of this minimum level. By the later years in the 10 year model the actual reserves are projected to be more modestly in

excess of the minimum.

The Trustees have then reviewed expected drawdowns of the surplus free reserves over the next 10 years, caused by running annual deficits. In the earlier years of this planning horizon the charity is continuing the development and running of 'My Blueprint for All' and for the expansion of our current programmes. It is not expected that these planned commitments can be met by anticipated future income alone, and so deficits are projected. In the later years of the planning horizon, it is anticipated that as the charity matures further its income growth will be sufficient such that general costs can be covered, and so annual surpluses are projected.

After making appropriate enquiries with management, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Investment Policy

The Trustees have agreed a framework for the ongoing management of the charity's investments. The framework seeks to earn a competitive financial return on the charity's investments, whilst also addressing:

- concentration risk, so that reserves are held across more than a single counterparty
- credit risk, so reserves are not placed at high risk counterparties
- liquidity risk, so that sufficient reserves can be accessed when they are expected to be required

Cash is held at Lloyds Bank for day-to-day working capital requirements. The charity also holds cash at Flagstone, which is a platform widely used across the charity sector offering access to a range of underlying bank deposit accounts.

The charity's Reserves Strategy Model shows that in the next 10 years, reserves are not expected to be below £2m. Therefore the charity is moving towards the placement of up to £2m level in the Sustainable Multi-Asset Fund managed by Cazenove, to manage this portion of the overall reserves over a longer time horizon. The fund is a multi asset fund with investments across a range of equities, bonds, and infrastructure assets.

Principal Risks and Uncertainties

The charity has developed an extensive Risk Register, which the leadership team use to record and monitor risks, and to develop action plans for the management of these risks where necessary. Trustees are alerted to any risks which are reportable and mitigating actions planned or implemented. The Trustees review the register each year, as part of their oversight of the charity's governance, to ensure appropriate attention is being devoted to the principal risks.

The principal risks identified in the register are: Sustainability of funding pipeline and Employee recruitment and retention

Key performance indicators

Blueprint for All adheres to key performance and outcome indicators set out by funders and contained within signed funding agreement.

Risk management

The Trustees consider risks to which the Charity Trust is exposed at Quarterly Board Meetings.

Statement of the Trustees responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102)
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time 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 for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditor

The auditor, RPG Crouch Chapman LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Small companies note

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the Board of Trustees on 30/11/2023 and signed on their behalf by:

K. O. Ajegbo

Sir Keith Ajegbo

Chair of the Trustees

Independent Auditor's Report

FOR THE YEAR ENDED 31ST MARCH 2023

Independent Auditor's Report to the Members of Blueprint for All ('the Charity')

OPINION

We have audited the financial statements of Blueprint for All (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows, the Charity Statement of Cash Flows and the related notes, 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 Group's and of the parent charitable company's affairs as at 31 March 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent 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.

In our evaluation of the Trustees' conclusions, we considered the risks associated with the Group's and its business model, including the effects arising from macro economic uncertainties such as COVID 19 and analysed how those risks might affect the Group's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the Charity will continue in operation.

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 contained within the Annual report. 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. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the Group and the industry in which it operates, and considered the risk of acts by the Charity and its subsidiary which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with Companies Act 2006, the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 Group's and the parent 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 Group or the parent charitable 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.

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 in the relevant paragraph above.

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

Use of our report

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



Paul Randall ACA (Senior Statutory Auditor) (Senior statutory auditor)

for and on behalf of

RPG Crouch Chapman LLP

Chartered Accountants and Statutory Auditors

14-16 Dowgate Hill

London

EC4R 2SU

Date:

1 December 2023

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

		Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	Note	£	£	£	£
Income from:					
Donations and legacies	4	1,288,419	1,142,035	2,430,454	2,548,200
Charitable activities:	5				
Rent and room hire income		-	114,627	114,627	111,352
Speakers' fees		-	-	-	500
Other trading activities	6	-	53,549	53,549	51,750
Investments	7	-	29,316	29,316	968
Other income	8	160	16,477	16,637	52,085
Total income		1,288,579	1,356,004	2,644,583	2,764,855

Expenditure on:					
Raising funds	9	-	404,051	404,051	480,507
Charitable activities	10	1,094,140	377,602	1,471,742	1,076,892
Other expenditure	11	-	75,099	75,099	54,257
Total Expenditure		1,094,140	856,752	1,950,892	1,611,656

		Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	Note	£	£	£	£
Net income		194,439	499,252	693,691	1,153,199
Transfers between funds	22	75,688	(75,688)	-	-
Net movement in funds		270,127	423,564	693,691	1,153,199
Reconciliation of funds:					
Total funds brought forward		1,709,243	6,745,041	8,454,284	7,301,085
Net movement in funds		270,127	423,564	693,691	1,153,199
Total funds carried forward		1,979,370	7,168,605	9,147,975	8,454,284

The notes on pages 34 to 59 form part of these financial statements.

CONSOLIDATED BALANCE SHEET AS AT 31 MARCH 2023

		2023	2022
	Note	£	£
Fixed assets:			
Intangible assets	16	1,265,321	-
Tangible assets	17	1,830,176	1,875,553
Investments	18	985,471	-
		4,080,968	1,875,553
Current assets:			
Debtors	19	83,200	231,423
Cash at bank and in hand		5,168,915	6,482,979
		5,252,115	6,714,402
Creditors: amounts falling due within one year	20	(185,108)	(135,671)
Net current assets		5,067,007	6,578,731
Total assets less current liabilities		9,147,975	8,454,284
Total net assets		9,147,975	8,454,284

Charity funds:			
Restricted funds	22	1,979,370	1,709,243
Unrestricted funds	22	7,168,605	6,745,041
Total funds		9,147,975	8,454,284

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

K. G. Ajegbo

Sir Keith Ajegbo (Chair)

Date: 30/11/2023

The notes on pages 34 to 59 form part of these financial statements.

CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2023

		2023	2022
	Note	£	£
Fixed assets:			
Intangible assets	16	1,265,321	-
Tangible assets	17	1,830,176	1,875,553
Investments	18	985,472	1
		4,080,969	1,875,554
Current assets:			
Debtors	19	160,098	263,029
Cash at bank and in hand		5,137,281	6,448,301
		5,297,379	6,711,330
Creditors: amounts falling due within one year	20	(191,261)	(132,602)
Net current assets		5,106,118	6,578,728
Total assets less current liabilities		9,187,087	8,454,282
Total net assets		9,187,087	8,454,282

Charity funds:

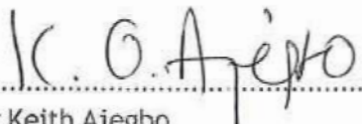
Restricted funds	22	1,877,560	1,709,241
Unrestricted funds	22	7,309,527	6,745,041
Total funds		9,187,087	8,454,282

The Charity's net movement in funds for the year was £732,803 (2022 - £1,170,199).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


.....
Sir Keith Ajegbo

Date: 30/11/2023

The notes on pages 34 to 59 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
Cash flows from operating activities:		
Net cash used in operating activities	931,769	1,203,132
Cash flows from investing activities:		
Dividends, interests and rents from investments	29,316	968
Purchase of intangible assets	(1,265,321)	-
Purchase of tangible fixed assets	(9,829)	(35,060)
Purchase of investments	(1,000,000)	-
Net cash used in investing activities	(2,245,834)	(34,092)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(1,314,065)	1,169,040
Cash and cash equivalents at the beginning of the year	6,482,979	5,313,939
Cash and cash equivalents at the end of the year	5,168,914	6,482,979

The notes on pages 34 to 59 form part of these financial statements.

CHARITY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
Cash flows from operating activities:		
Net cash used in operating activities	934,811	1,168,456
Cash flows from investing activities:		
Dividends, interests and rents from investments	29,316	968
Proceeds from the sale of tangible fixed assets	-	-
Purchase of intangible assets	(1,265,321)	-
Purchase of tangible fixed assets	(9,829)	(35,060)
Purchase of investments	(1,000,000)	-
Net cash used in investing activities	(2,245,834)	(34,092)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(1,311,023)	1,134,364
Cash and cash equivalents at the beginning of the year	6,448,303	5,313,939
Cash and cash equivalents at the end of the year	5,137,280	6,448,303

The notes on pages 34 to 59 form part of these financial statements.

Notes to the Financial Statements

1. General information

The charity is a company limited by guarantee incorporated in England and Wales with the company number 05047204. The registered office address is Your Space, 39 Brookmill Road, Deptford, London SE8 4HU. The members of the charitable company are the Trustee named on page 1. 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.

The principal activity of the charitable company remained that of promoting equality and diversity and supporting disadvantaged members of the Black, Asian and Minority Ethnic Community.

The charitable company's wholly owned subsidiary, Building Inclusive Futures Consulting Ltd, is a private limited company with a share capital of £1. Its company number is 09160878 and its registered office address is Your Space, 39 Brookmill Road, Deptford, London SE8 4HU. The principal activity of the company is that of management consultancy.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2 Basis of consolidation

The financial statements consolidate the accounts of Blueprint for All and its subsidiary undertaking, Building Inclusive Futures Consulting Limited.

2.3 Going concern

At the time of approval of the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

2.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.5 Turnover

Turnover comprises revenue recognised by the Group in respect of consultancy services provided during the year, inclusive of Value Added Tax but exclusive of trade discounts.

2.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.7 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

2.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.9 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.10 Pensions

The charity contributes to personal pension plans for its employees and pension contributions are included in the Statement of Financial Activities.

2.11 Intangible assets and amortisation

The only intangible assets held by the Charity and the Charity is "My Blueprint For All", an online portal. The asset is amortised over its expected useful life, which the Trustees consider to be 7 years, commencing from the date it became operational. As this was 31 March 2023, no amortisation is included in the accounts for the year ended 31 March 2023.

Amortisation is provided on the following basis:

Development expenditure - 14% Straight Line (being 7 years)

2.12 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Long-term leasehold property - 2% Straight Line
Fixtures and fittings - 20-33 1/3% Straight Line
Computer equipment - 20-25% Straight Line

2.13 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.14 Debtors

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

2.15 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 acquisition or opening of the deposit or similar account.

2.16 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

2.17 Financial instruments

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

Fixed asset investments are included at their year end value; more information is included in policy 2.13.

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.19 Bursaries

The full amounts of bursary grants approved by the Trustees are included in expenditure in the year in which they are awarded. Amounts unpaid at the year end are included in creditors payable within twelve months and after twelve months, as appropriate.

2.20 Volunteers and donated services and facilities

The value of services provided by volunteers is incorporated into these financial statements if it can be measured reliably. Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing an adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimated useful lives and residual values of tangible and intangible fixed assets:

Depreciation and amortisation of tangible and intangible fixed assets is based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and are revised as appropriate. In the year to 31 March 2023 this is particularly affected by the Charity's headquarters, Your Space, 39 Brookmill Road, whose depreciation has a significant impact on the SOFA, but in future will also include the amortisation on "My Blueprint for All", the Charity's online platform.

Critical areas of judgment:

The carrying value of fixed assets, in particular Charity's property, is reviewed and assessed periodically and adjustments to the carrying value are made by the Trustees if indications for a change in value are present.

When applicable, pro bono donations for services are included in the accounts at fair value, this being based on information provided by the suppliers as to how much they would charge for similar services on the open market.

Non-charitable wages are wages spent on business conducted by the charity's subsidiary and is calculated on the estimated time spent by charity employees on company matters.

4. Income from donations and legacies

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Donations	-	1,142,035	1,142,035
Grants	1,288,419	-	1,288,419
	1,288,419	1,142,035	2,430,454

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Donations	-	1,928,855	1,928,855
Grants	619,345	-	619,345
	619,345	1,928,855	2,548,200

5. Income from charitable activities

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Rent and room hire	114,627	114,627	111,352
Other charitable activities	-	-	500
Total 2023	114,627	114,627	111,852

6. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Consultancy Fees	43,549	43,549	51,750
Licence Fees	10,000	10,000	-
	53,549	53,549	51,750

7. Investment income

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Bank interest and dividends	29,316	29,316	968

8. Other incoming resources

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Sundry income	160	16,477	16,637

		Unrestricted funds 2022	Total funds 2022
		£	£
Sundry income		52,085	52,085

9. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Direct Fundraising	33,596	33,596	44,043
Wages & Salaries	228,247	228,247	197,188
Social Security	23,750	23,750	19,595
Pension	22,181	22,181	3,538
Allocated centrally incurred fundraising and governance costs	78,715	78,715	198,400
	386,489	386,489	462,764

Other trading expenses

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Trading expenses	11,478	11,478	14,118
Administration expenses	6,084	6,084	3,625
	17,562	17,562	17,743

Reconciliation of expenditure on raising funds to the SOFA

	2023	2022
	£	£
Cost of raising voluntary income	386,489	462,764
Other trading expenses	17,562	17,743
	404,051	480,507

10. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Education, Equality, Diversity and Social Cohesion	1,094,140	377,602	1,471,742

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Education, Equality, Diversity and Social Cohesion	655,051	421,841	1,076,892

11. Other expenditure - non-charitable

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£
Other expenses	-	-	13,545
Other resources expended wages and salaries	56,534	56,534	38,038
Other resources expended - NI	6,349	6,349	2,112
Other resources expended pension costs	12,216	12,216	562
	75,099	75,099	54,257

Non charitable expenses are expenses incurred by the charity's trading subsidiary, Building Inclusive Futures Consulting Ltd.

12. Analysis of expenditure by activities

	Activities undertaken directly 2023	Support costs 2023	Total funds 2023
	£	£	£
Education, Equality, Diversity and Social Cohesion	807,832	663,910	1,471,742

	Activities undertaken directly 2022	Support costs 2022	Total funds 2022
	£	£	£
Education, Equality, Diversity and Social Cohesion	566,728	510,164	1,076,892

Analysis of support costs

	<i>Total funds 2023</i>	<i>Total funds 2022</i>
	£	£
Staff costs	452,394	221,196
Depreciation	7,978	5,945
Office and general costs	104,518	145,138
Premise costs	41,093	29,378
Staffing costs (non payroll)	57,927	108,507
	663,910	510,164

Total Support Costs

	<i>Total funds 2023</i>	<i>Total funds 2022</i>
	£	£
Fundraising support costs	78,715	198,400
Direct support costs	663,910	510,164
	742,625	708,564

13. Auditor's remuneration

	<i>2023</i>	<i>2022</i>
	£	£
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	9,125	8,500
Fees payable to the Charity's auditor in respect of:		

Fees payable to the charity's auditor in respect of the preparation of the financial statements of the charity's subsidiaries	1,350	1,260
Fees payable to the charity's auditor in respect of the auditing of accounts of the charity's subsidiaries	2,000	1,740
Consolidation and audit of consolidated financial statements	3,750	3,500

14. Staff costs

	<i>Group 2023</i>	<i>Group 2022</i>	<i>Charity 2023</i>	<i>Charity 2022</i>
	£	£	£	£
Wages and salaries	1,061,639	739,107	1,061,639	739,107
Social security costs	110,932	71,777	110,932	71,777
Contribution to defined contribution pension schemes	109,892	13,140	109,892	13,140
	1,282,463	824,024	1,282,463	824,024

The average number of persons employed by the Charity during the year was as follows:

	<i>Group 2023</i>	<i>Group 2022</i>	<i>Charity 2023</i>	<i>Charity 2022</i>
	No.	No.	No.	No.
Staff excluding directors	29	20	29	20
Directors	9	7	9	7
	38	27	38	27

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

	<i>Group 2023</i>	<i>Group 2022</i>
	No.	No.
In the band £60,001 - £70,000	1	-
In the band £70,001 - £80,000	1	1
In the band £130,000 - £140,000	-	1
In the band £140,000 - £150,000	1	-

Apart from the trustees, who give their time freely, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £290,167 (2022: £264,519).

15. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL-).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

16. Intangible assets

Group and Charity

	<i>My Blueprint for All</i>
	£
Cost	
At 1 April 2022	-
Additions	1,265,321
At 31 March 2023	1,265,321
At 1 April 2022	-



Net book value

My Blueprint for All

£

At 31 March 2023

1,265,321

At 31 March 2022

-

My Blueprint For All is the Group's online platform. The Trustees are of the opinion that it will have a useful life of 7 years and amortisation commences with the date on which it became operational, which was 31 March 2023. The Trustees have therefore not included any amortisation in the accounts for the year ended 31 March 2023.

17. Tangible fixed assets Group and Charity

	<i>Freehold property</i>	<i>Fixtures and fittings</i>	<i>Computer equipment</i>	<i>Total</i>
	£	£	£	£
Cost or valuation				
At 1 April 2022	2,000,000	92,331	77,084	2,169,415
Additions	-	319	9,510	9,829
At 31 March 2023	2,000,000	92,650	86,594	2,179,244
Depreciation				
At 1 April 2022	204,000	40,194	49,668	293,862
Charge for the year	34,000	7,069	14,137	55,206
At 31 March 2023	238,000	47,263	63,805	349,068

Net book value				
At 31 March 2023	1,762,000	45,387	22,789	1,830,176
At 31 March 2022	1,796,000	52,137	27,416	1,875,553

18. Fixed asset investments

	Listed investments
	£
Group	
Cost or valuation	
At 1 April 2022	-
Additions	1,000,000
Revaluations	(14,529)
At 31 March 2023	985,471

Net book value	
At 31 March 2023	985,471

	Investments in subsidiary companies	Listed investments	Total
Charity	£	£	£
Cost or valuation			
At 1 April 2022	1		1
Additions	-	1,000,000	1,000,000
Revaluations	-	(14,529)	(14,529)
At 31 March 2023	1	985,471	985,472

Net book value

At 31 March 2023	1	985,471	985,472
At 31 March 2022	1	-	1

19. Debtors

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Trade debtors	51,404	56,102	48,962	42,747
Amounts owed by group undertakings	-	-	79,349	4,250
Other debtors	8,131	165,004	8,131	205,715
Prepayments and accrued income	23,665	10,317	23,656	10,317
	83,200	231,423	160,098	263,029

Included in trade debtors in 2022 are £5,298 and included in other debtors in 2022 are £40,712 owed by the subsidiary, Building Inclusive Futures Consulting Ltd. The amounts are eliminated upon consolidation. Any amounts owed by the subsidiary in 2023 are fully included in amounts owed by group undertakings.

20. Creditors: Amounts falling due within one year

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Trade creditors	45,367	34,419	45,269	34,409
Amounts owed to group undertakings	-	-	10,000	-
Other taxation and social security	27,440	27,032	27,440	27,032

Other creditors	11,616	14,131	11,617	14,132
Accruals and deferred income	100,685	60,089	96,935	57,029
	185,108	135,671	191,261	132,602

Included in other creditors is £1 (2022: £1) owed to the subsidiary, Building Inclusive Futures Consulting Ltd. The amount is eliminated upon consolidation.

	<i>Group 2023</i>	<i>Group 2022</i>	<i>Charity 2023</i>	<i>Charity 2022</i>
	£	£	£	£
Deferred income at 1 April 2022	31,638	21,671	31,638	21,671
Resources deferred during the year	73,724	31,638	73,724	31,638
Amounts released from previous periods	(31,638)	(21,671)	(31,638)	(21,671)
	73,724	31,638	73,724	31,638

21. Financial instruments

	<i>Group 2023</i>	<i>Group 2022</i>	<i>Charity 2023</i>	<i>Charity 2022</i>
	£	£	£	£
Financial assets				
Financial assets measured at fair value through income and expenditure	985,471	-	985,471	-

Financial assets measured at fair value through income and expenditure comprise the group's (which is the charity's) investment portfolio and the charity's investment in its subsidiary.

22. Consolidated statement of funds
Statement of funds current year

					Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
					£	£	£	£	£
Unrestricted funds									
General Funds Charity					6,745,040	1,302,455	(764,091)	(75,688)	7,207,716
General Funds Subsidiary						53,549	(92,661)	-	(39,111)
					6,745,041	1,356,004	(856,752)	(75,688)	7,168,605
Restricted funds									
					Balance at 1 April 2022	Income	Expenditure	Transfers in/out	Balance at 31 March 2023
					£	£	£	£	£
Your Space - 39 Brookmill Road					1,361,640	-	(34,000)	-	1,327,640
Other Tangible Assets					21,156	-	(4,922)	-	16,234
My Blueprint For All					-	405,771	(75,688)	75,688	405,771
Career Strand programmes					263,669	736,934	(780,429)	-	220,174
Community Strand Programmes					-	115,670	(115,223)	-	447
Societies Strand Programmes					62,778	30,204	(83,878)	-	9,104
					1,709,243	1,288,579	(1,094,140)	75,688	1,979,370

Total of funds

8,454,284 2,644,583 (1,950,892) - 9,147,975

Restricted Funds tied up in Your Space represent the charity's headquarters at 39 Brookmill Road, Deptford. Other restricted tangible fixed assets are assets related to the building.

During the year, the charity also received restricted support for the creation of an online portal, My Blueprint For All.

The charity divides its restricted programmes into three categories: The Career Strand Programmes, the Societies Strands Programmes and the Communities Programmes, as follows:

The Career Strand Programmes:

The Building Futures Programme aims to provide career opportunities for those of diverse ethnic heritage and underrepresented architecture and BE hopefuls and to increase diversity and representation in the Built Environment sector.

The Bursary Programme aims to provide bursaries for those of diverse ethnic heritage and/or underprivileged students of defined areas: architecture, law and finance.

Building Futures Secondary aims to provide careers support and development for secondary students in fields of creative and entrepreneurial pathways and to provide training for teachers in these fields.

The Building Futures at Risk aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/or exclusion.

The Building Futures Adults Programme aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/or exclusion.

The Pathways to Professions Secondary Programme aims to provide careers support and resources in all professional pathways for secondary students.

The Pathways to Professions 6th Form Programme aims to provide careers support and resources in all professional pathways for sixth form students in Lewisham/ SE London.

The Communities Strand Programs:

The Community Leadership Academy was set up to develop leadership skills for small / micro-charities and community organisations spearheaded by leaders of diverse ethnic heritage and/or where a high proportion of beneficiaries are from a diverse ethnic heritage.

The LSL Sexual Health Partnership was set up to include and improve sex and relationship provision for those from diverse communities and stakeholders in Lambeth, Southwark and Lewisham.

The Lewisham BME Network was set up to convene BME sector in Lewisham, share opportunities, delivery capacity building, improve representation in local council key meetings and improve connectivity with infrastructure organisations.

The Societies Programmes:

Delivering Differently was set up to continue programmes digitally with BF and School beneficiaries and to provide mental health and skills support in a new way.

The Connecting People and Places Project was set up to share learning from phase 1 research and continue the heritage conversation with diverse communities UK wide in 3 media: podcasts, exhibitions and a publication.

Statement of funds - prior year

	<i>Balance at 1 April 2021</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 31 March 2022</i>
	£	£	£	£	£
<hr/>					
Unrestricted funds					
General Funds - Charity	5,559,335	2,093,760	(887,855)	(20,200)	6,745,040
General Funds - Subsidiary	17,001	51,750	(68,750)	-	1
	5,576,336	2,145,510	(956,605)	(20,200)	6,745,041

Restricted funds					
Your Space - 39 Brookmill Road	1,395,640	-	(34,000)	-	1,361,640
Other Tangible Assets	27,079	-	(5,921)	-	21,158
My Blueprint For All	-	-	-	-	-
Career Strand Programmes	206,755	511,845	(454,931)	-	263,669
Community Strand Programmes	87,276	107,500	(132,000)	-	62,776
Societies Strand Programmes	7,999	-	(28,199)	20,200	-
	1,724,749	619,345	(655,051)	(20,200)	1,709,243
Total funds					
	7,301,085	2,764,855	(1,611,656)		8,454,284

23. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023
	£	£	£
Tangible fixed assets	1,343,874	486,302	1,830,176
Intangible fixed assets	405,771	859,550	1,265,321
Fixed asset investments	-	985,471	985,471
Current assets	301,812	4,950,303	5,252,115
Creditors due within one year	(72,087)	(113,021)	(185,108)
Total	1,979,370	7,168,605	9,147,975

Analysis of net assets between funds - prior year

	Restricted funds 2022	Unrestricted funds 2022	Total funds 2022
	£	£	£
Tangible fixed assets	1,394,074	481,479	1,875,553
Current assets	345,167	6,369,235	6,714,402
Creditors due within one year	(30,000)	(105,671)	(135,671)
Total	1,709,241	6,745,043	8,454,284

24. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Net income for the year (as per Statement of Financial Activities)	693,691	1,153,199	732,803	1,170,199
Adjustments for:				
Depreciation charges	55,206	53,747	55,206	53,747
Loss on investments	14,529	-	14,529	-
Dividends, interests and rents from investments	(29,316)	(968)	(29,316)	(968)
Decrease/(increase) in debtors	148,222	(90,150)	102,930	(81,045)
Increase in creditors	49,437	29,592	58,659	26,523
Net cash provided by operating activities	931,769	1,145,420	934,811	1,168,456

25. Analysis of cash and cash equivalents

	Group 2023	Group 2022	Charity 2023	Charity 2022
	£	£	£	£
Cash in hand	5,168,914	6,482,979	5,137,280	6,448,303
Total cash and cash equivalents:	5,168,914	6,482,979	5,137,280	6,448,303

26. Analysis of changes in net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	6,482,979	(1,314,064)	5,168,915
	6,482,979	(1,314,064)	5,168,915

27. Related party transactions

During the year, the charity received a donation of £Nil (2022: £10,000) from Karakusevic Carson Architects. Paul Karakusevic is a partner in Karakusevic Carson and a Trustee in Blueprint for All.

During the year, the charity accrued £75,099 (2022: £44,962) for services and staff provided to the subsidiary, Building Inclusive Futures Consulting Ltd.

At the year end, the charity was owed £69,349 (2022: £50,357) by the subsidiary. The loan is interest free and repayable on demand.

28. Principal subsidiaries

The following was a subsidiary undertaking of the Charity:

Name	Company Number	Registered office or principal place of business	Principal activity
Building Inclusive Futures Consulting Ltd	09160878	39 Brookmill Road, Deptford, London, SE8 4HU	Management Consultancy

Class of shares	Holding	Included in consolidation
Ordinary A Shares	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income	Expenditure	Profit/(Loss)/ Surplus/ (Deficit) for the year	Net assets
	£	£	£	£
Building Inclusive Futures Consulting Ltd	53,549	(92,661)	(39,112)	(39,111)

Blueprint for All

England & Wales - Charity number 1102267

Accounts

Registered number: 05047204
Charity number: 1102267

BLUEPRINT FOR ALL
(A company limited by guarantee)
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

RPG Crouch Chapman LLP
Chartered Accountants & Statutory Auditor
14-16 Dowgate Hill
London
EC4R 2SU

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2022**

Trustees	Sir Keith Ajegbo, Chair Kevin Antao (appointed 22 September 2022) Caroline Clark, Vice Chair Andrea Gregory Christopher Jackson Paul Karakusevic Sarah Kemp (appointed 22 September 2022) Fabrice Khullar (appointed 22 September 2022) Mark MacLeod (appointed 22 September 2022) Neil Pinder Paul Read (resigned 15 February 2022)
Company registered number	05047204
Charity registered number	1102267
Registered office	39 Brookmill Road Deptford London SE8 4HU
Company secretary	Michael Stewart
Chief executive officer	Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Clerk to Governors	Chelsea Way
Founder	Baroness Lawrence of Clarendon
Independent auditor	RPG Crouch Chapman LLP Chartered Accountants and Statutory Auditors 14-16 Dowgate Hill London EC4R 2SU
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE

BLUEPRINT FOR ALL
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**CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022**

The chairman presents his statement for the year.

Dear Supporter

I would like to say thank you to everyone who has supported Blueprint for All through another challenging and successful year. This report highlights all we have achieved for the year ending 31st March 2022

During the year the leadership team have navigated the choppy waters of the current employment market to double the number of people we employ to deliver our high impact programmes. These programmes provide inspiration, opportunities and support to talented young people from disadvantaged and underrepresented backgrounds, enabling them to succeed.

We are proud to work with over 100 organisations and businesses to address disparity of opportunity and we have expanded our career programmes into every region of the UK. Through our community programmes we have continued to empower community leaders across the UK to tackle disadvantage and discrimination for long term, sustainable change.

We are embracing transformational and strategic partnerships with progressive organisations that share our values. The success of these programmes is evident with thousands of new programme participants engaging with online workshops and mentoring.

Our diverse recruitment programme #BeMoreInclusive, in partnership with urban, gained recognition at the Third Sector Business Charity Awards as the winner of the best charity partnership in the professional services category. This was a phenomenal achievement and thank you to Mark Nagle, Sonia Watson and all those involved.

I would like to extend a special thanks to our individual fundraisers. All of you baking cakes or running marathons are helping to close the gap between advantaged and disadvantaged young people.

The pandemic drove our programmes into the digital space and forced us to reevaluate our digital offering if we were to maximise our reach. As a result, over the past year, we have been on an exciting journey navigating this new space and building an Inclusive Opportunities Portal that will equip young people with a range of career opportunities they would otherwise not have access to.

Your Space, our co- working space has been delighted to welcome more co-workers into the building, forming a blossoming network of creativity.

Finally, I would like to thank Sonia Watson for her incredible work leading our charity forward. She has been well supported by an excellent team. I would also like to thank the trustees for their wise guidance and their dedication.

K. O. Ajegbo

Sir Keith Ajegbo
Chair of Trustees

BLUEPRINT FOR ALL

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report together with the audited financial statements of the Blueprint for All Ltd for the year 1 April 2021 to 31 March 2022. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the charity qualify as small under section 383 of the Companies Act 2006, the Group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

• What we do

At Blueprint for All, we work with young people and communities to create an inclusive society in which everyone, regardless of their race, ethnicity or background, can thrive.

We believe in a future where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce and where our communities can come together and thrive. This is our blueprint, to set the foundations for a more inclusive society to grow.

Our high impact programmes work with disadvantaged young people and communities, providing tangible opportunities and support that enables them to thrive, whilst driving systemic change in organisations and society.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

• Overview

At Blueprint for All, we have over 24 years of experience fighting for a level playing field and we are now embarking on a new five-year strategy, where we hope to engage with our corporate allies to address disparity of opportunity and tackle disadvantage and discrimination for long-term, sustainable change. We are already making the necessary strides with our ground-breaking programmes and in-depth resources for young people, but we also know the scale at which this needs to grow to make an impact on society. This requires sector-by-sector collaboration, working with progressive organisations who share our beliefs and aspirations to be an outspoken leader in this space.

In the last two years, we have generated unprecedented corporate engagement. Over 400 new corporates have engaged with us, ranging from donations and strategic funding to partnership programme delivery, fundraising and pro bono expertise. Separately, through our Building Inclusive Futures consultancy, we have advised and guided over 250 FTSE 350 organisations – aiming for reciprocal relationships to drive UK Public Limited Company (plc) success, achieve systemic change and influence policymakers at the highest level.

Through this support, we can now accelerate the reach of our programmes nationally, increase opportunities for engagement between our partners and our programmes, and ultimately ensure that our impact on young people and communities never fades.

BLUEPRINT FOR ALL

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

• Why we matter

Disadvantage starts early

- We believe all young people should receive the education, training and support they need to reach their potential. Too many young people start at a disadvantage.

Getting into employment is harder for some groups than others

- We believe everyone should have the opportunity to enter the career of their choice based on their skills and abilities, not their background.

Career progression is not equal

- We believe that everyone should be able to progress in their chosen career based on their skills and performance, not limited by factors unrelated to their work.

• Mission, Vision and Values

Our Mission

We work with young people, communities and organisations to create an inclusive society in which everyone, regardless of race, ethnicity or background is provided with tangible opportunities to thrive.

Our Vision

Every person, regardless of their background, has the opportunity and support to flourish in a society that recognises and values them.

Talent is everywhere, opportunity is not.

Our Values

- 1) We hold ourselves to high account – acting with bravery, honesty and integrity
- 2) We foster a culture of mutual respect, where difference is valued and people feel empowered
- 3) We are passionate about what we do and have the courage to challenge with positive intent
- 4) We build rich collaborative relationships to enable long-lasting change
- 5) We show unwavering determination to make inclusion outcomes a reality

• Strategy Overview

Our strategic plan has been designed to set out the priorities and goals for Blueprint for All until 2026, built upon the values that we hold as an organisation. Each level of the strategy builds on the level before, guiding us towards our overall vision and mission.

At Blueprint for All, we understand that those who meet our participant criteria are disadvantaged by a context in the UK that is currently characterised by preventable inequalities and artificial barriers and we know we have a crucial role to play in addressing disparity of opportunity, so everyone's talents, skills and perspectives are valued.

Given the complexity of the challenge, our default will be to collaborate with others to drive lasting societal change. We will redouble our efforts to build mutually beneficial and sustainable partnerships with our network of organisations in business, in education and in the voluntary sector.

Our strategy sets out our ambitious plans to accelerate and extrapolate our programmes across the UK that will ensure sustainable change for our beneficiaries and to influence policy and practice.

BLUEPRINT FOR ALL

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

To achieve this, we must become the best organisation that we can be. We will be led by our vision, mission and values. We will be ambitious in how we deliver our inclusion goals to enable the change we are determined to see embedded in the UK. We will be guided by the needs, interests and aspirations of our participants, and not allow ourselves to be constrained by 'that's the way it's always been done.' Our impact practice will ensure that we deliver programmes that are effective and engaging.

These themes provide structure and clarity and will encourage us all to focus on what we need to do and how we will do it.

• Strategic Themes

1| Support Higher Numbers of Under-represented and Disadvantaged Young People

We will work with young people from disadvantaged and under-represented backgrounds, aged 13 to 30, to inspire and enable them to succeed in their choice of education and career.

2| Strengthen and Empower Community Groups

We will enable community groups; to facilitate their development into sustainable and thriving organisations better able to support, within their communities, disadvantaged and under-represented young people.

3| Influence Societal Change and Social Policy

We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.

4| Establish National Reach for Our Programmes and Our Purpose

We will deliver our programmes across the four UK Nations by designing locally relevant content to support under-represented and disadvantaged young people. Blueprint for All will become known, across the UK, as a result of its reach and impact.

5| Develop Sustainable Relationships with Sponsors and Partners

We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.

6| Challenge Ourselves to Be the Best Charity that We Can Be

We will adhere to good governance practices and organise ourselves and the way we work to demonstrate best in class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

● **Programmes Overview**

Our high impact programmes work with disadvantaged young people and communities, providing tangible opportunities and support that enables them to thrive, whilst driving systemic change in organisations and society.

There are four main strands to our delivery:

Building Careers:

We work with schools, universities, community groups and employers to inspire and enable young people from disadvantaged backgrounds, aged 13-30 to pursue the career of their choice. From career advice to support gaining skills, qualifications and the critical foundations required to ensure professional success, we aid young people on their journey to a fulfilling and successful career.

Supporting Communities:

We run programmes nationally that support community groups working primarily with people from diverse ethnic backgrounds and those from challenging socio-economic backgrounds to maximise their impact and make positive changes for local people.

Enriching Society:

We are working to create a society where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce, and where our communities can come together and thrive for example our bespoke consultancy Building Inclusive Futures purpose is to drive systemic change in organisations and society as a whole.

Digital Transformation:

In 2022, we are working to develop an innovative digital platform. It will connect talented and ambitious young people with opportunities, employers and industries that would normally be out of their reach. These opportunities include mentoring, work placements, internships and employment. Organisations joining the digital platform will be able to post opportunities and benefit from accessing a rich mix of talent that they may otherwise be unable to do so. Young people from disadvantaged and under-represented backgrounds will get the support and experience they need to enter the career of their choice.

BLUEPRINT FOR ALL
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

Building Careers	Supporting Communities	Enriching Society
[school] Pathways to Professions Secondary (Clothworkers Foundation)	[local borough] Lewisham BME Network (Lewisham Council)	Connecting People and Places
[school] Pathways to Professions Primary and Secondary (Marsh McLennan)		
[school] Pathways to Professions and Life skills 6 th Form (Barclays)		
[school] Building Inclusive Futures: At Risk (Ardea Partners)	[pan-London] Love, Sex, Life LSL partnership Project (Lambeth, Southwark, and Lewisham councils via lead project partner Brook) Partners: Naz, Shape History, and Brook	
[school] Building Inclusive Futures: Creative and Entrepreneurial Pathways (TK Maxx Home sense Foundation)		
[higher education] Deloitte x Blueprint for All Bursary Programme		
[higher education/early careers] Building Futures and architecture bursaries	Community Leadership Academy (Google via Tides- UK) Standard Life Aberdeen Charitable Foundation- pan London w/ LSL and Croydon focus Garfield Weston Foundation- London The City Bridget Trust- London)	Architecture Advisory Board
[early careers] #bemoreinclusive Diverse Recruitment partnership programme with urban		
[early careers] Financial and Creative Pathways (AMEX)		
[early careers] Entrepreneurial Pathways (The PFAC)		
[early careers] Pathways to Employment (Mercers)		

BLUEPRINT FOR ALL
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

• **Corporate Partnerships**

We have established relationships with corporations who are prioritising more inclusive cultures through the way they work and services they provide. We want to move beyond outdated, traditional relationships and instead embrace transformational and strategic partnerships with progressive organisations that share our values.

We know the scale, scope and complexity of the economic and social transformation needed to fully achieve the aims and objectives within our strategy, but we understand that no single sector – government, business or civil society – will be able to achieve these aims alone.

Positive change will only come about through concerted, meaningful and intentional action and so we recognise that no organisation is perfect all the time, and organisations may donate to Blueprint for All as a symbol of their desire to improve. We welcome that commitment and will support those organisations in making vital steps towards a future where talent is respected and nurtured irrespective of where it comes from in any way we can.

Furthermore, with the introduction of a new and innovative digital platform, we are pioneering our own space to bring together, and be the bridge for young, underrepresented and disadvantaged individuals and forward-thinking corporations; to provide mentorship, career guidance, inspiration and opportunities for all.

Building Inclusive Futures Consulting

Our social enterprise, Building Inclusive Futures Consulting, offers a bespoke range of training, coaching and workshops to help businesses, leadership and employees create purposeful change within their organisation; enabling us to help transform workplaces around the UK to become places where, one day, our participants can thrive.

Your Space

The building is now fully occupied and covering its costs. We will continue to maximise the use of our co-working space and will be increasing the capacity of both tenants and co-workers next year. The event space continues to be popular with the local community and we will continue to market its availability.

Funding

Corporate sponsorship, unrestricted donations, trusts, and foundations predominantly provide funding for the Charity. Long-term continuation funding bids are in the pipeline for a further £1m. We are seeking to diversify income generation via Your Space, our regular donor scheme and Building Inclusive Futures Consulting.

Fundraising – Aims & Objectives

- To increase and diversify Blueprint for All's income, in order to improve our financial sustainability.
- Grow and retain a collaborative income generation team that will deliver on ambitious income targets across multiple income streams.
- Increase levels of engagement with donors and partners through all online channels and platforms where we are present.
- Ensure we have adequate materials to showcase to Fundraisers and Partners, with a regular turnover of mixed media content to share with and inspire our donors.
- Ensure our Programmes funding requirements are met, and that Building Inclusive Futures Consultancy and Your Space continue to bring in new business to support Blueprint for All with unrestricted income.

In addition to the above, there is:

- a robust and comprehensive Board approved business plan – covering all aspects of Blueprint for All's operations, and its related action plan that is implemented, monitored, reviewed and revised in a timely manner by Blueprint for All's executive and non-executive Board, as appropriate
- a Board of Trustees – with the full range of experience, competence and influence. They will also have time to lead and develop Blueprint for All to success and ensure that all aspects of its operation are effectively implemented with appropriate performance oversight, management arrangements and procedures

BLUEPRINT FOR ALL

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

- a committed and professional executive management and staff team – with the essential competences that work on behalf of, and closely with, the non-executive Board
- a commitment by the Charity to maintaining existing, developing new and building upon key stakeholder relationship

Financial review

• Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

• Reserves policy

The Blueprint for All reserves policy is to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 3 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

At 31 March 2022, the group/ charity held total unrestricted reserves of £6,745,042, which is currently in excess of the charity's reserves policy. The reason for the increased level of reserves is a significant increase in income during the prior years. It is the trustees' plan to reduce the level of reserves to 18 months of operating expenditure over the next 5 years.

• Principal risks and uncertainties

The Trustees consider the following as the primary risks to which the Charity Trust is exposed:

Funding

Corporate sponsorship, unrestricted donations, trusts, and foundations predominantly provide funding for the Charity. Long-term continuation funding bids are in the pipeline for a further £1m. In line with recommendations of Small Charities published by Lloyds Foundation and others, we are seeking to diversify income generation via Your Space, our regular donor scheme and Building Inclusive Futures Consulting.

Your Space

The building is now fully occupied and covering its costs for the first time. However, there is always a risk that one of the licensees could move out causing a reduction in income, particularly during the redevelopment of the centre.

• Financial Results

During the year, the group had incoming resources of £2,764,855 (2021: £6,063,272), of which £619,345 (2021: £477,672) represented restricted income and the remainder being unrestricted.

Total expenditure amounted to £1,611,656 (2021: £1,180,143), with £655,051 (2021: £378,452) representing restricted expenditure and the remainder being unrestricted. This resulted in net restricted expenditure, after fund transfers, of £15,506 (2021: net restricted income of £103,630) and net unrestricted income, after fund transfers, of £1,168,705 (2021: £4,779,499).

Total restricted funds carried forward at the year end amounted to £1,709,241 (2021: 1,724,746) and net unrestricted funds carried forward amounted to £6,745,042 (2021: £5,576,338).

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management

• **Governing Document**

The organisation is a charitable company limited by guarantee. The company was incorporated on 17th February 2004. On 1st April 2004, the company took on the activities of the Charitable Trust of the same name whose charity number was 1070860. The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

• **Methods of appointment or election of Trustees**

The management of the Group and the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

The directors of the company are also charity Trustees for the purposes of charity law and under the Company's Articles are known as members of the Board of Trustees. Under the requirements of the Articles of Association one-third of trustees must retire by rotation at the annual general meeting and, being eligible, offer themselves for re-election.

Blueprint for All's work focuses on equality and diversity, access to education and learning and career opportunities. The Board of Trustees seeks to ensure that this focus is appropriately reflected through the diversity of Blueprint for All body. To enhance the potential pool of trustees, maintain a broad skill mix and in the event of skills being lost due to retirements, the charity has approached individuals to offer themselves for election to the Board of Trustees.

The existing Board of Trustees is drawn from a mix of professionals and educators. They recognise the need to refresh the Board to incorporate the skills and competencies necessary to move the Board forward.

The Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day-to-day responsibility for the provision of the services and operational management rest with the Chief Executive Officer.

The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity. This report sets out those objectives and describes how they have been met in the current year.

• **Policies adopted for the induction and training of Trustees**

The Trustees are appointed in accordance with the Articles of Association of the company, being by election at annual general meeting by members. The company was not under the control of any one person or corporation. Most Trustees are already familiar with the work of the Charity and their training involves briefings on their duties and liabilities from professional advisors and Board of Trustees workshops/away-days focusing on policy development and governance. Additionally, new Trustees receive an induction pack including:

- Blueprint for All Memorandum and Articles of Association
- Business plan
- The latest published annual report and accounts
- Financial projections and budgets
- Project and programme plans and publications
- Trustee details and staff structure
- The Essential Trustee: What you need to know (Charity Commission)
- Minutes and reports submitted to previous meetings of the Board of Trustees

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management (continued)

- **Pay policy for key management personnel**

The Trustees convene an annual remuneration sub-committee who determine the salary increases (if appropriate) for senior members of staff.

- **Key performance indicators**

Blueprint for All adheres to key performance and outcome indicators set out by funders and contained within signed funding agreement.

In addition, Blueprint for All has performance indicators relating to:

- Bursaries awarded annually
- Social media engagement
- Attrition rate of supporters
- The number of young people who receive support provided by our programmes

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' 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 Group and the charity and of their incoming resources and application of resources, including their income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and 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 Group and the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

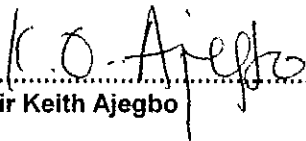
Auditor

The auditor, RPG Crouch Chapman LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Small companies note

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:


.....
Sir Keith Ajegbo

Date:

BLUEPRINT FOR ALL

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL

Opinion

We have audited the financial statements of Blueprint for All (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows, the Charity Statement of Cash Flows and the related notes, 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 Group's and of the parent charitable company's affairs as at 31 March 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent 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.

In our evaluation of the trustees' conclusions, we considered the risks associated with the group's business model, including the effects arising from macro-economic uncertainties such as COVID-19 and general economic challenges which have arisen during the year and analysed how those risks might affect the group's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects.

BLUEPRINT FOR ALL

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the company will continue in operation.

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 contained within the Annual report. 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. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the group and the industry in which it operates, and considered the risk of acts by the charity or its subsidiary which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with Companies Act 2006, the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Opinion on other matters prescribed by the Companies Act 2006

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

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 Group's and the parent 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 Group or the parent charitable 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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Other matters

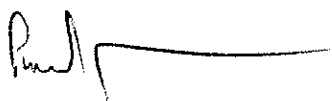
The subsidiary's prior year's financial statements and the comparative consolidation were not audited. Audited financial statements have been filed with Companies House and the Charity Commission for the parent charity only. The subsidiary was not considered material to the group in the prior year.

BLUEPRINT FOR ALL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL (CONTINUED)

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 to the charitable company's trustees, as a body, 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 members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Paul Randall ACA (Senior Statutory Auditor) (Senior statutory auditor)

for and on behalf of

RPG Crouch Chapman LLP

Chartered Accountants and Statutory Auditors

14-16 Dowgate Hill

London

EC4R 2SU

Date:

30 November 2027

BLUEPRINT FOR ALL
(A company limited by guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022**

	<u>Note</u>	<u>Restricted funds</u> <u>2022</u> £	<u>Unrestricted funds</u> <u>2022</u> £	<u>Total funds</u> <u>2022</u> £	<u>Total funds</u> <u>2021</u> £
Income from:					
Donations and legacies	4	619,345	1,928,855	2,548,200	5,877,424
Charitable activities:	5				
Rent and room hire income		-	111,352	111,352	112,433
Speakers' fees		-	500	500	-
Other charitable activities		-	-	-	7,515
Other trading activities	6	-	51,750	51,750	29,300
Investments	7	-	968	968	1,124
Other income	8	-	52,085	52,085	35,476
Total income		619,345	2,145,510	2,764,855	6,063,272
Expenditure on:					
Raising funds	9	-	480,507	480,507	664,083
Charitable activities:	10				
Direct Charitable Costs		605,445	407,477	1,012,922	482,060
Centre Depreciation		49,606	14,364	63,970	34,000
Other expenditure	11	-	54,257	54,257	-
Total expenditure		655,051	956,605	1,611,656	1,180,143
Net (expenditure)/income		(35,706)	1,188,905	1,153,199	4,883,129
Transfers between funds	20	20,200	(20,200)	-	-
Net movement in funds		(15,506)	1,168,705	1,153,199	4,883,129
Reconciliation of funds:					
Total funds brought forward		1,724,747	5,576,337	7,301,084	2,417,955
Net movement in funds		(15,506)	1,168,705	1,153,199	4,883,129
Total funds carried forward		1,709,241	6,745,042	8,454,283	7,301,084

BLUEPRINT FOR ALL
(A company limited by guarantee)
REGISTERED NUMBER: 05047204

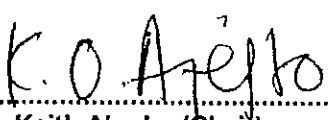
CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2022

	<u>Note</u>	<u>2022</u> £	2021 £
Fixed assets			
Tangible assets	18	1,875,553	1,894,240
		<u>1,875,553</u>	<u>1,894,240</u>
Current assets			
Debtors	16	231,423	214,332
Cash at bank and in hand		6,482,978	5,313,940
		<u>6,714,401</u>	<u>5,528,272</u>
Creditors: amounts falling due within one year	17	(135,671)	(121,428)
Net current assets		<u>6,578,730</u>	<u>5,406,844</u>
Total assets less current liabilities		<u>8,454,283</u>	<u>7,301,084</u>
Total net assets		<u>8,454,283</u>	<u>7,301,084</u>
Charity funds			
Restricted funds	20	1,709,241	1,724,747
Unrestricted funds	20	6,745,042	5,576,337
Total funds		<u>8,454,283</u>	<u>7,301,084</u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



 Sir Keith Ajegbo (Chair)

Date:

The notes on pages 22 to 41 form part of these financial statements.

BLUEPRINT FOR ALL

(A company limited by guarantee)
REGISTERED NUMBER: 05047204

**CHARITY STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2022**

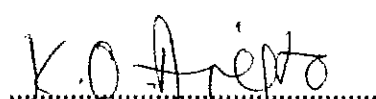
	<u>Note</u>	<u>2022</u> £	<u>2021</u> £
Fixed assets			
Tangible assets	18	1,875,553	1,894,240
Investments	19	1	-
		<u>1,875,554</u>	<u>1,894,240</u>
Current assets			
Debtors	16	263,029	181,984
Cash at bank and in hand		6,448,302	5,313,939
		<u>6,711,331</u>	<u>5,495,923</u>
Creditors: amounts falling due within one year	17	(132,602)	(106,079)
Net current assets		<u>6,578,729</u>	<u>5,389,844</u>
Total assets less current liabilities		<u>8,454,283</u>	<u>7,284,084</u>
Net assets excluding pension asset		<u>8,454,283</u>	<u>7,284,084</u>
Total net assets		<u><u>8,454,283</u></u>	<u><u>7,284,084</u></u>
Charity funds			
Restricted funds	20	1,709,241	1,724,747
Unrestricted funds	20	6,745,042	5,559,337
Total funds		<u><u>8,454,283</u></u>	<u><u>7,284,084</u></u>

The charity's net movement in funds for the year was £1,170,199 (2021 - £4,866,130).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


.....
Sir Keith Ajegbo

Date:

The notes on pages 22 to 41 form part of these financial statements.

BLUEPRINT FOR ALL
(A company limited by guarantee)

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022**

	<u>2022</u> £	2021 £
Cash flows from operating activities		
Net cash used in operating activities	1,203,132	4,789,785
	<hr/>	<hr/>
Cash flows from investing activities		
Dividends, interests and rents from investments	968	1,124
Purchase of tangible fixed assets	(35,060)	(46,875)
	<hr/>	<hr/>
Net cash used in investing activities	(34,092)	(45,751)
	<hr/>	<hr/>
Cash flows from financing activities		
	<hr/>	<hr/>
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	1,169,040	4,744,034
Cash and cash equivalents at the beginning of the year	5,313,939	569,905
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	<u>6,482,979</u>	<u>5,313,939</u>

The notes on pages 22 to 41 form part of these financial statements

BLUEPRINT FOR ALL
(A company limited by guarantee)

CHARITY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	<u>2022</u> £	<u>2021</u> £
Cash flows from operating activities		
Net cash used in operating activities	1,168,456	4,789,785
	<hr/>	<hr/>
Cash flows from investing activities		
Proceeds from the sale of intangible assets	968	1,124
Purchase of intangible assets	(35,060)	(46,875)
	<hr/>	<hr/>
Net cash used in investing activities	(34,092)	(45,751)
	<hr/>	<hr/>
Cash flows from financing activities		
	<hr/>	<hr/>
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	1,134,364	4,744,034
Cash and cash equivalents at the beginning of the year	5,313,939	569,905
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	<u>6,448,303</u>	<u>5,313,939</u>

The notes on pages 22 to 41 form part of these financial statements

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. General information

The charity is a company limited by guarantee incorporated in England and Wales with the company number 05047204. The registered office address is The Stephen Lawrence Centre, 39 Brookmill Road, Deptford, London SE8 4HU. The members of the charitable company are the Trustee named on page 1. 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.

The principal activity of the charitable company remained that of promoting equality and diversity and supporting disadvantaged members of the Black, Asian and Minority Ethnic Community.

The charitable company's wholly owned subsidiary, Building Inclusive Futures Consulting Limited, is a private limited company with a share capital of £1. Its company number is 09160878 and its registered office address is The Stephen Lawrence Centre, 39 Brookmill Road, Deptford, London SE8 4HU. The principal activity of the company is that of management consultancy.

2. Accounting policies

Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

Basis of consolidation

The financial statements consolidate the accounts of Blueprint for All and its subsidiary undertaking, Building Inclusive Futures Consulting Limited.

Going concern

At the time of approval of the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Turnover

Turnover comprises revenue recognised by the group in respect of consultancy services provided during the year, inclusive of Value Added Tax but exclusive of trade discounts.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Pensions

The charity contributes to personal pension plans for its employees and pension contributions are included in the Statement of Financial Activities.

Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Long-term leasehold property	- 2% Straight Line
Fixtures and fittings	- 20-33 1/3% Straight Line
Computer equipment	- 20-25% Straight Line

Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Debtors

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

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 acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

Financial instruments

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

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

Bursaries

The full amounts of bursary grants approved by the Trustees are included in expenditure in the year in which they are awarded. Amounts unpaid at the year end are included in creditors payable within twelve months and after twelve months, as appropriate.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Volunteers and donated services and facilities

The value of services provided by volunteers is incorporated into these financial statements. Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimated useful lives and residual values of fixed assets

Depreciation of tangible fixed assets has been based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and will be revised as appropriate. This particularly affects the Stephen Lawrence Centre, whose depreciation has a significant impact on the SOFA.

Critical areas of judgment:

The carrying value of fixed assets, in particular The Stephen Lawrence Centre, is reviewed and assessed periodically and adjustments to the carrying value are made by the Trustees if indications for a change in value are present.

Pro bono donations for services are included in the accounts at fair value, this being based on information provided by the suppliers as to how much they would charge for similar services on the open market.

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**NOTES TO THE FINANCIAL STATEMENTS
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4. Income from donations and legacies

	<u>Restricted funds 2022</u> £	<u>Unrestricted funds 2022</u> £	<u>Total funds 2022</u> £
Donations	-	1,928,855	1,928,855
Grants	619,345	-	619,345
	<u>619,345</u>	<u>1,928,855</u>	<u>2,548,200</u>

	<i>Restricted funds 2021</i> £	<i>Unrestricted funds 2021</i> £	<i>Total funds 2021</i> £
Donations	-	5,425,098	5,425,098
Grants	452,326	-	452,326
	<u>452,326</u>	<u>5,425,098</u>	<u>5,877,424</u>

5. Income from charitable activities

	<u>Unrestricted funds 2022</u> £	<u>Total funds 2022</u> £	<i>Total funds 2021</i> £
Rent and room hire	111,352	111,352	112,432
Other charitable activities	500	500	7,516
Total 2022	<u>111,852</u>	<u>111,852</u>	<u>119,948</u>

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6. Income from other trading activities

Income from non charitable trading activities

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Consultancy Fees	51,750	51,750	29,300

7. Investment income

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Bank interest	968	968	1,124

8. Other incoming resources

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £
Sundry income	52,085	52,085

	<u>Restricted</u> <u>funds</u> <u>2021</u> £	<u>Unrestricted</u> <u>funds</u> <u>2021</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Sundry Income	25,346	10,130	35,476

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NOTES TO THE FINANCIAL STATEMENTS
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9. Expenditure on raising funds

Costs of raising voluntary income

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Direct fundraising	44,043	44,043	53,079
Wages and salaries	197,188	197,188	129,499
Social security	19,595	19,595	12,868
Pension	3,538	3,538	2,323
Allocated centrally incurred fundraising and governance costs	198,400	198,400	454,013
	<u>462,764</u>	<u>462,764</u>	<u>651,782</u>

Other trading expenses

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Trading expenses	14,118	14,118	2,700
Trading staff costs	-	-	7,609
Administration expenses	3,625	3,625	1,992
	<u>17,743</u>	<u>17,743</u>	<u>12,301</u>

Reconciliation of expenditure on raising funds to the SOFA

	<u>2022</u> £	<u>2021</u> £
Costs of raising voluntary income (see above)	462,764	651,782
Other trading expenses (see above)	17,743	12,301
Raising funds per SOFA	<u>480,507</u>	<u>664,083</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

10. Analysis of expenditure on charitable activities

Summary by fund type

	<u>Restricted</u> <u>funds</u> <u>2022</u> £	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £
Education, Equality, Diversity and Social Cohesion	655,051	421,841	1,076,892
	<u>655,051</u>	<u>421,841</u>	<u>1,076,892</u>
	<i>Restricted</i> <i>funds</i> <i>2021</i> £	<i>Unrestricted</i> <i>funds</i> <i>2021</i> £	<i>Total</i> <i>funds</i> <i>2021</i> £
Education, Equality, Diversity and Social Cohesion	336,938	179,122	516,060
	<u>336,938</u>	<u>179,122</u>	<u>516,060</u>

Reconciliation of expenditure on charitable activities to the SOFA

	<u>Restricted</u> <u>funds</u> <u>2022</u> £	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £
Direct Charitable Costs per SOFA	605,445	407,477	1,012,922
Centre Depreciation	49,606	14,364	63,970
Total per Note 10	<u>655,051</u>	<u>421,841</u>	<u>1,076,892</u>
	<i>Restricted</i> <i>funds</i> <i>2021</i> £	<i>Unrestricted</i> <i>funds</i> <i>2021</i> £	<i>Total</i> <i>funds</i> <i>2021</i> £
Direct Charitable Costs per SOFA	302,938	179,122	482,060
Centre Depreciation	34,000	-	34,000
Total per Note 10	<u>336,938</u>	<u>179,122</u>	<u>516,060</u>

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NOTES TO THE FINANCIAL STATEMENTS
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11. Other expenditure - non-charitable

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Other expenses	13,545	13,545	-
Wages and salaries - non-charitable	38,038	38,038	-
NI - non-charitable	2,112	2,112	-
Pension costs -non-charitable	562	562	-
	<u>54,257</u>	<u>54,257</u>	<u>-</u>

12. Analysis of expenditure by activities

	<u>Activities</u> <u>undertaken</u> <u>directly</u> <u>2022</u> £	<u>Support</u> <u>costs</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £
Direct costs - Education, Equality, Diversity and Social Cohesion	566,728	510,164	1,076,892

	<u>Activities</u> <u>undertaken</u> <u>directly</u> <u>2021</u> £	<u>Support</u> <u>costs</u> <u>2021</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Education, Equality, Diversity and Social Cohesion	204,568	311,492	516,060

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NOTES TO THE FINANCIAL STATEMENTS
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12. Analysis of expenditure by activities (continued)

Analysis of support costs

	<u>Total funds 2022</u> £	<u>Total funds 2021</u> £
Staff costs	221,196	-
Depreciation	5,945	10,156
Office and general costs	145,138	226,963
Premise costs	29,378	20,103
Staffing costs (non-payroll)	108,507	54,270
	<u>510,164</u>	<u>311,492</u>

13. Auditor's remuneration

	<u>2022</u> £	<u>2021</u> £
Fees payable to the charity's auditor for the audit of the charity's annual accounts	8,500	8,100
Fees payable to the charity's auditor in respect of:		
Fees payable to the charity's auditor in respect of the preparation of the financial statements of the charity's subsidiaries	1,260	1,200
Fees payable to the charity's auditor in respect of the auditing of accounts of the charity's subsidiaries	1,740	-
Consolidation and audit of consolidated financial statements	3,500	-
	<u>15,000</u>	<u>9,300</u>

14. Staff costs

	<u>Group 2022</u> £	<u>Group 2021</u> £	<u>Charity 2022</u> £	<u>Charity 2021</u> £
Wages and salaries	739,107	568,792	739,107	561,979
Social security costs	71,777	13,570	71,777	12,868
Contribution to defined contribution pension schemes	13,140	2,417	13,140	2,323
	<u>824,024</u>	<u>584,779</u>	<u>824,024</u>	<u>577,170</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

14. Staff costs (continued)

The average number of persons employed by the charity during the year was as follows:

	<u>Group</u> <u>2022</u> <u>No.</u>	<u>Group</u> <u>2021</u> <u>No.</u>	<u>Charity</u> <u>2022</u> <u>No.</u>	<u>Charity</u> <u>2021</u> <u>No.</u>
Staff excluding directors	20	15	20	15
Directors	7	7	7	7
	<u>27</u>	<u>22</u>	<u>27</u>	<u>22</u>

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

	<u>Group</u> <u>2022</u> <u>No.</u>	<u>Group</u> <u>2021</u> <u>No.</u>
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	-
In the band £120,000 - £130,000	-	1
In the band £130,000 - £140,000	1	-

Apart from the trustees, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £264,519 (2021: £257,799).

15. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £1,200).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

16. Debtors

	<u>Group</u> <u>2022</u> <u>£</u>	<u>Group</u> <u>2021</u> <u>£</u>	<u>Charity</u> <u>2022</u> <u>£</u>	<u>Charity</u> <u>2021</u> <u>£</u>
Trade debtors	56,102	47,992	42,747	35,692
Amounts owed by group undertakings	-	-	4,250	-
Other debtors	165,004	137,732	205,715	137,732
Prepayments and accrued income	10,317	28,608	10,317	8,560
	<u>231,423</u>	<u>214,332</u>	<u>263,029</u>	<u>181,984</u>

Included in Trade debtors are £5,298 (2021: Nil) and included in Other debtors are £40,712 (2021: Nil) owed by the subsidiary, Building Inclusive Futures Consulting Ltd. The amounts have been eliminated upon consolidation.

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Creditors: Amounts falling due within one year

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Trade creditors	34,419	40,309	34,409	34,318
Other taxation and social security	27,032	23,887	27,032	23,887
Other creditors	14,131	4,229	14,132	4,228
Accruals and deferred income	60,089	53,003	57,029	43,646
	<u>135,671</u>	<u>121,428</u>	<u>132,602</u>	<u>106,079</u>

Included in Other creditors is £1 (2021: Nil) owed to the subsidiary, Building Inclusive Futures Consulting Ltd. The amount has been eliminated upon consolidation.

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Deferred income at 1 April	21,671	1,964	21,671	1,964
Amounts deferred during the year	31,638	21,671	31,638	21,671
Amounts released to the Statement of Financial Activities	(21,671)	(1,964)	(21,671)	(1,964)
Deferred income at 31 March	<u>31,638</u>	<u>21,671</u>	<u>31,638</u>	<u>21,671</u>

Breakdown of deferred income

	2022 £	2021 £
Barclays Bank	30,000	-
The Tides Foundation	-	20,000
Room hire in advance	1,638	1,671
	<u>31,638</u>	<u>21,671</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Tangible fixed assets

Group and Charity

	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2021	2,000,000	75,472	58,883	2,134,355
Additions	-	16,859	18,201	35,060
At 31 March 2022	<u>2,000,000</u>	<u>92,331</u>	<u>77,084</u>	<u>2,169,415</u>
Depreciation				
At 1 April 2021	170,000	32,206	37,909	240,115
Charge for the year	34,000	7,988	11,759	53,747
At 31 March 2022	<u>204,000</u>	<u>40,194</u>	<u>49,668</u>	<u>293,862</u>
Net book value				
At 31 March 2022	<u><u>1,796,000</u></u>	<u><u>52,137</u></u>	<u><u>27,416</u></u>	<u><u>1,875,553</u></u>
At 31 March 2021	<u><u>1,830,000</u></u>	<u><u>43,266</u></u>	<u><u>20,974</u></u>	<u><u>1,894,240</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

19. Fixed asset investments

	Investments in subsidiary companies £
charity	
Cost or valuation	
At 1 April 2021	1
	<hr/>
At 31 March 2022	1
	<hr/> <hr/>
Net book value	
At 31 March 2022	1
	<hr/>
At 31 March 2021	1
	<hr/> <hr/>

The investment represents the charity's subsidiary, Building Inclusive Futures Consulting Ltd. Further details can be found in note 27.

20. Consolidated statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	5,576,337	2,145,510	(956,605)	(20,200)	6,745,042
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Restricted funds					
The Stephen Lawrence Centre	1,395,640	-	(34,000)	-	1,361,640
Other Tangible Assets	27,077	-	(5,921)	-	21,156
Career Strand Programmes	206,755	511,845	(454,931)	-	263,669
Societies Strand Programmes	87,276	107,500	(132,000)	-	62,776
Community Programmes	7,999	-	(28,199)	20,200	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,724,747	619,345	(655,051)	20,200	1,709,241
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total of funds	7,301,084	2,764,855	(1,611,656)	-	8,454,283
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

20. Statement of funds (continued)

Restricted Funds tied up in the Stephen Lawrence Centre represent the charity's building, The Stephen Lawrence Centre, 39 Brookmill Road, Deptford. Other restricted tangible fixed assets are assets related to the building.

The Furlough Fund represents HMRC's Coronavirus Job Retention Scheme.

The charity divides its restricted programmes into three categories: The Career Strand Programmes, the Societies Strands Programmes and the Communities Programmes, as follows:

The Career Strand Programmes:

The Building Futures Programme aims to provide career opportunities for BAME and underrepresented architecture and BE hopefuls and to increase diversity and representation in the Built Environment sector.

The Bursary Programme aims to provide bursaries for BAME and/ or underprivileged students of defined areas: architecture, law and finance.

Building Futures Secondary aims to provide careers support and development for secondary students in fields of creative and entrepreneurial pathways and to provide training for teachers in these fields.

The Building Futures at Risk aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/ or exclusion.

The Building Futures Adults Programme aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/ or exclusion.

The Pathways to Professions Secondary Programme aims to provide careers support and resources in all professional pathways for secondary students.

The Pathways to Professions 6th Form Programme aims to provide careers support and resources in all professional pathways for sixth form students in Lewisham/ SE London.

The Communities Strand Programmes:

The Community Leadership Academy was set up to develop the skills for leadership amongst BAME identity led or high proportion beneficiary small and micro charities and community organisations.

The LSL Sexual Health Partnership was set up to include and improve sex and relationship provision for BAME communities and stakeholders in Lambeth, Southwark and Lewisham.

The Lewisham BME Network was set up to convene BME sector in Lewisham, share opportunities, delivery capacity building, improve representation in local council key meetings and improve connectivity with infrastructure organisations.

The Societies Programmes:

Delivering Differently was set up to continue programmes digitally with BF and School beneficiaries and to provide mental health and skills support in a new way.

The Connecting People and Places Project was set up to share learning from phase 1 research and continue the heritage conversation with BAME communities UK wide in 3 media: podcasts, exhibitions and a publication.

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2020</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Balance at 31 March 2021</i>
	£	£	£	£	£
Unrestricted funds					
General Funds	796,838	5,573,299	(789,390)	(4,410)	5,576,337
Restricted funds					
The Stephen Lawrence Centre	1,429,640	-	(34,000)	-	1,395,640
Other Tangible Assets	28,734	-	(1,658)	-	27,076
Career Strand Programmes	103,551	276,754	(173,550)	-	206,755
Societies Strand Programmes	-	23,072	(15,072)	-	8,000
Community Programmes	17,366	152,500	(82,590)	-	87,276
Stephen Lawrence Day Programme	41,826	-	(46,236)	4,410	-
Furlough Fund	-	25,346	(25,346)	-	-
	<u>1,621,117</u>	<u>477,672</u>	<u>(378,452)</u>	<u>4,410</u>	<u>1,724,747</u>
Total of funds	<u><u>2,417,955</u></u>	<u><u>6,050,971</u></u>	<u><u>(1,167,842)</u></u>	<u><u>-</u></u>	<u><u>7,301,084</u></u>

Of the general funds, £1 (2021: Nil) is retained in a non-charitable subsidiary.

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	<u>Restricted funds 2022</u>	<u>Unrestricted funds 2022</u>	<u>Total funds 2022</u>
	£	£	£
Tangible fixed assets	1,394,074	481,479	1,875,553
Current assets	345,167	6,369,234	6,714,401
Creditors due within one year	(30,000)	(105,671)	(135,671)
Total	<u><u>1,709,241</u></u>	<u><u>6,745,042</u></u>	<u><u>8,454,283</u></u>

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21. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	1,422,717	471,523	1,894,240
Current assets	322,029	5,206,242	5,528,271
Creditors due within one year	(20,000)	(101,428)	(121,428)
Total	1,724,746	5,576,337	7,301,083

22. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Net income for the year (as per Statement of Financial Activities)	1,153,199	4,883,129	1,170,199	4,866,130
Adjustments for:				
Depreciation charges	53,747	46,944	53,747	46,944
Dividends, interests and rents from investments	(968)	(1,124)	(968)	(1,124)
Increase in debtors	(90,150)	(164,190)	(81,045)	(164,190)
Increase in creditors	29,592	42,025	26,523	42,025
Net cash provided by operating activities	1,145,420	4,806,784	1,168,456	4,789,785

23. Analysis of cash and cash equivalents

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Cash in hand	6,482,979	5,313,939	6,448,303	5,313,939
Total cash and cash equivalents	6,482,979	5,313,939	6,448,303	5,313,939

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

24. Analysis of changes in net debt

	<u>At 1 April</u> <u>2021</u>	<u>Cash flows</u>	<u>At 31 March</u> <u>2022</u>
	£	£	£
Cash at bank and in hand	5,313,939	1,169,039	6,482,978
	<u>5,313,939</u>	<u>1,169,039</u>	<u>6,482,978</u>

25. Related party transactions

During the year, the charity received a donation of £10,000 (2021: Nil) from Karakusevic Carson Architects. Paul Karakusevic is a partner.

During the year, the charity received £44,962 for services and staff provided to the subsidiary, Building Inclusive Futures Consulting Ltd.

At the year end, the charity was owed £50,357 by the subsidiary. The loan is interest free and repayable on demand.

26. Volunteers

We believe that by harnessing the passion and skills of our volunteer community, we can achieve more for young people and are committed to engaging volunteers in the mission wherever possible. We aim to deliver a sector leading volunteering experience so that our volunteers enjoy supporting us and feel well equipped to support the work of Blueprint for All. Our volunteers are passionate about transforming the life chances of young people and community groups.

Blueprint for All's volunteers support the charity in a number of ways, including:

- Supporting young people to move into employment, education or training, for example by mentoring young people or delivering courses;
- Championing Blueprint for All by helping to spread the word and connecting us with communities and partners;
- Raising funds, for example by taking part in a challenge event, promoting the ways to give money and connecting us with their networks;
- Building the community, for example by helping to recruit, train or support other volunteers.

BLUEPRINT FOR ALL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

27. Principal subsidiaries

The following was a subsidiary undertaking of the charity:

Name	Company number	Registered office or principal place of business	Principal activity
Building Inclusive Futures Consulting Ltd	09160878	39 Brookmill Road, Deptford, London, SE8 4HU	Management Consultancy

Class of shares	Holding	Included in consolidation
------------------------	----------------	----------------------------------

Ordinary A Shares	100%	Yes
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The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Net assets £
Building Inclusive Futures Consulting Ltd	51,750	(68,750)	1

Blueprint for All

England & Wales - Charity number 1102267

Accounts

Registered number: 05047204
Charity number: 1102267

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

RPG Crouch Chapman LLP
Chartered Accountants & Statutory Auditor
5th Floor
14-16 Dowgate Hill
London
EC4R 2SU

BLUEPRINT FOR ALL
(A company limited by guarantee)

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BLUEPRINT FOR ALL
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES
AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2021

Trustees	Sir Keith Ajegbo, Chair Caroline Clark Andrea Gregory Christopher Jackson Paul Karakusevic Neil Pinder Paul Read Gary De Ferry (appointed 3 December 2019, resigned 23 July 2020) Stuart Lawrence (resigned 17 August 2020)
Company registered number	05047204
Charity registered number	1102267
Registered office	39 Brookmill Road Deptford London SE8 4HU
Company secretary	Michael Stewart
Chief executive officer	Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Clerk to Governors	Chelsea Way
Founder	Baroness Lawrence of Clarendon
Independent auditor	RPG Crouch Chapman LLP Chartered Accountants 5 th Floor 14-16 Dowgate Hill London EC4R 2SU
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE
Bankers	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN Redwood Bank The Nexus Building Broadway Letchworth Garden City Hertfordshire SG6 3TA

**BLUEPRINT FOR ALL
(A company limited by guarantee)**

**LETTERS FROM THE CHAIR AND THE CEO
FOR THE YEAR ENDED 31ST MARCH 2021**

Dear Supporter

I would like to say thank you to everyone involved in supporting Blueprint for All.

All of you have contributed to an exceptional year for the Charity. This report highlights all we have achieved in delivering our objectives for the year ending 31st March 2021.

The death of George Floyd, on 25th May 2020, brought into sharp focus the recognition that tangible action is urgently needed to create a world free of discrimination.

Due to our exceptional track record, leadership, and governance, Blueprint for All were positioned to respond to increased funding and donations by setting an ambitious new strategy and increasing our programmes, in order to accelerate and extrapolate our work.

A new paradigm will be achieved through concerted, meaningful, and intentional actions and we send our deep gratitude to our partners, supporters, and fundraisers for their continued support for, and amplification of, our work.

We are already making the necessary strides with our ground-breaking programmes and in-depth resources for young people, and community groups, but we also know the scale at which this needs to grow to make an impact on society. This requires sector-by-sector collaboration and working with progressive organisations, who share our beliefs and aspirations.

Although this past year has brought great uncertainty due to the Covid-19 pandemic, I am delighted to applaud the determined and practical response from all at Blueprint for All. We have continued to deliver.

I would like to close with a thank you to Sonia Watson for her incredible work and to her exceptional team for all they have done for Blueprint for All. The report speaks volumes. I would also like to thank the Trustees for their dedication and commitment to our charity.

Yours sincerely



Sir Keith Ajegbo
Chair of Trustees

BLUEPRINT FOR ALL
(A company limited by guarantee)

LETTERS FROM THE CHAIR AND THE CEO
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Dear Supporter

2020 was an extremely challenging year for everyone. It is impossible to adequately convey our gratitude for the unprecedented support we have received that has enabled us to continue our vital work.

Blueprint for All continues to grow from strength-to-strength after another positive financial performance. A testament to our remarkable team, led by Chelsea Way our Head of Operations, each of whom continue to astound and inspire me with their commitment, creativity, and diligence, always ensuring our young people's and communities' needs are paramount.

Without the incredible support, via donations, time or expertise, Blueprint for All simply could not deliver the level of growth and impact to the disadvantaged and underrepresented young people we work with, our community groups, and society at large. Thank you to our fundraisers who are the life blood of Blueprint for All, and without whom we simply would be unable to deliver our tangible and transformative opportunities for those who receive our support.

The Covid-19 pandemic and its differentiated effect on the UK population, as well as the death of George Floyd and the subsequent BLM protests in the UK, have resulted in a degree of reflection, followed by a step-change in action from a large number of organisations. There has been a sharp, focused recognition that there is a need to be more inclusive in order to deliver business objectives and to attract talent. But this has been coupled with the sense that the 'how to' elements seem both complex and mysterious, with many organisations citing years of policy and programmes that have not delivered the promised scale of desired outcomes.

Over the past year, we have been approached by over 400 corporations seeking to work with Blueprint for All, to make an impactful change on diversity and inclusion within their industry. We are proud to be recognised as an ambitious, innovative, and diligent charity whose purpose, programmes and outcomes are notable for their success. I am proud to report that Blueprint for All has been awarded Charity of the Year by 25 organisations.

We are working with organisations developing mutually beneficial partnerships, ranging from our bespoke consultancy to achieving inclusion goals, to offering programme funding involvement and opportunities to ensure our shared objectives are achieved.

Our new strategic plan (2021–26) has been designed to set out the priorities and goals for Blueprint for All until 2026, built upon the values that we hold as an organisation. Each level of the strategy builds on the level before, guiding us towards our overall vision and mission.

Our strategy sets out our ambitious plans to accelerate and extrapolate our programmes across the UK that will ensure sustainable change for our participants and to influence policy and practice. Thank you to Olga Valadon, Sharnelle Mcloed (Deloitte) for their expertise and to Tracey Harrison for her peerless advisory work, to ensure our strategy is ambitious and underpinned by strong delivery methodology.

Those ambitions include exciting plans to expand our digital delivery via our three-stage Digital Transformation Project. The project began when we rolled out Workplace by Facebook to all staff, the BME Network Members and the Community Leadership Academy participants. The next stage is the launch of Guider, our mentor platform, and the final stage will be to launch our digital platform: Opportunities 'Hub'. Watch this space!

**BLUEPRINT FOR ALL
(A company limited by guarantee)**

**LETTERS FROM THE CHAIR AND THE CEO
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)**

Ours is a blueprint for a future where talent is respected and nurtured, irrespective of where it comes from. Where organisations recognise and realise the benefits of a diverse workforce, and where our communities can come together and thrive.

Thank you all for standing with us.

A handwritten signature in grey ink, appearing to read 'Sonia Watson'.

Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Chief Executive
Blueprint for All

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2020 to 31st March 2021. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

What we do

At Blueprint for All we work with young people and communities to create an inclusive society in which everyone, regardless of their race, ethnicity or background, can thrive. We believe in a future where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce and where our communities can come together and thrive. This is our blueprint, to set the foundations for a more inclusive society to grow.

Our high impact programmes work with disadvantaged young people and communities, providing tangible opportunities and support that enables them to thrive, whilst driving systemic change in organisations and society.

Overview

Our report highlights the performance of Blueprint for All for the year ending March 2021 against its core objectives of creating a society in which everyone, regardless of their background, has the opportunity and support to flourish.

At Blueprint for All, we have over 23 years of experience fighting for a level playing field and we are now embarking on a new five-year strategy, where we hope to engage with our corporate allies to address disparity of opportunity and tackle disadvantage and discrimination for long-term, sustainable change. We are already making the necessary strides with our ground-breaking programmes and in-depth resources for young people, but we also know the scale at which this needs to grow to make an impact on society. This requires sector-by-sector collaboration, working with progressive organisations who share our beliefs and aspirations to be an outspoken leader in this space.

In the last year, we have generated unprecedented corporate engagement. Over 400 new corporates have engaged with us, ranging from donations and strategic funding to partnership programme delivery, fundraising and pro bono expertise.

Separately, through our Building Inclusive Futures consultancy, we have advised and guided over 250 FTSE 350 organisations – aiming for reciprocal relationships to drive UK plc success, achieve systemic change and influence policymakers at the highest level.

Through this support, we can now accelerate the reach of our programmes nationally, increase opportunities for engagement between our partners and our programmes, and ultimately ensure that our impact on young people and communities never fades.

Furthermore, we have partners dedicated to supporting students from socio-economically disadvantaged and Minority Ethnic backgrounds at selected universities, to inspire and enable them to succeed in their choice of education and career.

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Why we matter

Disadvantage starts early

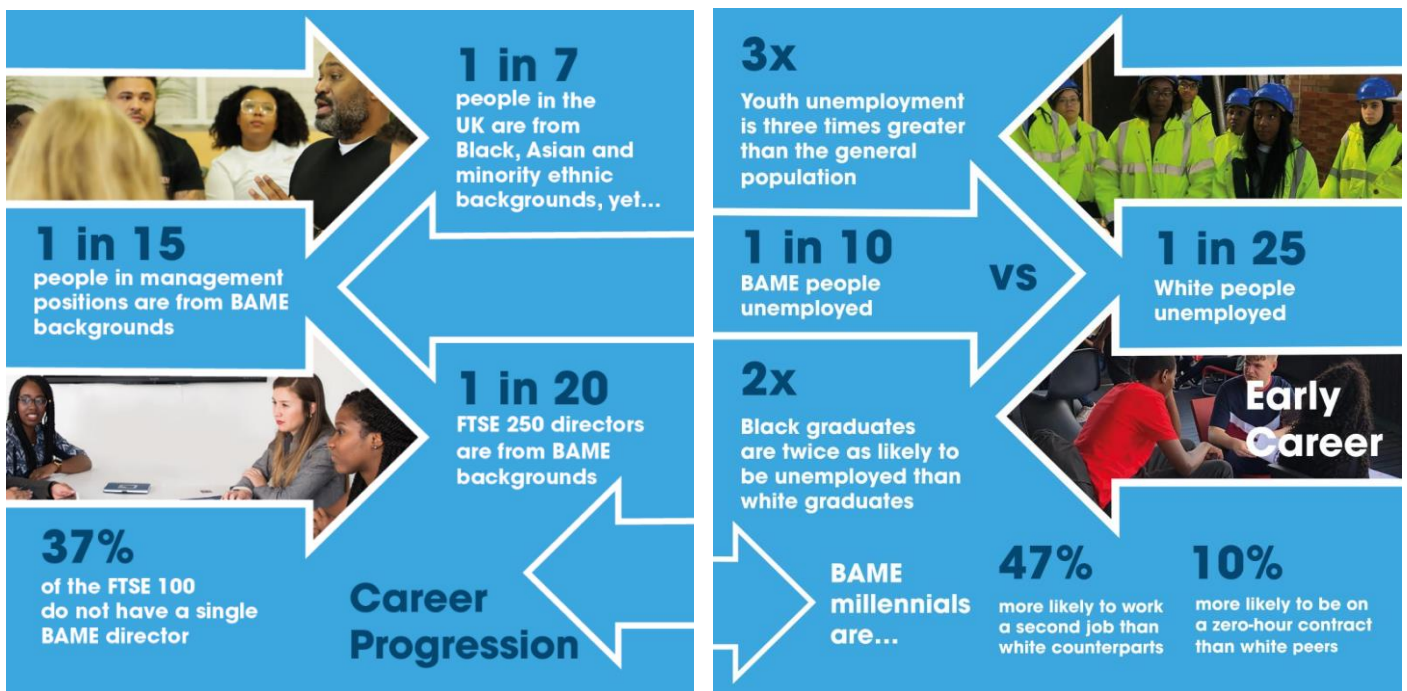
We believe all young people should receive the education, training and support they need to reach their potential. Too many young people start at a disadvantage.

Getting into employment is harder for some groups than others

We believe everyone should have the opportunity to enter the career of their choice based on their skills and abilities, not their background.

Career progression is not equal

We believe that everyone should be able to progress in their chosen career based on their skills and performance, not limited by factors unrelated to their work.



Recipients

At Blueprint for All, we don't accept that your background defines what you can achieve. We work with young people aged 13 to 30 to broaden their view of what is possible. We help them to gain the knowledge, skills and qualifications they need to pursue the career of their choice, and we support them to progress through the early stages of their career. We work with schools to broaden young people's view of what is possible and help them gain the knowledge, skills and qualifications they need. We support young people through further education, and we help them as they progress through the early stages of their career, when many feel the challenges most keenly. We also work with community groups, companies and others, to create a fairer society in which everyone can thrive. We also work with the government, businesses and communities to create a society in which everyone, regardless of their background, has the opportunity and support to flourish.

The profile of our beneficiaries is:

- BAME or underrepresented (70%+)
- 13 to 30 years old
- Not in Education, Employment or Training [NEET] or 'at risk' of becoming NEET

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

- Those who experience more recognised socio-economic deprivation factors/indicators including, but not limited to, living in an economically deprived postcode, coming from a low-income or single-parent household, previous contact with the criminal justice system, at risk of so-called gang membership/affiliation, previous free school meals eligibility, a special education/learning need, disability etc



School-age YP
(ages 13–18)

Aspirational piece around inspiring school-age young people, who will be **encouraged and equipped to reach their potential** via:

- Upskilling – employability and soft skills
- Informing – industry-facing toolkits to form and work towards concrete goals
- Work exposure and experience particularly impactful at this stage
- Specific teaching from 1:1 mentors



University/further education and starting career

Employability piece focusing on YP at a critical juncture in their development, **laying critical foundations to their career** by:

- Upskilling and informing
- Providing graduate work experience via shadowing, insight days, paid or sponsored internships, years in industry, and part-time roles
- Securing full-time roles, in graduate placements or out of them
- General support from 1:1 mentors



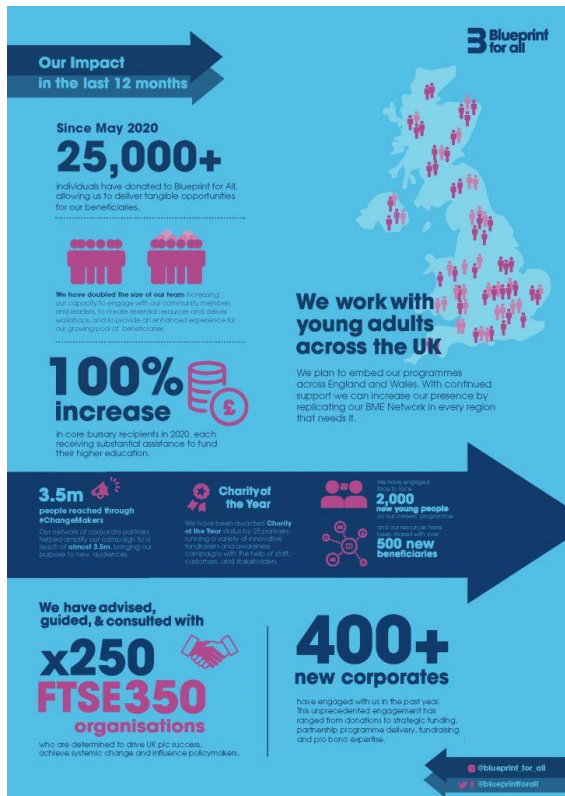
Early career

Career building piece centred on YP out of education, in or searching for their first job, and seeking to **grow or pivot their career** with support including:

- Upskilling and informing with specific opportunities and skillsets
- Networking and connecting beneficiaries to career opportunities and pathways
- Focused career advice from 1:1 mentors

BLUEPRINT FOR ALL (A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2021 (continued)



Impact in the last 12 months

The Black Lives Matter protests of 2020 transformed our small charity. The support we received from corporates and individuals has enabled us to extrapolate our reach and impact, like never before. But we are not willing to stop now, much more needs to be done to create a fairer society where young people from minority and disadvantaged communities can achieve their potential.

1. **25,000+** individuals have donated to Blueprint for All, allowing us to deliver tangible opportunities for our beneficiaries.
2. There has been a **100% increase in core bursary recipients** in 2020, each receiving substantial assistance to fund their higher education.
3. We are working with young adults in all career sectors across the UK.
4. We have engaged face-to-face with **500 new beneficiaries** on our careers programme, and our resources have been shared with **over 2,000 new young people**.
5. We plan to embed each of our programme strands within England and Wales. With continued support, we can increase our presence across all regions of the UK by replicating our BME Network in every region where our evidence shows the need is the greatest.
6. **Doubled** the size of our team, increasing our capacity to engage with our community members and leaders, to create essential resources and deliver workshops, and to provide an enhanced experience for our growing pool of beneficiaries.
7. We have generated unprecedented corporate support. **400+ new corporates** who have engaged with us during the past year. This engagement has ranged from donations to strategic funding, to partnership programme delivery, fundraising and pro bono expertise.
8. We have been **awarded Charity of the Year** status by 25 partners, running a variety of innovative fundraisers and awareness campaigns with the help of staff, customers, and stakeholders.
9. Our network of corporate partners has helped amplify our #ChangeMakers campaign to a **reach of almost 3.5 million**, bringing our purpose to new audiences.
10. Through our consultancy, we have advised, guided, and consulted with **~250 FTSE 350 organisations** – who are determined to drive UK plc success, achieve systemic change and influence policymakers.

Vision, mission and values

Our vision: Every person regardless of their background has the opportunity and support to flourish in a society that recognises and values them.

Our mission: We work with young people and communities to create an inclusive society in which everyone, regardless of their race, ethnicity or background are provided with tangible opportunities to thrive, whilst driving systemic change in organisations and society.

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Our values:

1. We hold ourselves to high account – acting with bravery, honesty and integrity
2. We foster a culture of mutual respect, where difference is valued and people feel empowered
3. We are passionate about what we do and have the courage to challenge with positive intent
4. We build rich collaborative relationships to enable long-lasting change
5. We show unwavering determination to make inclusion outcomes a reality

Strategic objectives (2021–26)

At Blueprint for All we have over 23 years of experience fighting for a level playing field, and we are now embarking on a new five-year strategy. Where we hope to engage with our allies, so that together, we can address disparity of opportunity and tackle inequality and discrimination for long-term, sustainable change.

We have undertaken conversations with stakeholders at all levels to ensure that we provide the structure and clarity needed to focus on influencing societal change, establishing national reach and securing operational effectiveness.

We have focused on five strategic themes – enabling us to realise our vision and mission.

We want to move beyond outdated, traditional relationships and instead embrace transformational and strategic partnerships with progressive organisations across a multitude of sectors that share our values, beliefs and aspirations to be an outspoken leader in this space.

1. **Support higher numbers of underrepresented and disadvantaged young people**
We will work with young people from disadvantaged and underrepresented backgrounds, aged 13 to 30, to inspire and enable them to succeed in their choice of education and career.
2. **Strengthen and empower community groups**
We will enable community groups to facilitate their development into sustainable and thriving organisations better able to support, within their communities, disadvantaged and underrepresented young people.
3. **Influence societal change and social policy**
We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.
4. **Establish national reach for our programmes and our purpose**
We will deliver our programmes across the four UK nations by designing locally relevant content to support underrepresented and disadvantaged young people. Blueprint for All will become known, across the UK, because of its reach and impact.
5. **Develop sustainable relationships with sponsors and partners**
We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.
6. **Challenge ourselves to be the best charity that we can be**
We will adhere to good governance practices and organise ourselves, and the way we work, to demonstrate best-in-class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.

It is our hope that these strategic objectives will enable us to deliver real opportunity to socio-economically disadvantaged young people, by developing and nurturing their talent, championing their aspirations, and thereby achieving real social change.

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

About our name: Blueprint for All

On 10th December 2020, our name was changed to Blueprint for All. The renaming was achieved with sincere thanks to the talented Lothar Bohm Associates (LBA), who masterminded this exceptional and challenging project and despite our protestations, delivered it 100% pro bono. We are proud that LBA, from a longlist of over 100 possibilities, helped us to decide on a name which subtly references Stephen Lawrence's ambition to become an architect, and is a name inspired by the seminal 1967 speech by Martin Luther King, Jr. 'Blueprint for Life'.

Our new name provides an important link to our past and sets out our ambitions for the future.

The 'Blueprint' in our new name signifies that we have a clear plan to create the changes our society needs and ensures Stephen's ambition is always recognised as part of our origins. The 'for All' highlights our belief that the same opportunities and support should be open to everyone, not limited because of someone's race, ethnicity, or background.

It also speaks of our collaborative approach, and the role we all need to play, in creating a fairer and more inclusive society.

Pro bono partners

We are indebted to our partners who have donated an invaluable volume of their time, expertise and resource to us at Blueprint for All.

Bates Wells

Bates Wells has provided us with pro bono legal work, without whom our small charity is vulnerable to the task of maintaining all the challenges presented by sustaining good governance but restrained by funding, to secure strong relevant charity legal advice. We are grateful for Bates Wells, particularly to Samara Lawrence, for their ongoing support to put the right policies and procedures in place.

We contributed to the Diversity in Action guide, put together by Bates Wells for the charity sector. With diversity and inclusion high on the agenda across the third sector, Bates Wells has produced a guide for clients looking to develop and instil best practice into its organisation's culture.

People Business

People Business awarded us Charity of the Year status in 2020, and generously offered pro bono hours to support Blueprint for All with HR support. They have provided us with some extremely impressive support to launch our values and objectives, plus audit our HR policies. The breadth and skillset of the team is invaluable as our charity continues to grow.

Stephenson Harwood

Stephenson Harwood are working with us pro bono on our programmes and has made a commitment to improve and widen the access to the law profession in the UK as well as providing us vital legal advice in particular for our trademark and new name which launched in January 2021.

Through our partnership, Stephenson Harwood have also donated over £4,000 this year, produced an online careers toolkit and furthermore announcing a commitment to donate £10,000 in the next year.

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Deloitte

Deloitte's strategic support has been transformative to our charity. As a ground-breaking partner to Blueprint for All, their resources and expertise has helped to amplify our message, reach, and provide tangible opportunities to young people, community groups and the Blueprint for all team.

Some notable achievement from the partnership (to name a few):

- Establishment of a national multi-discipline bursary programme across six universities
- Development of Blueprint for All's strategy 2021–26
- Digital Platform UX Project with Deloitte Digital to support us with our digital transformation.

"We are delighted to be working in partnership with Blueprint for All as part of Deloitte's Black Action Plan and our goal to impact 5 Million Futures across north and south Europe by 2030. Aligned to the UN's Sustainable Development Goals, 5 Million Futures is part of Deloitte's Global World Class commitment to empower 50 million people by 2030. It is addressing inequality by overcoming barriers to education and employment, and equipping individuals with the skills to succeed in today's economy. We are launching a bursary programme with Blueprint for All which will offer financial support and mentoring, skills workshops and opportunities to apply to work at Deloitte to eligible students at five universities. We are also offering a three-day virtual programme to year 12 students to gain a first-hand look at careers within Deloitte. In addition to this, we are also supporting Blueprint for All through fundraising and other exciting pro bono work".

Fundraising

We are proud of our allies who give up their time to help young people and community stakeholders on our programmes and to support our vital work.

Allies who have donated both time and money during 2020–21 include:

Corporate partnerships: We are grateful to have been chosen as Charity of the Year or Choice by 25 different organisations.

Corporate programme sponsors: Our proven array of programmes is ever expanding across the UK. To help sustain the impact we are having across careers, communities and society, we offer corporates the opportunity to fund, part-fund or sponsor our programmes at different levels.

Charitable trusts: Our programmes continue to be supported by a number of charitable trusts and foundations, including the Clothworkers Foundation and the National Lottery Community Fund.

Individual supporters: We receive donations from our supporters in a number of ways, including regular direct debits, payroll giving, long-term supporter commitments, one-off gifts and responses from fundraising appeals.

Fundraising on our behalf: We are fortunate enough to be able to provide places in some of the most coveted challenge events in the UK, including the Virgin Money London Marathon.

Regular donor growth

Since May 2020, the number of donors who chose to support Blueprint for All increased to more than 25,000. One group of donors who contributed greatly to our increased support were those who made a regular commitment by direct debit.

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

As a mark of gratitude, we welcomed all of those making monthly contributions of more than £5 per month to be part of our regular donor scheme – Bronze supporters at £5 per month, Silver supporters at £10 per month, and Gold supporters at £25 per month. During the year, this amounted to more than 5,500 supporters, and their commitment means we have been able to increase our impact within the communities we support. The rise in regular donations demonstrates the breadth of support we have received nationally, which has enabled us to better plan our future programmes.

Fundraising stories: challenge and community fundraising



Challenge events were severely impacted by the Covid-19 pandemic and large events such as the London Marathon were conducted virtually. We had to heavily rely on our community during the lockdown periods, and in the wake of George Floyd's death many more people took the mantle on and undertook their own challenges, raising money and spreading awareness of the charity. One such challenge was undertaken by Ope and Manny, who covered 84.6 miles (more than three marathons) to do their part in the fight for equality for underrepresented groups. Manny said: "I no longer felt helpless, or that I had to sit by and idly do nothing; after running that marathon, I felt like I had contributed in some way, shape, or form to a solution, which is the best feeling".

In total, 480 fundraising pages were created by our community fundraisers, with income of over £330,000 for Blueprint for All.

Ripon Grammar School

The pupils at Ripon Grammar School were determined that lockdown and social distancing rules wouldn't stop them from raising thousands of pounds for Blueprint for All, with their activities running well into 2021. Although they couldn't hold the usual whole school Charity Week events such as music concerts, staff pantomimes, comedy performances and dance competitions, student leaders encouraged the whole school to get behind a new way of fundraising throughout the school year. The fundraising team organised non-uniform days, a sponsored Everest stair climb and a Christmas raffle, as well as sponsored walks and reads. The school officers also used their fundraising campaign to provide educational insight into racism and the valuable work we do.



**BLUEPRINT FOR ALL
(A company limited by guarantee)**

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)**

University of Warwick Sports Clubs



Warwick Sports Clubs competed in a challenge comprising of 27 days of physical activities. The exercise marathon was called the '634 Challenge'. The team raised £170! "This anti-racism relay has been a key way of engaging and informing those within and outside of our club in the fight against racism, by working from the ground up as a collective of clubs to work towards such a necessary goal and support the incredible work of Blueprint for All." – University of Warwick Women's Cricket Club

James Murray

After the challenging last year, we've all had, James decided to take on the challenge of running #3sub3for3; three marathons, all under three hours, for three different charities. "As a SE London resident for the last ten years, it was so important to me to support charities that are doing amazing work locally.

I also wanted to support a charity that is tackling inequality and supporting young people in our community. Blueprint for All is doing exactly that. I think that creating an inclusive society is the most important work we can be doing, and focussing on our local community is the best place to start."



2020–21 Timeline

<p>22nd April 2020</p>	<p>Stephen Lawrence Day</p> <p>We worked in partnership with the government and Baroness Lawrence to deliver the second Stephen Lawrence Day in April 2020, as announced by the then prime minister, Rt Hon Theresa May MP, at the memorial service marking 25 years since his death. Stephen Lawrence Day is an opportunity to encourage and support young people in achieving their dreams and to reflect on Stephen's life, death and the positive change he has inspired.</p> <p>Launch of our 'Into' Toolkits in partnerships with HKS Architects, Stephenson Harwood and Hachette, funded by the Clothworkers Foundation.</p>
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BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

<p>May 2020</p>	<p>Launched 'We all have the power to make a difference'.</p> <p>In response to the tragic events in America and the powerful response in the UK, and recognising that many students were isolated from their usual school environment, we developed a resource for students 'We all have the power to make a difference'. It was designed to cover in brief some of the key issues with links to further resources to support conversations and learning.</p>
<p>June 2020</p>	<p>Partnerships for Change: Audible For the month of June, Audible donated 100% of its profits from the UK sales of each title on its anti-racism list.</p> <p>#ChallengeAccepted Campaign In June, we set three challenges to our supporters: educate yourself, speak up and support those making a difference. So that everyone can live in a world where their lives are valued, their aspirations are encouraged, and they are seen and treated equally.</p> <p>Partnerships for Change: Philip Kingsley Philip Kingsley donated the total sales made on 21st June 2020 from philipkingsley.co.uk to Blueprint for All.</p>
<p>July 2020</p>	<p>Blueprint for All annual bursaries We were incredibly impressed by the quality of the applicants and look forward to working with and supporting 12 bursary recipients, as they develop their careers.</p> <p>Partnerships for Change: eBay The Shirts for Change raffle, co-ordinated by eBay is another part of the #PlayersTogether initiative – a collective project launched by Premier League players to help generate funds for current and ongoing issues. The campaign was a huge success, enabling donors to receive the one-off <i>Black Lives Matter</i> adorned shirts.</p> <p>Partnerships for Change: Marks and Spencer Marks and Spencer announced Blueprint for All as a Sparks charity partner in July 2020.</p> <p>Partnerships for Change: Brick By Brick Design competition launched to drive greater diversity in the built environment.</p>

**BLUEPRINT FOR ALL
(A company limited by guarantee)**

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)**

<p>August 2020</p>	<p>Partnerships for Change: Fred Perry When Fred Perry reopened its stores in August, after its forced closure due the pandemic, the fashion label pledged to donate 10% of its first month's net sales from all UK stores, split between Blueprint for All and the Music Venue Trust.</p> <p>Partnerships for Change: Deloitte Launched our societal partnership with Deloitte, as its 5 Million Futures partner.</p> <p>Deloitte's 5 Million Futures strategy, part of the firm's Black Action Plan commitment to more inclusive recruitment, aims to impact five million futures across north and south Europe by 2030.</p>
<p>September 2020</p>	<p>Partnerships for Change: Palace Skateboards In September 2020, London-based skateboarding label Palace released a limited run of "Tri-to-Help" t-shirts, with all profits being donated to Blueprint for All. The brand set themselves an overall target of \$1m during the Black Lives Matter campaign.</p>
<p>October 2020</p>	<p>Black Third Sector Summit At the end of October, we hosted our first Black Third Sector Summit for Black voluntary sector stakeholders from across England. The three-day summit was attended by nearly 200 delegates, representing a wide range of stakeholder organisations including directors and trustees of Black-led community organisations, and leaders from the statutory and corporate sectors.</p> <p>#ChangeMakers Campaign As part of our celebrations for Black History Month in 2020, we launched our #ChangeMakers campaign, highlighting some of the incredible groups and individuals we work with and support, who are making a difference to their community. These are people and organisations who show that you don't need a big budget to have a huge impact.</p> <p>Partnerships for Change: Schuh Schuh will be working with us on our programmes and as an official charity partner.</p> <p>Partnerships for Change: Sugarhill Brighton Sugarhill Brighton generously donates 10% of its profits to charities, non-profit organisations and environmental causes.</p> <p>The Virgin Money London Marathon We are proud to be featured at mile 18 with some motivational words to help those nearing the end of such a huge achievement. Massive congratulations to the team of runners that ran to raise funds for Blueprint for All.</p>

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November 2020	<p>Partnerships for Change: JD Sports Foundation We were delighted to be awarded the JD Sports Foundation Employee Choice Partner in 2020.</p> <p>Community Leadership Academy Launch The academy is specifically designed to support those leading small groups and organisations working with BAME communities across the UK.</p> <p>Building Futures programme moves online Our Building Futures programme focuses on young people in higher education and in the early stages of their career. Through the newly formatted online programme, 60 aspiring architects are receiving mentoring from those already working in architecture, including founding partners at prestigious practices.</p>
December 2020	<p>Our new name Formerly known as the Stephen Lawrence Charitable Trust, our new name is unveiled, Blueprint for All, and reinforces our commitment to creating a more inclusive society.</p> <p>Marks and Spencer's Christmas Advert As well as being a grateful recipient of the Marks and Spencer's Sparks scheme, we were also selected as a beneficiary of its festive campaign which distributed £2m to good causes, chosen by the nine world-famous icons who voiced the festive adverts.</p>
January 2021	<p>Partnerships for Change: lululemon We are proud to be collaborating with lululemon working to support communities thrive and contribute to the conditions for mental, physical and social wellbeing.</p>
February 2021	<p>Long-term partner HKS Architects, scoop the award for Community Investment at the prestigious 2021 West London Business Awards.</p>
March 2021	<p>Partnerships for Change: Bates Wells Our CEO, Sonia Watson, contributes to Bates Wells' <i>Diversity in Action</i> guide, as we continue working together towards a fairer and more inclusive society.</p> <p>Partnerships for Change: The Langham The Langham, London partners with us as part of its <i>Stay and Do Good</i> initiative, to give back to local communities.</p>

Stephen Lawrence Day 2020

Funded by the Home Office and the National Lottery Community Fund, the Stephen Lawrence Day project was created, coordinated and delivered by Blueprint for All (2018–20).

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Stephen Lawrence Day is a day of celebration of Stephen's life and legacy and was announced by the then prime minister, Rt Hon Theresa May MP, at the 25th anniversary memorial service in 2018. The key purpose of the day is about recognising the part we all play in creating a society in which everyone can flourish. It is an opportunity for children and young people to have their voices heard, make the changes they'd like to see, and build a society that treats everyone with fairness and respect.

Since its inception in 2018, the Stephen Lawrence Day has focused on three main initiatives: a school strand, a community strand, and a campaign and social media strand.

The early intervention and community-based activities (both in schools and in the community) support several the Home Office and the Department for Education policy areas, including serious violence, hate crime, character, resilience, and well-being.

With many students isolated from their usual school environment, and our planned events unable to go ahead due to Covid-19, this year's Stephen Lawrence Day went digital with a focus on how when lots of people take small actions, together we can make a big difference. We launched a series of learning resources designed to help young people get involved in the day, and to learn and connect with their communities. Many of our partner groups and organisations also created resources and ran online events and social media campaigns, helping us reach more people. Our own resources were accessed over 12,000 times and we reached over 138 million impressions on social media.

Blueprint for All extends a thank you to everyone who got involved and helped to make the second Stephen Lawrence Day such a success, we could not have done it without you!

Our programme strands

Our high impact programmes work with disadvantaged young people and communities, providing tangible opportunities and support that enables them to thrive, whilst driving systemic change in organisations and society.

Building careers

We work with schools, universities, community groups and employers to inspire and enable young people from disadvantaged backgrounds, aged 13–30 to pursue the career of their choice.

From career advice to support gaining skills, qualifications and the critical foundations required to ensure professional success, we aid young people on their journey to a fulfilling and successful career.

Diverse recruitment specialist Urban, is a long-time supporter of Blueprint for All and shares our belief that everyone should be able to reach their full potential based on their skills and abilities, not their background. Together we have set up a ground-breaking partnership to make the important connection between skilled people from underrepresented groups and employers in the built environment, who want to foster a diverse and inclusive workforce.

Supporting communities

We run programmes that support community groups working with people from BAME backgrounds to maximise their impact and make positive changes for local people.

Our BME Network supports over 120 small voluntary and community groups, and our Community Leadership Academy provides learning and development tailored to the needs of small and micro charities that are led by, or serve people, from BAME backgrounds. In partnership with other national and local charities, our Love, Sex, Life Partnership project challenges inequalities in accessing and the provision of sexual health services for BAME communities in Lambeth, Southwark and Lewisham.

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Our vibrant network of voluntary and community groups show how effective small groups can be but because of challenges, such as due diligence and knowing how to connect and work with small organisations, most companies only support those with much larger turnovers – often over £1m. This means resources are never invested in the organisations working with local communities on the ground. We are growing our work in helping companies to channel their support to small organisations, where they can have a big impact. Whether it is sharing expertise and training or utilising corporate social responsibility days to make a real difference, we are expanding our approach to connect companies and community groups, facilitating the relationship to maximise the benefits to both.

Enriching society

We are working to create a society where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce, and where our communities can come together and thrive.

All our work is designed not only to support our beneficiaries, but also to drive systemic change in organisations and society, as a whole.

Ways that we shift the needle

Careers:

- Relatable mentoring and role models at all levels of seniority
- Bursaries
- World of work visits
- Supporting young people at risk of failing or exclusion
- Focus on creative and entrepreneurial careers
- Toolkits

Communities:

- Expert support and development for leaders of BAME micro charities
- Addressing sexual and reproductive health inequalities in LSL Boroughs
- Network, small-group and 1:1 support for VCS locally, regionally and nationally
- Black Third Sector Summit

Society:

- Landmark partnership competitions e.g. Housing for a Better World had a 100% BAME led shortlist and BAME led practice winner
- Long-term research and delivery project with students and beneficiaries partnering with us

Programme portfolio and purpose (new and existing)

Careers:

Programme name	Funder	Beneficiaries	Strategic theme	Main purpose of programme
Building Futures	Royal Institute of British Architects	BAME and underrepresented/privileged architecture aspirants	1	To provide career opportunities for BAME and underrepresented architecture and built environment hopefuls, and to increase diversity and representation in the Built Environment sector

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Bursary Programme	Various corporate partners	BAME and underrepresented/privileged career aspirants	1, 4, 5	To provide bursaries for BAME and/or underprivileged students of defined areas: architecture, law and finance
Building Futures Secondary	TK Maxx Homesense	BAME and low socio-economic background secondary students	1, 5	To provide career support and development for secondary students in fields of creative and entrepreneurial pathways, and to provide training for teachers in these fields
Building Futures at Risk	Ardea Partners	BAME and low socio-economic background secondary students at risk of failure or exclusion	1, 4	To provide personal development and creative/entrepreneurial career support for secondary students at risk of educational failure and/or exclusion
Building Futures Adults	King Badouin Foundation	BAME and underrepresented/privileged young adults	1, 4	To provide career support and opportunities and a networking opportunity in the fields of creative and finance careers for young adults aged 18–30
Pathways to Professions Secondary	The Clothworkers' Foundation	BAME and low socio-economic background secondary students	1	To provide career support and resources in all professional pathways for secondary students
Pathways to Professions Sixth Form	The Talent Fund via Go Well	BAME and low socio-economic background sixth form students	1	To provide career support and resources for all professional pathways for sixth form students in Lewisham/SE London
Entrepreneurial Pathways	Professional Footballers' Association	BAME and underrepresented/privileged young adults	1, 4, 5	To provide entrepreneurship career support and networking and mentoring for young adults across the UK

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Communities:

Programme Name	Funder	Beneficiaries	Strategic Theme	Main Purpose of Programme
Community Leadership Academy	Garfield Weston Foundation	Leaders of small and micro charities and community organisations who are BAME/have BAME beneficiaries pan-London	2, 3, 4	To develop the skills for leadership amongst BAME identity led or high proportion beneficiary small and micro charities and community organisations
Community Leadership Academy	Google (Tides Foundation)	Leaders of small and micro charities and community organisations who are BAME/have BAME beneficiaries UK-wide	2, 3, 4	To develop the skills for leadership amongst BAME identity led or high proportion beneficiary small and micro charities and community organisations
Community Leadership Academy	Standard Life Aberdeen Charitable Foundation	Leaders of small and micro charities and community organisations who are BAME/have BAME beneficiaries pan-London (specific south-east London focus)	2, 3, 4	To develop the skills for leadership amongst BAME identity led or high proportion beneficiary small and micro charities and community organisations
Love, Sex, Life Partnership	Brook	BAME adults in Lambeth, Southwark, and Lewisham	2, 3	To include and improve sex and relationship provision for BAME communities and stakeholders in Lambeth, Southwark, and Lewisham
Lewisham BME Network	Lewisham Council	Community leaders and groups of BAME identity or with BAME beneficiaries in Lewisham	2, 3	To convene BME sector in Lewisham, share opportunities, delivery capacity building, improve representation in local council key meetings, and improve connectivity with infrastructure organisations

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Society:

Programme Name	Funder	Beneficiaries	Strategic Theme	Main Purpose of Programme
Delivering Differently	Bloomberg	School and higher education students of BAME and underprivileged backgrounds	1, 2, 4	To continue programmes digitally with BF and school beneficiaries, and to provide mental health and skills support in a new way
Connecting People and Places Project	National Lottery Heritage Fund	BAME communities across the UK, who are historically excluded from built environment heritage inclusion and representation	1, 3, 4	To share learning from phase one research, and continue the heritage conversation with BAME communities UK wide across three media outputs: podcasts, exhibitions, and a publication (TBC)
Stephen Lawrence Day Project	Home Office/National Lottery Community Fund	Young people and community groups across the UK	1, 3, 4	Stephen Lawrence Day was an opportunity for children and young people to have their voices heard, make the changes they'd like to see, and build a society that treats everyone with fairness and respect

Programme highlights

Love, Sex, Life Partnership

The Love, Sex, Life Partnership project launched in April 2020, was commissioned by Lambeth, Southwark, and Lewisham councils, to address the sex and reproductive health inequalities disproportionately disadvantaging BAME, and notably Black, communities in the named three boroughs; this project was launched to redress these inequalities. The partnership is made up of the lead partner Brook, a national charity that offers clinical sexual health services and wellbeing and education services, Naz Project, a BME focused sexual health and wellbeing charity, Shape History, a social impact communications agency, and Blueprint for All, providing the inclusion and BME community expertise.

Within this partnership project, the aims being addressed are:

- ensuring safer spaces amidst sexual health provision for BME communities
- tackling stigma from professionals and communities alike
- promoting cultural sensitivity within services

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The project went through the set up and delivery process from January to March 2020. However, the arrival of the Covid-19 pandemic and the directive for social distancing in March 2020, led to a necessary replanning for how the partnership would work together to continue to deliver the project. The plans were amended to enable the project to have successfully launched on 1st April 2020, as planned.



Pathways to Professions

We wrapped up the first year of our flagship secondary school careers programme, Pathways to Professions, in May 2021. This programme, as funded by The Clothworkers Foundation, saw us work with five schools in London and Manchester: Oaklands School (Tower Hamlets, London), Deptford Green (Lewisham, London), Addey & Stanhope (Lewisham, London), Stretford Academy (Manchester), and Chorlton High (Manchester). Each school received specialist interventions for a targeted cohort of students in years 8–10 from BAME, underprivileged and/or financially deprived backgrounds.

For each school we provided them with workshops, delivered by a range of inspiring industry professionals, to provide skills and insights necessary for professional success. We also provided career talks from relatable role models, small-group or 1:1 mentoring and a suite of bespoke and high-quality resources to support young people to aspire to greater career pathways.

All students in our Pathways to Professions programme, and in our wider school network, received our three toolkits: *Getting into law*, *Getting into architecture*, and *A guide to publishing*, created with our industry specialist partners: Stephenson Harwood, HKS Architects, and Hachette publishing, respectively.

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Partnership for Change: Royal Institute of British Architects (RIBA)

The RIBA provided funding to enable the programmes team to grow and to provide dedicated built environment support. We were pleased that the appointed new member of the programmes team was a previous Building Futures alumni, who had received mentoring within our programme, had taken part in a previous social value project and who had benefited from the insights and network of our flagship built environment programme.

The RIBA funded role, the Participation Officer for the Built Environment [POBE], was focused on increasing engagement of our architecture and built environment alumni, re-establishing our mentoring programme, and establishing a workshop series for this cohort. During the tenure of this POBE, we arranged for 60 mentor and mentee pairings between our beneficiaries and senior architects from our partner practices.

We also established a series of 'Building Futures Talks' which upskilled our beneficiaries with industry insights, relevant software upskilling, CV and portfolio review and useful interview guidance. The support from the RIBA that enabled us to draw from the creativity of an appointed Building Futures alumni, also saw us establish a new flagship workshop series called '*Evening Talks*', in which our alumni were able to hear exclusively from BAME identity leaders within architecture and the built environment.

This was part of our dedication to increasing the representation of the industry, removing the artificial barriers that our beneficiaries navigate and providing opportunities for our beneficiaries to co-plan and facilitate events alongside senior built environment professionals.

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Evening Talks with **CAMRON**



Adnan Abbasi Director at Camron PR joins Part 2 architecture student Kehinde Pereira for our new Evening Talks series.

The talk focuses on Camron PR, transferable skills, diversity, inclusion and the introduction of graphic design roles in architecture.



Adnan Abbasi
Kehinde Pereira
Tuesday March 23rd
5:30pm on Zoom

BDP x Blueprint For All

Building Futures: Applying to Interdisciplinary Practices - Insights into BDP
Part 2: Apprentices



BDP. ARCHITECTURE • DESIGN • ENGINEERING • URBANISM • SUSTAINABILITY • LIGHTING • ACOUSTICS

Delivering Differently

Our responsibility to continue supporting our beneficiaries, whose disadvantages were being exacerbated by the impact of the Covid-19 pandemic, received timely support from Bloomberg. We were successful in the London Community Response Fund round two, as Bloomberg awarded us with a grant in the 'Delivering Differently' funding round. This enabled us to embark on our programme, which had a dual focus of skills acquisition support, and mental health and wellbeing provision for our secondary school and young adult beneficiaries.

We partnered with a range of built environment organisations, to share insights with our young adults on how to continue to thrive amidst the additional challenges posed in the pandemic, and three BAME led mental health and wellbeing organisations: Mabadiliko, and Social Inclusion Recovery Group (both of whom are also Lewisham BME Network members), and Good to Me.

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Over 14 specialist resources for our beneficiaries and, where applicable, their school staff were disseminated across the UK. Our resources were shared with 350 young people aged 18+ and with students aged 13–16 at schools throughout the UK.

How people can develop mental health disorders

Genetics

Losing a loved one

Social Media

Stress

Impact of Covid-19

Drug Misuse

Overloaded with work



Blueprint for All bursaries

Ongoing support from the architectural practices, that funded our previous bursary awards, meant that we were able to offer continuation bursarial support to all existing bursary award holders who had yet to complete their 'Part' of study.

We made 12 continuation bursary awards, five of which were students who had participated in our social value projects with Karakusevic Carson Architects and others. Bursary recipients represented universities such as Greenwich, Manchester, UCL, and Ravensbourne.

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Bursary recipients noted that the support had a greater impact this year as their familial financial situations had worsened due to the impact of Covid-19, and all recipients commented that the bursary made it plausible for them to continue pursuing their career of choice – architecture.

“It aided me through a difficult time as it was impossible to find a job due to the pandemic that occurred.”
Farah Tahini – 3rd Year of Part 2



“The bursary has helped me in my journey through university in ways you cannot imagine. It has lifted me through dark times and relieved me from a great deal of financial stress.” Farah Tahini – 3rd Year of Part 2.

“The charity had provided me with confidence in what I do as they're like a backbone helping me whenever I need information or ask for opportunities. I also have a great mentor who I met through the trust, whom helped me with my portfolio.” Ceren Ocakkuran – 3rd Year of Part 2.

“I have been part of the trust for a while now and have engaged with several workshops that they have hosted, and I have found them to be extremely insightful and beneficial for my educational development as well as thinking about future aspirations and goals.” Bupesh Hiraini – 3rd Year of Part 2.

Black Third Sector Summit

In October 2020, we hosted our inaugural annual Black Third Sector Summit. This three-day summit was themed: The Black Third Sector – Survival in the era of Covid-19. Day one focused on Black health and health inequalities, day two on children, young people and education, and day three on Black employment and enterprise.

We invited expert contributions from the Love, Sex, Life Partnership, NHS professionals, leaders from our corporate partner organisations, the charity sector and other third sector professionals, and entrepreneurs from across the UK.

The summit was attended by over 300 delegates, and we delivered a high quality and varied agenda each day that suited the online platform and was optimised for those from, and in support of, the Black Third Sector.

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BLACK THIRD SECTOR SUMMIT 2020

The Black Third Sector - Survival in the era of Covid 19

26, 28 AND 30 OCTOBER

A virtual 3-day National Black History month event hosted by the Stephen Lawrence Charitable Trust.

This virtual event will bring together Black Third Sector stakeholders, including statutory organisations, local and national businesses and community based organisations. Together Summit attendees will seek to explore the challenges posed by COVID 19 pandemic and determine how voluntary and community sector organisations working with black communities can adapt and respond.

MONDAY, 26 OCTOBER
13:30 - 17:30

Black health and health inequalities

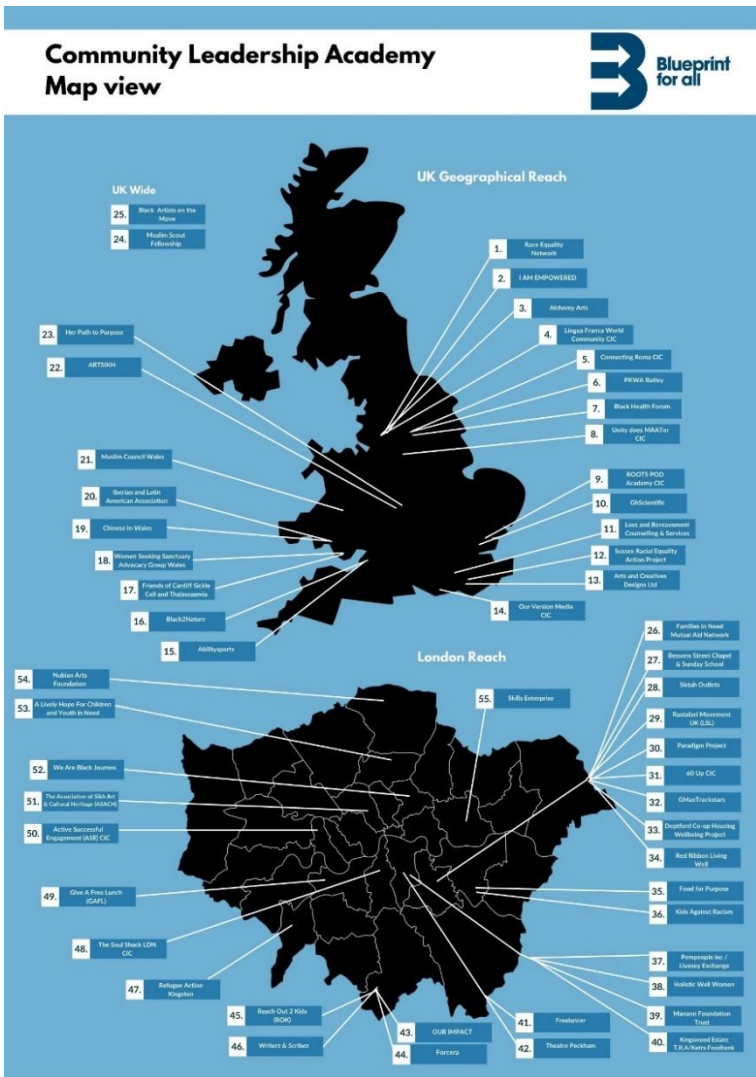
WEDNESDAY, 28 OCTOBER
13:30 - 17:30

Children, young people and education

FRIDAY, 30 OCTOBER
13:30 - 17:30

Black employment and enterprise

STEPHEN LAWRENCE CHARITABLE TRUST



Community Leadership Academy

Building upon the pilot Leadership Academy in 2019, we developed the Community Leadership Academy funded by the Garfield Weston Foundation, Standard Life Aberdeen Charitable Foundation, and Google through the Tides Foundation.

Support from these three funders enabled us to establish three cohorts totalling 55 participants: nationally with a focus on London for one cohort, and Lewisham and south-east London for the other two cohorts.

All programme participants were leaders of small or micro BME community-based organisations, and received specialist leadership workshops focusing on HR, finance, fundraising, social media, legal and governance, and other areas required to make an organisation flourish.

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Design competition with Brick By Brick

Croydon-based developer Brick By Brick partnered with us to launch the design competition 'Housing for a Better World'. The competition represents the first step for Brick By Brick in redefining the architects and architectural practices it works with, to ensure not only that the homes respond to the needs of the diverse population in Croydon, but that they are designed and built by people who are more representative of the local population.

Jas Bhalla Architects won on the strength of its 'Parade Living' concept, which seeks to improve poor quality housing above linear retail parades – a type of housing which is common in Croydon and disproportionately used by minority ethnic groups.

Chloe Phelps, Head of Design and Commercial at Brick By Brick/Common Ground Architecture, said: "This competition has shown how, with the right process, you can identify talented and exciting practices and architects from all backgrounds. We've learnt that by integrating the thinking into the process, the result is a more diverse field – and we hope the wider industry will start to take this approach."

#ChangeMakers campaign

As part of our celebrations for Black History Month, we launched our #ChangeMakers campaign, highlighting some of the incredible groups and individuals we work with and support, who are making a difference to their community.

The campaign showcased the work of Joel Dunn, founder and CEO of Paradigm Project, Mwila Mulenshi, founder of Success Looks Like You, and Luke AG, who supports Egtooth and other community projects. It has been hard to track, but we know that our combined followers, with all the partners who supported the campaign, is well over 3 million on Instagram and over 480,000 on Twitter, bringing our message to new audiences.

Building Future's Adult

Our charitable focus on expanding our young adult careers provision beyond the built environment. We launched the Building Inclusive Futures: Financial and Creative Pathways programme, which supports our beneficiaries aged 18–30 to pursue and excel within these professional industries.

We have partnered with American Express UK's Serve 2gether team to create a *Getting into Financial Pathways toolkit*, and to provide a series of finance workshops and mentoring sessions for our beneficiaries in 2021–22. These will be complimented by sessions with other finance partners and creative partner individuals and organisations.

Connecting People and Places

The Connecting People and Places project phase two, as funded by the National Lottery Heritage Fund, has continued with a focus on the development of a podcast series exploring the value of built environment heritage for UK BAME communities. This podcast series springboards from the Connecting People and Places Open House submission: <https://vimeo.com/461609070/172164297d>.

The podcast series includes five episodes with contributions from our alumni regional project coordinators Cyprian Boateng and Tobi Sobowale, the POoR Collective (which includes Building Futures programme and bursary alumni), and other leading minds such as Ann De Graft Johnson, Ibiye Camp, and Olivia Bellas of the Greater London Authority.



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#BeMoreInclusive

Our flagship diversity recruitment partnership with built environment specialist urban was launched in 2020 amid the Covid-19 pandemic, when much of the built environment and architecture sectors were facing involuntary hiring freezes. Our #BeMoreInclusive programme was supported by many practices, both previously known to us such as HTA and HKS, and newer practices. The decision was made for Blueprint for All and urban to proceed with the #BeMoreInclusive hiring programme, including retaining our goal of placing 20 talented BAME candidates in Part 1 and 2 roles and an aim of raising £20,000 for the charity. In March 2021, we were pleased to report that we surpassed the year one target and over £24,000 was raised through successful placements of diverse talent into practices.


BUILDING FUTURES ALUMNI SPOTLIGHT



DRELLE SMALL

First Class Honours graduate from **Central St Martins** has successfully secured a Part 1 Placement at **HTA** with #BeMoreUrban recruitment specialists.

BUILDING FUTURES ALUMNI SPOTLIGHT



OLIVIA JONES

Has successfully started work with **Haverstock Architects LLP** through our partnership with recruitment specialist urban. #BeMoreInclusive

Lewisham BME Network

Blueprint for All has been able to continue the facilitation of the Lewisham BME Network, with a seamless transition to a wholly digital network facilitation starting in March 2020. The Network, as funded by Lewisham Council, has grown to over 105 members, with steady meeting attendance at approximately one third of attendees.

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In March 2021, as part of the ongoing focus on capacity building of network members, to the benefit of the entire BME community of Lewisham, we alongside Naz (our project partner from the Love, Sex, Life Partnership) delivered a bespoke session on fundraising and corporate partnerships for BME organisations in Lewisham. Attendees heard insights from the corporate partnerships and fundraising colleagues of Blueprint for All and Naz, which provided context-specific tips on how to establish a case for support, find and gain corporate financial or in-kind support, and how to utilise crowd funding successfully. The capacity building session received positive feedback from all the 30+ network members in attendance and over 25 requested a similar follow-up capacity building session.

Blueprint for All in partnership

In the last year, we have generated unprecedented corporate engagement. Over 400 new corporates have engaged with us, ranging from donations and strategic funding to partnership programme delivery, fundraising and pro bono expertise.

- 400+ new corporates engaged
- 40 corporates donation £10k+
- X250 FTSE organisations
- 25 Charity of the Year corporate partnerships
- 3.5m reach via our partnerships
- 10+ strategic partnerships.

We have established relationships with corporations who are prioritising more inclusive cultures through the way they work and services they provide. We have also been working closely on opportunities for partners to deliver a range of specialist leadership development and capacity-building that is tailored to addressing the barriers that BAME community leaders and community groups face. This has been instrumental for both our beneficiaries and corporate partners, who without Blueprint for All would not have the opportunity to benefit from and deliver such tailored support.

Furthermore, our partners are dedicated to supporting students from socio-economically disadvantaged and BAME backgrounds at selected universities, to inspire and enable them to succeed in their choice of education and career.

Our partners

Corporate partners enable us to continue our work to create a fairer and more inclusive society where everyone, regardless of their race, ethnicity, or background, can flourish. By collaborating, our partners have funded sustainable progress whilst supporting and empowering the lives of our beneficiaries. Thank you to all our partners for standing with us.

Abel & Cole

Abel & Cole's partnership with Blueprint for All was established following its internal work with its equality and inclusivity committee. The committee was set up in 2020 as part of its ongoing B Corp journey. Abel & Cole have supported Blueprint for All with internal education pieces, donations and the commitment to assist and involvement with our programmes.

"What stands out about Blueprint for All is its focus on inspiring and nurturing talent through the work they do with disadvantaged young people, which in the longer term will help drive more diversity and inclusivity in the workforce. This work with young people is something Abel & Cole are passionate about driving forwards and one of the reasons we are so keen to work with Blueprint for All. We also wanted to support a charity where we could get actively involved as an organisation, from mentoring to hosting workplace visits. The pandemic may mean uncertain times, and whilst we've thus far made monetary donations, we are also looking to the future where we can share our industry knowledge and resources

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to help inspire and support Blueprint for All's programme beneficiaries. This partnership will give all of us in the Abel & Cole team an expert organisation to turn to for guidance when we challenge ourselves to improve diversity and representation."

Audible

For the month of June, Audible donated 100% of its profits from the UK sales of each title on its anti-racism list.

Auto Trader

Auto Trader has been extremely vocal in its support of Blueprint for All, making a large contribution to our vital work in November, with a pledge to support our work and assist with the delivery of our programmes in the Manchester area, where its head office is located.

Bloom & Wild

Bloom & Wild has made a wonderful commitment to Blueprint for All that was originally initiated with a £5,000 donation in June, then followed by the launch of its campaign to donate 10% of all sales made through Instagram to its four charity partners. It has made a commitment to raise £10,000 for Blueprint for All by the end of 2021.

Camden Brewery

The Beer Team at Camden Brewery usually get a weekly beer allowance but chose to forgo this in observance of Stoptober and Black History Month and donate the retail value of the beer saved to Blueprint for All, totalling a donation of £6,300.

Carrie Elizabeth Jewellery

Carrie Elizabeth has chosen to support Blueprint for All by donating 100% of the sales from its bespoke "A change is gonna come" necklace designed in partnership with artist Diane Hill. This year Carrie Elizabeth was able to donate £3,686 from sales and continue to sell the piece.

eBay

The Shirts for Change raffle, co-ordinated by eBay, is another part of the #PlayersTogether initiative – a collective project launched by Premier League players to help generate funds for current and ongoing issues. The campaign was a huge success, enabling donors to receive the one-off *Black Lives Matter* adorned shirts.

Fred Perry

When Fred Perry reopened its stores in July after the closure was forced upon them by the pandemic, they pledged to donate 10% of its first month's net sales from all UK stores, split between Blueprint for All and the Music Venue Trust.

IWOCA

A team from IWOCA committed to riding the London to Brighton in September and fundraising £5,607 for Blueprint for All. A wonderful effort that was doubled due to being gratefully matched by the business.

Jagex

Blueprint for All are grateful to have a flourishing relationship with Jagex who since June, has donated an incredible £60,000 to support our essential work, whilst fundraising amongst its internal diversity group, to raise a further £6,370. 2021 will see Jagex commit to an £80,000 fundraising and awareness campaign, utilising its industry-leading living games to draw in consumers to share in our vision.

"The video games industry can struggle to attract employees from diverse backgrounds. As with many organisations, the 2020 Black Lives Matter protests gave us cause to reflect. Whilst we have a strong employee led diversity group, we know there is a lot more we can do within our studio to improve diversity and inclusion. In parallel to a fundamental review of studio D&I, we want to use our established

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

fundraising potential, as well as our skills, to make a difference in this vital area as we have done in the field of mental health awareness over the last four years. Blueprint for All are a perfect charity partner to meet all of these aims.”

JP Morgan

JP Morgan came to Blueprint for All in July providing a generous donation of £20,000 to assist us with general operating support. Further to this, the firm also followed up with a £21,000 donation to match employee contributions in support of racial equity efforts.

Latham & Watkins LLP

We are honoured that Latham & Watkins has chosen to support our work in tackling inequality in all its forms via our powerful objectives, in order to create a fairer and more inclusive society.

Marks and Spencer

Marks and Spencer announced Blueprint for All as a Sparks charity partner in July 2020. We are incredibly grateful for the generosity of support that comes as a result from both Marks and Spencer and its customers. Through the Sparks scheme, Marks and Spencer and its customers donated an incredible £12,510.

As well as being a grateful recipient of Marks and Spencer’s Sparks scheme, Blueprint for All were also selected as a beneficiary of its festive campaign which distributed £2m to good causes, chosen by the nine world-famous icons who voiced the festive adverts. On behalf of the wonderful Gillian Anderson, we received £33,334 from Marks and Spencer.

Palace Skateboards

In September, London-based skateboarding label Palace released a limited run of “Tri-to-Help” t-shirts, with all profits being donated to Blueprint for All.

Sleek MakeUp

Sleek MakeUp will be participating in our careers programmes and have put together a wonderful toolkit for young people, showing how they too can get into the industry.

Urban Outfitters

UO continues to raise funds for us by donating 100% of the profits from sales of books in the Blueprint for All Book Edit.

UO wanted to extend its support beyond its initial donation and contribute to our work. In October, the team at UO helped us to develop and launch our #ChangeMakers campaign and highlighted it on its website and social media.

LinkedIn

LinkedIn provided a grant of \$50,000 of credits to support our Black History Month #ChangeMakers campaign, helping us to amplify our messages across social media.

The Virgin Money London Marathon

We have a long-standing partnership with the Virgin Money London Marathon, which started in 2018. Just before lockdown, we hosted a careers day for schools around careers in architecture and themed around the marathon. We were proud to have runners taking part virtually this year.

Celebrity appearances

An incredible £6,100 was raised for Blueprint for All by celebrities taking part in some of the nation’s favourite gameshows. DJ Rickie Haywood-Williams appeared on BBC One’s ‘Celebrity Catchpoint’, raising £1,400 to be shared with Cure Parkinson’s. Actor, comedian and presenter, Adil Ray won an impressive £2,400 on ITV’s classic gameshow ‘Celebrity Catchphrase’. Actress and comedian Katy Wix

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

took on the famous black chair on BBC One's 'Celebrity Mastermind' and managed to win an incredible £3,000.

We are grateful to all three of these supporters, who helped shine a national spotlight on the work we are doing at Blueprint for All.

Rickie Haywood-Williams



Adil Ray



Katie Wix



Stephen Lawrence Consulting: Building Inclusive Futures

Building Inclusive Futures is our social enterprise. Any profits arising from the work of the social enterprise will be pledged to the charity. The value that underlies all our work is 'social result and justice'.

Through our consultancy work, we not only help organisations deliver their business objectives, but we help them to create a more inclusive culture – both in the way they work and the services they provide. We are committed to achieving lasting social impact.

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Our philosophy

The Building Inclusive Futures consultancy is accelerating inclusion within the corporate and public sectors, by shifting the needle relating to the dialogue and actions necessary in order to achieve meaningful change in the workplace and beyond.

Building Inclusive Futures is guided by a set of overarching principles. We utilise these to assess the validity of projects based on two tests:

1. That we only take on projects that add value and deliver measurable change
2. We focus on collaborating to solve longer term, complex/intractable/challenging issues over quick fixes.

Consulting Client: River Island

Already a diverse business, River Island now required an inclusive workplace culture to support staff throughout the organisation. With ambitions to become the most inclusive fashion retail employer in the UK and to build a team that celebrates and reflects the customers they serve, River Island approached Blueprint for All's Building Inclusive Futures consultants to help them.

As a result of our work, River Island have firmly embarked on their journey, having set strategic ED&I goals driven by the CEO. Their streamlined recruitment process is already proving successful, and we continue to support them make sustainable, long-term improvements towards full inclusivity.

Your Space

Our charitable aims are further supported by regular tenants and social businesses who are based at the centre. These tenants have a permanent fixed-office space, and our current tenants are Playback Studios, Mi-Soul Radio and Stop Hate UK.

Your Space offers a variety of co-working solutions from cafe vibe drop in, flexible hot-desking memberships, private offices to beautifully designed event spaces. Your Space continues to be an affordable and creative home for a wide range of businesses and individuals. It provides invaluable workspace where people can foster their ideas whilst being part of the Your Space community.

Covid-19

Your Space remained open for co-working and implemented a comprehensive plan to ensure the space remained Covid-19 secure. However, during the pandemic, our event spaces were closed.

We continue to focus our attention on fully occupying the centre, some of our residents include:

Hugo Alonso, Nura Content – visual content agency. Nura Content is a visual content agency specialising in photography, videography, animation, streaming, 360 and VR experiences to create impactful work that reflects brands.

Juanjo Ortiz Peregrina, Ortiz Fruits – fruit importer. Ortiz Fruits select products from the best farms in European countries (eg Spain, Greece and Italy), African countries (eg Morocco and South Africa) and American countries (eg Colombia, Ecuador, Costa Rica and Brazil) to offer consumers the freshest and highest quality products.

Joel Dunn, Paradigm Project. Prevention mentoring is an approach that the Paradigm Project believes can transform communities. It delivers sessions that addresses themes commonly experienced by young people. By identifying and exploring these themes at an early age, the Paradigm Project is able to disrupt problem behaviours or patterns. During this period, it has attracted co-workers from diverse fields, which in turn help to create a collaborative atmosphere.

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Governing document

The organisation is a charitable company limited by guarantee. The company was incorporated on 17th February 2004. On 1st April 2004 the company took on the activities of the Charitable Trust of the same name whose charity number was 1070860. The company was set up under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and appointment of Board of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the Company's Articles are known as members of the Board of Trustees. Under the requirements of the Articles of Association one-third of trustees must retire by rotation at the annual general meeting and, being eligible, offer themselves for re-election.

Blueprint for All's work focuses on equality and diversity, access to education and learning, and the urban design professions. The Board of Trustees seeks to ensure that this focus is appropriately reflected through the diversity of Blueprint for All body. To enhance the potential pool of trustees, maintain a broad skill mix and in the event of skills being lost due to retirements, the charity has approached individuals to offer themselves for election to the Board of Trustees.

The existing Board of Trustees is drawn from a mix of professionals and educators. They recognise the need to refresh the Board to incorporate the skills and competencies necessary to move the Board forward.

The Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day-to-day responsibility for the provision of the services and operational management rest with the Chief Executive.

The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity. This report sets out those objectives and describes how they have been met in the current year.

Financial review

During the year, the charity had incoming resources of £6,033,972 (2020: £923,691), of which £477,672 (2020: £584,551) represented restricted income and £5,556,300 (2020: 339,140) unrestricted income.

Total expenditure amounted to £1,167,842 (2020: £803,955), broken down into £378,452 (2020: £598,717) restricted expenditure and £789,390 (2020: £205,238) unrestricted expenditure. This resulted in net restricted income, after fund transfers, of £103,630 (2020: net restricted expenditure of £14,166) and net unrestricted income, after fund transfers, of £4,762,500 (2020: 133,902).

Total restricted funds carried forward at the year end amounted to £1,724,746 (2020: £1,621,116) and net unrestricted funds carried forward amounted to £5,559,338 (2020: £796,838), with total funds at the year end being £7,284,084 (2020: £2,417,954).

Trustee induction and training

The Trustees are appointed in accordance with the Articles of Association of the company, being by election at annual general meeting by members. The company was not under the control of any one person or corporation. Most Trustees are already familiar with the work of the Charity and their training involves briefings on their duties and liabilities from professional advisors and Board of Trustees

BLUEPRINT FOR ALL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

workshops/away-days focusing on policy development and governance. Additionally, new Trustees receive an induction pack including:

- Blueprint for All Memorandum and Articles of Association
- Business plan
- The latest published annual report and accounts
- Financial projections and budgets
- Project and programme plans and publications
- Trustee details and staff structure
- The Essential Trustee: What you need to know' (Charity Commission)
- Minutes and reports submitted to previous meetings of the Board of Trustees

Key management remuneration

The Trustees convene an annual remuneration sub-committee who determine the salary increases (if appropriate) for senior members of staff.

Reserves policy

The Blueprint for All reserves policy is to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 18 months of operating costs should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

At 31 March 2021, the charity held total reserves of £7,284,084, with unrestricted reserves amounting to £5,559,338. £1,422,716 (2020: £1,458,374) of restricted reserves were tied up in the charity's building, The Stephen Lawrence Centre.

Unrestricted reserves are currently in excess of the charity's reserves policy. The reason for the increased level of reserves is a significant increase in income during the year, which could not yet have been utilised during the year. The trustees intend to reduce the level of reserves to 18 months of operating expenditure over the next 5 years.

Fundraising Policy

The charity is actively involved in fundraising activities either through regular donations from individuals and corporations or one-off donations. Members of the public are only approached if the charity has had previous contact with them and they are registered on its database (Donorfy), for which their prior agreement is required. Potential donors are approached by email, post or newsletter and are given the opportunity to opt out from receiving any fundraising communication from the charity.

During the year ended 31 March 2021, the charity did not receive any complaints about its fundraising activities and practices.

Key performance indicators

Blueprint for All adheres to key performance and outcome indicators set out by funders and contained within signed funding agreements, outlined in Programme Portfolio and Purpose (page 17).

In addition, Blueprint for All has performance indicators relating to:

- Bursaries awarded annually
- Social media statistics

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Risk management

The Trustees consider the following as the primary risks to which the Charity Trust is exposed.

Your Space

The building is now fully occupied and covering its costs for the first time. However, there is always a risk that one of the licensees could move out causing a reduction in income, particularly during the redevelopment of the centre.

Funding

Corporate sponsorship, unrestricted donations, trusts, and foundations predominantly provide funding for the Charity. Long-term continuation funding bids are in the pipeline for a further £1m. In line with recommendations of Small Charities published by Lloyds Foundation and others, we are seeking to diversify income generation via Your Space, our regular donor scheme and Building Inclusive Futures Consulting.

In addition to the above, there is:

- a robust and comprehensive Board approved business plan – covering all aspects of Blueprint for All's operations, and its related action plan that is implemented, monitored, reviewed and revised in a timely manner by Blueprint for All's executive and non-executive Board, as appropriate
- a Board of Trustees – with the full range of experience, competence and influence. They will also have time to lead and develop Blueprint for All to success and ensure that all aspects of its operation are effectively implemented with appropriate performance oversight, management arrangements and procedures
- a committed and professional executive management and staff team – with the essential competences that work on behalf of, and closely with, the non-executive Board
- a commitment by the Charity to maintaining existing, developing new and building upon key stakeholder relationships

Statement as to Disclosure of Information to Auditors

In so far as the trustees are aware: there is no relevant audit information of which the charity's auditors are unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware any relevant audit information and to establish that the auditors are aware of that information.

Statement of the Trustees responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102)

**BLUEPRINT FOR ALL
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**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)**

- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time 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 for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Guarantors

The liability of each member of the company in the event of a winding up is limited by guarantee to £10.

Auditors

The auditors, RPG Crouch Chapman LLP, have signified their willingness to continue in office and a resolution for their re-appointment will be proposed at the Annual General Meeting.

Small Company Provision

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

Approved by order of the members of the board of Trustees on 14th December 2021 and signed on their behalf by:



.....
Sir Keith Ajegbo
Chair of the Trustees

BLUEPRINT FOR ALL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL

Opinion

We have audited the financial statements of Blueprint for All (the 'charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, 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 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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 United Kingdom, including the Financial Reporting Council'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.

In our evaluation of the trustees' conclusions, we considered the risks associated with the charity's business model, including the effects arising from macroeconomic uncertainties such as COVID19 and analysed how those risks might affect the charity's financial resources or ability to continue operations over the period of twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects. However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the charity will continue in operation.

BLUEPRINT FOR ALL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL
– continued

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 contained within the Annual report. 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. 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.

Capability of the audit to detect irregularities including fraud

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, compliance with Companies Act 2006, the Charities Act 2011 and FRS102.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws.

There are inherent limitations in the audit procedures described above and the further removed noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

Opinion on other matters prescribed by the Companies Act 2006

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

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

BLUEPRINT FOR ALL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL
– continued

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which 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 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'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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Other matters

The prior year's financial statements were not audited.

BLUEPRINT FOR ALL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL
– continued

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Paul Randall ACA (Senior Statutory Auditor)

For and on behalf of
RPG Crouch Chapman LLP

14-16 Dowgate Hill
London
EC4R 2SU

Date: 14 December 2021

BLUEPRINT FOR ALL
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income from:					
Donations and legacies	5,6	452,326	5,425,098	5,877,424	705,576
Charitable activities	5,6				
Rent and room hire income		-	112,433	112,433	137,348
Fundraising income		-	-	-	63,613
Memorial lecture ticket sales		-	-	-	1,921
Other charitable activities		-	7,515	7,515	5,127
Investments	5,6	-	1,124	1,124	7
Other income	5,6	25,346	10,130	35,476	10,099
Total income		<u>477,672</u>	<u>5,556,300</u>	<u>6,033,972</u>	<u>923,691</u>
Expenditure on:					
Raising funds	7	-	651,782	651,782	46,435
Charitable activities	7	317,448	6,802	324,250	613,983
Other expenditure	7	61,004	130,806	191,810	143,537
Total expenditure		<u>378,452</u>	<u>789,390</u>	<u>1,167,842</u>	<u>803,955</u>
Net income		99,220	4,766,910	4,866,130	119,736
Transfers between funds	14	4,410	(4,410)	-	-
Net movement in funds		<u>103,630</u>	<u>4,762,500</u>	<u>4,866,130</u>	<u>119,736</u>
Reconciliation of funds					
Total funds brought forward	14	1,621,116	796,838	2,417,954	2,298,218
Net movement in funds	14	103,630	4,762,500	4,866,130	119,736
Total funds carried forward		<u><u>1,724,746</u></u>	<u><u>5,559,338</u></u>	<u><u>7,284,084</u></u>	<u><u>2,417,954</u></u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 45 to 59 form part of these financial statements.

BLUEPRINT FOR ALL
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REGISTERED NUMBER: 05047204

BALANCE SHEET
AS AT 31 MARCH 2021

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	13		1,894,240		1,894,309
Current assets					
Debtors	11	181,984		17,794	
Cash at bank and in hand		5,313,939		569,905	
		5,495,923		587,699	
Creditors:					
Amounts falling due within one year	12	(106,079)		(64,054)	
Net current assets			5,389,844		523,645
Total assets less current liabilities			7,284,084		2,417,954
Total net assets			7,284,084		2,417,954
Charity funds					
Restricted funds	14		1,724,746		1,621,116
Unrestricted funds	14		5,559,338		796,838
Total funds			7,284,084		2,417,954

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 14 December 2021 and signed on their behalf by:

K. O. Ajegbo

.....
Sir Keith Ajegbo
(Trustee)

The notes on pages 45 to 59 form part of these financial statements.

BLUEPRINT FOR ALL
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	4,789,785	69,856
	<hr/>	<hr/>
Cash flows from investing activities		
Dividends, interests and rents from investments	1,124	7
Purchase of tangible fixed assets	(46,875)	(3,130)
	<hr/>	<hr/>
Net cash used in investing activities	(45,751)	(3,123)
	<hr/>	<hr/>
Cash flow from financing activities		
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	4,744,034	66,733
Cash and cash equivalents at the beginning of the year	569,905	503,172
	<hr/>	<hr/>
Cash and cash equivalent at the end of the year	<u>5,313,939</u>	<u>569,905</u>

The notes on pages 45 to 59 form part of these financial statements.

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. General information

The charity is a private company limited by guarantee incorporated in England and Wales with the company number 05047204. The registered office address is The Stephen Lawrence Centre, 39 Brookmill Road, Deptford, London SE8 4HU. The members of the company are the Trustee named on page 1. 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.

The principal activity of the charitable company remained that of promoting equality and diversity and supporting disadvantaged members of the Black, Asian and Minority Ethnic Community.

The financial statements have been prepared in Sterling and all amounts are rounded to the nearest £.

2. Accounting policies

Basis of preparation of financial statements

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

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

Going concern

At the time of approval of the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future, this being at least one year from the date on which the accounts were approved. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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Income - continued

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the charity's accounting policies.

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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Tangible fixed assets and depreciation - continued

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Long-term leasehold property	-	2% Straight Line
Fixtures and fittings	-	20-33 1/3% Straight Line
Computer equipment	-	20-25% Straight Line

Debtors

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

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 acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

Financial instruments

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

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Investment income, gains and losses are allocated to the appropriate fund.

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FOR THE YEAR ENDED 31 MARCH 2021 - continued

Bursaries

The full amounts of bursary grants approved by the Trustees are included in expenditure in the year in which they are awarded. Amounts unpaid at the year end are included in creditors payable within twelve months and after twelve months, as appropriate.

Volunteers and donated services and facilities

The value of services provided by volunteers is incorporated into these financial statements. Where services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimated useful lives and residual values of fixed assets

Depreciation of tangible fixed assets has been based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and will be revised as appropriate. This particularly affects the Stephen Lawrence Centre, whose depreciation has a significant impact on the SOFA.

Critical areas of judgment

The carrying value of fixed assets, in particular The Stephen Lawrence Centre, is reviewed and assessed periodically and adjustments to the carrying value are made by the Trustees if indications for a change in value are present.

Pro bono donations for services are included in the accounts at fair value, this being based on information provided by the suppliers as to how much they would charge for similar services on the open market.

4. Financial performance of the charity

	Unrestricted Funds 2021 £	Restricted Funds Centre 2021 £	Restricted Funds Operations 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income	5,556,300	-	477,672	6,033,972	923,691
Expenditure before depreciation	(814,736)	34,000	(340,162)	(1,120,898)	(766,096)
	<u>4,741,564</u>	<u>34,000</u>	<u>137,510</u>	<u>4,913,074</u>	<u>157,595</u>
Depreciation adjustment	-	(34,000)	(12,944)	(46,944)	(37,858)
	<u>4,741,564</u>	<u>-</u>	<u>124,566</u>	<u>4,866,130</u>	<u>119,737</u>

The trustees regard the result before depreciation of a surplus of £4,913,074 (2020: £157,595) as key to understanding the underlying results of the charity

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FOR THE YEAR ENDED 31 MARCH 2021 - continued

5. Income	Grants 2021 £	Fees For Activities 2021 £	Donations 2021 £	Investment Income 2021 £	Total 2021 £
Educational, Equality, Diversity and Social Cohesion	477,672	130,078	5,425,098	1,124	6,033,972
	<u>477,672</u>	<u>130,078</u>	<u>5,425,098</u>	<u>1,124</u>	<u>6,033,972</u>
	Grants 2020 £	Fees For Activities 2020 £	Donations 2020 £	Investment Income 2020 £	Total 2020 £
Educational, Equality, Diversity and Social Cohesion	508,434	233,867	181,385	7	923,693
	<u>508,434</u>	<u>233,867</u>	<u>181,385</u>	<u>7</u>	<u>923,693</u>
6. Income			Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £
Donations less than £10,000			22,519	2,666,211	2,688,730
Ebay			-	381,120	381,120
Palace Skateboards			-	304,434	304,434
Audible			-	272,000	272,000
Quadrature Climate Foundation			-	200,000	200,000
PayPal Giving Fund			-	196,236	196,236
Gift Aid Reclaimable			-	135,942	135,942
Centre Income			-	112,433	112,433
Latham & Wakins LLP			-	103,283	103,283
The Clothworkers Foundation			96,000	-	96,000
ViacomCBS			-	89,146	89,146
The Pokemon Company			-	86,890	86,890
TK Maxx			75,000	-	75,000
Jagex			-	66,370	66,370
PFA			-	57,000	57,000
CVC Philanthropy			-	46,000	46,000
Goldman Sachs			45,000	-	45,000
LBA - Pro Bono			-	44,375	44,375
Marks & Spencer			-	43,334	43,334
Stephenson Harwood LLP - Pro Bono			-	42,326	42,326
J P Morgan Chase Bank			-	41,000	41,000
LinkedIn - Pro Bono			-	40,900	40,900
Mrs I Gold			-	40,000	40,000
Fred Perry Ltd			-	37,898	37,898
Ardea			-	37,018	37,018
Apple			-	36,731	36,731
Amazon			-	36,525	36,525
Lewisham Council			35,000	-	35,000
Lululemon			-	34,620	34,620
			<u>273,519</u>	<u>5,151,792</u>	<u>5,425,310</u>
Balance carried forward			273,519	5,151,792	5,425,310

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 – continued

6. Income – continued	Funds 2021 £	Funds 2021 £	Funds 2021 £
Balance brought forward	273,519	5,151,792	5,425,310
American Express	34,234	-	34,234
Estee Lauder	-	30,000	30,000
Royal Institute of British Architects	29,000	-	29,000
HMRC Furlough Grant	25,346	-	25,346
Standard Aberdeen	25,000	-	25,000
Brook Young People	25,000	-	25,000
Auto Trader	-	25,000	25,000
North London Synagogue	-	24,400	24,400
A Number of Names	-	23,448	23,448
Bloomberg	23,072	-	23,072
Garfield Weston	22,500	-	22,500
Uber	-	20,000	20,000
Tokio Marine Kiln	-	20,000	20,000
Olay UK	-	20,000	20,000
JD Sports	-	20,000	20,000
IBM	-	20,000	20,000
Deloitte LLP	-	18,324	18,324
Anonymous Donations	-	17,500	17,500
Mr M J Haddon	-	15,000	15,000
Access Partnership	-	10,600	10,600
Enterprise RAC UK Ltd	-	10,288	10,288
WHSmith PLC	-	10,000	10,000
Urban Outfitters	-	10,000	10,000
Trevor and Gill Taleur	-	10,000	10,000
The Talent Fund	10,000	-	10,000
T O'Rourke	-	10,000	10,000
Sleek Make-Up	-	10,000	10,000
Schuh Ltd	-	10,000	10,000
Highclere International Investors	-	10,000	10,000
Henkel Limited	-	10,000	10,000
Hawkins Brown	10,000	-	10,000
Gok Wan	-	10,000	10,000
Dovetail Games	-	10,000	10,000
Brunswick Group	-	10,000	10,000
Afran Khan	-	10,000	10,000
Bank interest, Royalties & Insurance claimed	-	9,948	9,948
	477,671	5,556,300	6,033,972

Donations of less than £10,000 include £6,800 pro-bono income from Bates Wells Solicitors.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 – continued

6. Income – continued	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £
Prior year			
Home Office Grant	200,000	-	200,000
Centre Income	-	137,349	137,349
Community Fundraising/Special Events	36,100	93,950	130,050
Clothworkers Foundation	106,000	-	106,000
The Big Lottery Fund	103,036	-	103,036
London Borough of Lewisham	43,644	-	43,644
Karakusevic Carson Architects	23,000	-	23,000
Historic England	18,504	-	18,504
Marco Goldschmied Foundation	15,625	-	15,625
Esmee Fairbairn	14,250	-	14,250
The Makin Family	-	10,000	10,000
Stephenson Harwood	-	7,617	7,617
L & Q Cobham Manor LLP	6,352	-	6,352
Gregory Crump	-	6,000	6,000
The Marchus Trust	5,000	-	5,000
Janus Henderson Foundation	-	3,985	3,985
Formation Architects Limited	3,865	-	3,865
Pilkington Charitable Trust	-	3,000	3,000
Management, Lectures & Similar Fees	1,000	7,048	8,048
Liberty Specialty	-	2,500	2,500
Alford Hall Monaghan Morris Architects	2,000	-	2,000
John Tompson & Partners LLP	2,000	-	2,000
Donations of less than £2,000	4,100	58,640	62,740
Bank Interest and Other Income	75	9,054	9,129
	<u>584,551</u>	<u>339,143</u>	<u>923,693</u>

7. Expenditure - Education, Equality, Diversity and Social Cohesion

	Fees and Staff Costs 2021 £	Other Direct Costs 2021 £	Support Costs 2021 £	Total Funds 2021 £
Expenditure on raising funds	330,508	53,079	268,195	651,782
Charitable activities	188,052	101,031	35,167	324,250
Other expenditure	58,611	125,070	8,130	191,811
	<u>577,171</u>	<u>279,180</u>	<u>311,492</u>	<u>1,167,843</u>

Included in support costs are audit fees of £8,100 (2020: £Nil) for the audit of the charity's financial statements.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 – continued

7. Expenditure - Education, Equality, Diversity and Social Cohesion

Prior year	Fees and Staff Costs 2020 £	Other Direct Costs 2020 £	Support Costs 2020 £	Total Funds 2020 £
Expenditure on raising funds	31,912	3,141	11,852	46,905
Charitable activities	339,786	207,019	69,952	616,757
Other expenditure	47,255	77,537	15,501	140,293
	<u>418,953</u>	<u>287,697</u>	<u>97,305</u>	<u>803,955</u>

8. Support costs

	Office and General Costs 2021 £	Staffing Support Costs 2021 £	Premise Costs 2021 £	Total Funds 2021 £
Educational, Equality, Diversity and Social Cohesion	234,710	53,901	20,764	309,374
Other expenditure	1,607	369	142	2,118
	<u>236,317</u>	<u>54,270</u>	<u>20,906</u>	<u>311,492</u>

**Support costs
Prior year**

	Office and General Costs 2020 £	Premise Costs 2020 £	Total Funds 2020 £
Educational, Equality, Diversity and Social Cohesion	53,136	43,215	96,351
Other expenditure	526	428	954
	<u>53,662</u>	<u>43,643</u>	<u>97,305</u>

9. Staff costs

	2021 £	2020 £
Wages and salaries	519,074	364,423
Social security costs	49,556	33,681
Pension costs	8,540	6,007
	<u>577,170</u>	<u>404,111</u>

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NOTES TO THE FINANCIAL STATEMENTS
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9. Staff costs - continued

The average number of persons employed by the charity during the year was as follows:

	2021 Number	2020 Number
Staff excluding directors	15	11
Directors	7	9
	<u>22</u>	<u>20</u>

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

	2021 Number	2020 Number
In the band £60,000 - £70,000	1	-
In the band £100,001 - £110,000	-	1
In the band £120,000 - £130,000	1	-

Apart from the trustees, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £257,799 (2020: £207,574).

10. Trustees' remuneration and expenses

During the year one Trustee received remuneration or other benefits (2020: £nil). The remuneration was paid to Stuart Lawrence and amounted to £1,200 for services provided in connection with the planning of the Stephen Larence Day 2020. This was approved by the body of trustees.

During the year ended 31 March 2021 no Trustee expenses have been incurred (2020: £nil).

11. Debtors

	2021 £	2020 £
Trade debtors	35,692	4,550
Other debtors	137,732	5,524
Prepayments and accrued income	8,560	7,720
	<u>181,984</u>	<u>17,794</u>

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12. Creditors: Amounts falling due within one year	2021 £	2020 £		
Trade creditors	34,318	17,720		
Other taxation and social security	23,887	12,775		
Other creditors	4,228	6,680		
Accruals and deferred income	43,646	26,879		
	106,079	64,054		
	106,079	64,054		
Deferred income at 1 April	1,964	114,274		
Amounts deferred during the year	21,671	1,964		
Amounts released to the Statement of Financial Activities	(1,964)	(114,274)		
	21,671	1,964		
	21,671	1,964		
Grants in advance	20,000	-		
Room hire in advance	1,671	1,964		
	21,671	1,964		
	21,671	1,964		
13. Tangible fixed assets	Freehold Property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2020	2,000,000	54,826	32,654	2,087,480
Additions	-	20,646	26,229	46,875
	2,000,000	75,472	58,883	2,134,355
	2,000,000	75,472	58,883	2,134,355
Depreciation				
At 1 April 2020	136,000	26,471	30,700	193,171
Charge for the year	34,000	5,735	7,209	46,944
	170,000	32,206	37,909	240,115
	170,000	32,206	37,909	240,115
Net book value				
At 31 March 2021	1,830,000	43,266	20,974	1,894,240
	1,830,000	43,266	20,974	1,894,240
	1,830,000	43,266	20,974	1,894,240
At 31 March 2020	1,864,000	28,355	1,954	1,894,309
	1,864,000	28,355	1,954	1,894,309
	1,864,000	28,355	1,954	1,894,309

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 – continued

14. Statement of funds	Balance at			Transfers	Balance at
Current year	1 April	Income	Expenditure	in/out	31 March
	2020	£	£	£	2021
	£	£	£	£	£
Unrestricted funds:					
General funds	796,838	5,556,300	(789,390)	(4,410)	5,559,338
Restricted funds:					
The Stephen					
Lawrence Centre	1,429,640	-	(34,000)	-	1,395,640
Other Tangible Assets	28,734	-	(1,658)	-	27,076
Career Strand Programmes	103,551	276,754	(173,550)	-	206,755
Societies Strand Programmes	-	23,072	(15,073)	-	7,999
Community Programmes	17,366	152,500	(82,590)	-	87,276
Stephen Lawrence Day					
Programme	41,825	-	(46,235)	4,410	-
Furlough Fund	-	25,346	(25,346)	-	-
	<u>1,621,116</u>	<u>477,672</u>	<u>(378,452)</u>	<u>4,410</u>	<u>1,724,746</u>
Total of funds	<u><u>2,417,954</u></u>	<u><u>6,033,972</u></u>	<u><u>(1,167,842)</u></u>	<u><u>-</u></u>	<u><u>7,284,084</u></u>

Restricted Funds tied up in the Stephen Lawrence Centre represent the charity's building, The Stephen Lawrence Centre, 39 Brookmill Road, Deptford. Other restricted tangible fixed assets are assets related to the building.

The Furlough Fund represents HMRC's Coronavirus Job Retention Scheme.

The charity divides its restricted programmes into three categories: The Career Strand Programmes, the Societies Strands Programmes and the Communities Programmes, as follows:

The Career Strand Programmes

The Building Futures Programme aims to provide career opportunities for BAME and underrepresented architecture and BE hopefuls and to increase diversity and representation in the Built Environment sector.

The Bursary Programme aims to provide bursaries for BAME and/ or underprivileged students of defined areas: architecture, law, and finance.

Building Futures Secondary aims to provide careers support and development for secondary students in fields of creative and entrepreneurial pathways and to provide training for teachers in these fields.

The Building Futures at Risk aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/or exclusion.

The Building Futures Adults Programme aims to provide personal development and creative/ entrepreneurial career support for secondary students at risk of educational failure and/or exclusion.

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FOR THE YEAR ENDED 31 MARCH 2021 – continued

14. Statement of funds – continued

The Pathways to Professions Secondary Programme aims to provide careers support and resources in all professional pathways for secondary students.

The Pathways to Professions 6th Form Programme aims to provide careers support and resources in all professional pathways for sixth form students in Lewisham/ SE London.

The Communities Strand Programmes

The Community Leadership Academy was set up to develop the skills for leadership amongst BAME identity led or high proportion beneficiary small and micro charities and community organisations.

The LSL Sexual Health Partnership was set up to include and improve sex and relationship provision for BAME communities and stakeholders in Lambeth, Southwark, and Lewisham.

The Lewisham BME Network was set up to convene BME sector in Lewisham, share opportunities, delivery capacity building, improve representation in local council key meetings, and improve connectivity with infrastructure organisations.

The Societies Programmes

Delivering Differently was set up to continue programmes digitally with BF and School beneficiaries and to provide mental health and skills support in a new way.

The Connecting People and Places Project was set up to share learning from phase 1 research and continue the heritage conversation with BAME communities UK wide in 3 media: podcasts, exhibitions, and a publication.

Statement of funds	Balance at			Balance at
Prior year	1 April	Income	Expenditure	31 March
	2019	£	£	2020
	£	£	£	£
Unrestricted funds:				
General funds	662,936	339,140	(205,238)	796,838
Restricted funds:				
The Stephen Lawrence Centre	1,463,640	-	(34,000)	1,429,640
Other Tangible Assets	32,593	-	(3,859)	28,734
Career Strand Programmes	34,035	252,596	(183,080)	103,551
Community Programmes	7,071	90,730	(80,435)	17,366
Stephen Lawrence Day Programme	97,943	241,225	(297,343)	41,825
	<u>1,635,282</u>	<u>584,551</u>	<u>(598,717)</u>	<u>1,621,116</u>
Total of funds	<u><u>2,298,218</u></u>	<u><u>584,551</u></u>	<u><u>(803,955)</u></u>	<u><u>2,417,954</u></u>

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15. Analysis of net assets between funds	Restricted	Unrestricted	Total
Current year	Funds	Funds	Funds
	2021	2021	2021
	£	£	£
Tangible fixed assets	1,422,717	471,523	1,894,240
Current assets	322,029	5,173,894	5,495,923
Creditors due within one year	(20,000)	(86,079)	(106,079)
	Total	5,559,338	7,284,084
	1,724,746	5,559,338	7,284,084
Analysis of net assets between funds	Restricted	Unrestricted	Total
Prior year	Funds	Funds	Funds
	2020	2020	2020
	£	£	£
Tangible fixed assets	1,458,374	435,935	1,894,309
Current assets	176,138	411,561	587,699
Creditors due within one year	(13,396)	(50,658)	(64,054)
	Total	796,838	2,417,954
	1,621,116	796,838	2,417,954
16. Reconciliation of net movement in funds to net cash flow from operating activities		2021	2020
		£	£
Net income for the year (as per Statement of Financial Activities)		4,866,130	119,736
Adjustments for:			
Depreciation charges		46,944	37,858
Dividends, interests and rents from investments		(1,124)	(7)
Decrease/(increase) in debtors		(164,190)	19,051
Increase/(decrease) in creditors		42,025	(106,782)
		4,789,785	69,856
		4,789,785	69,856
17. Analysis of cash and cash equivalents		2021	2020
		£	£
Cash in hand		5,313,939	569,905
		Total cash and cash equivalents	569,905
		5,313,939	569,905

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 – continued

18. Analysis of changes in net debt	At 1 April 2020 £	Cash Flows £	At 31 March 2021 £
Cash at bank and in hand	569,905	4,744,034	5,313,939

19. Related party transactions

During the year, the Charity received donations of £Nil (2020: £23,000) from Karakusevic Carson Architects. Paul Karakusevic (Trustee) is a partner in Karakusevic Carson Architects.

20. Volunteers

We believe that by harnessing the passion and skills of our volunteer community, we can achieve more for young people and are committed to engaging volunteers in the mission wherever possible. We aim to deliver a sector leading volunteering experience so that our volunteers enjoy supporting us and feel well equipped to support the work of Blueprint for All. Our volunteers are passionate about transforming the life chances of young people and community groups.

Blueprint for All's volunteers support the charity in a number of ways, including:

- Supporting young people to move into employment, education or training, for example by mentoring young people or delivering courses;
- Championing Blueprint for All by helping to spread the word and connecting us with communities and partners;
- Raising funds, for example by taking part in a challenge event, promoting the ways to give money and connecting us with their networks;
- Building the community, for example by helping to recruit, train or support other volunteers.