

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

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**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
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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

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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!

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**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 dark ink, appearing to read 'Sonia Watson', with a stylized, cursive script.

Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Chief Executive
Blueprint for All

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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.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

Why we matter

Disadvantage starts early

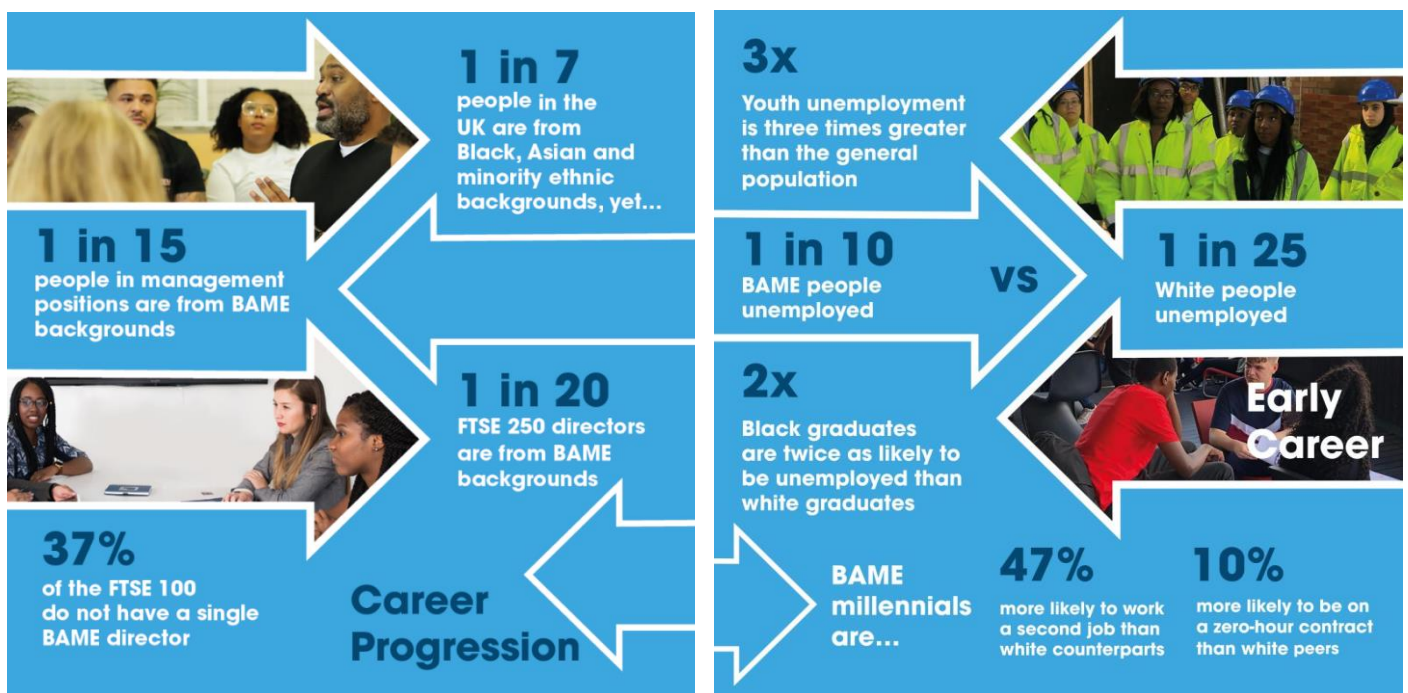
We believe all young people should receive the education, training and support they need to reach their potential. Too many young people start at a disadvantage.

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

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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



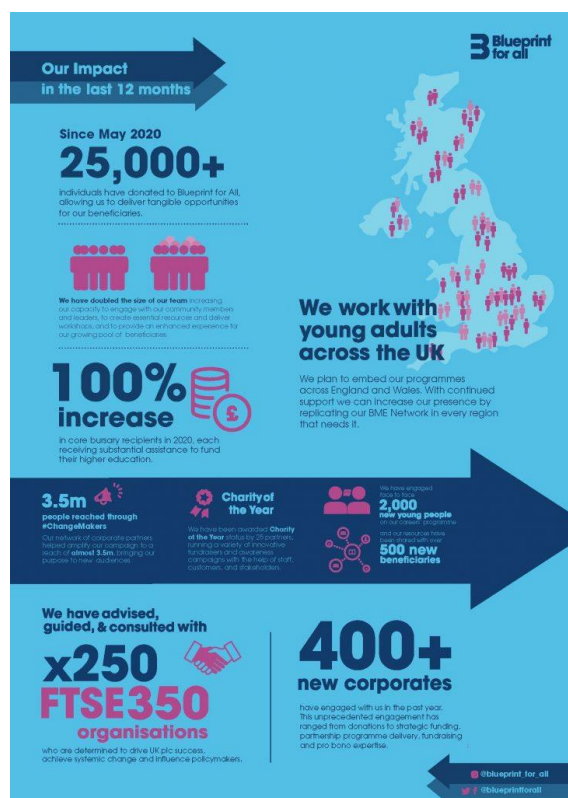
Early career

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

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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.

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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.

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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.

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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.

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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.



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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

22nd April 2020	<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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TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

May 2020	<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>
June 2020	<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>
July 2020	<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>

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FOR THE YEAR ENDED 31ST MARCH 2021 (continued)

August 2020	<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>
September 2020	<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>
October 2020	<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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TRUSTEES' REPORT
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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.



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

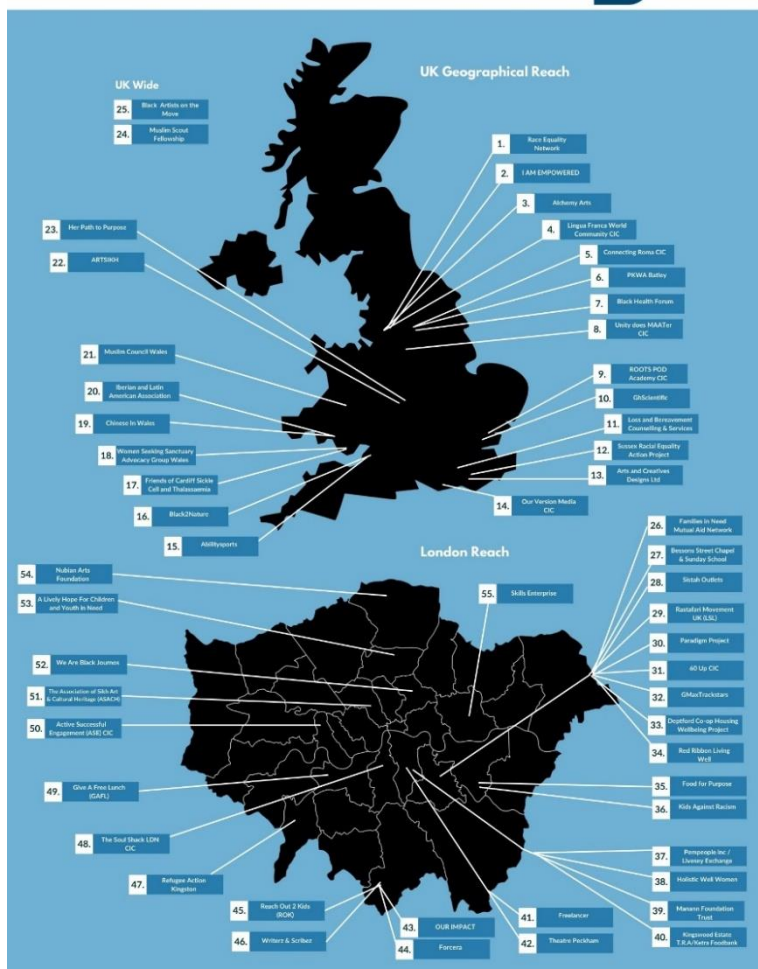
FRIDAY, 30 OCTOBER

13:30 - 17:30

Black employment and enterprise

STEPHEN LAWRENCE CHARITABLE TRUST

Community Leadership Academy Map view



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 Eggtooth 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

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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.

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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

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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
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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
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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
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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		<u>99,220</u>	<u>4,766,910</u>	<u>4,866,130</u>	<u>119,736</u>
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	<u>103,630</u>	<u>4,762,500</u>	<u>4,866,130</u>	<u>119,736</u>
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	
			<u>5,495,923</u>	<u>587,699</u>	
Creditors:					
Amounts falling due within one year	12	(106,079)		(64,054)	
				<u>(64,054)</u>	
Net current assets			<u>5,389,844</u>		<u>523,645</u>
Total assets less current liabilities			<u>7,284,084</u>		<u>2,417,954</u>
Total net assets			<u><u>7,284,084</u></u>		<u><u>2,417,954</u></u>
Charity funds					
Restricted funds	14		1,724,746		1,621,116
Unrestricted funds	14		5,559,338		796,838
			<u>7,284,084</u>		<u>2,417,954</u>
Total funds			<u><u>7,284,084</u></u>		<u><u>2,417,954</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 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
Cash flows from investing activities		
Dividends, interests and rents from investments	1,124	7
Purchase of tangible fixed assets	(46,875)	(3,130)
Net cash used in investing activities	(45,751)	(3,123)
Cash flow from financing activities		
Net cash provided by financing activities	-	-
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
Cash and cash equivalent at the end of the year	5,313,939	569,905

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.

BLUEPRINT FOR ALL
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NOTES TO THE FINANCIAL STATEMENTS
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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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FOR THE YEAR ENDED 31 MARCH 2021 - continued

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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NOTES TO THE FINANCIAL STATEMENTS
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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NOTES TO THE FINANCIAL STATEMENTS
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
	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
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
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
	<u>477,671</u>	<u>5,556,300</u>	<u>6,033,972</u>

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	Unrestricted Funds	Total Funds
Prior year	2020	2020	2020
	£	£	£
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	Other Direct Costs	Support Costs	Total Funds
	2021	2021	2021	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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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 Lawrence 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		
	<u>106,079</u>	<u>64,054</u>		
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)		
	<u>21,671</u>	<u>1,964</u>		
Deferred income at 31 March	<u>21,671</u>	<u>1,964</u>		
Grants in advance	20,000	-		
Room hire in advance	1,671	1,964		
	<u>21,671</u>	<u>1,964</u>		
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
	<u>2,000,000</u>	<u>75,472</u>	<u>58,883</u>	<u>2,134,355</u>
At 31 March 2021	<u>2,000,000</u>	<u>75,472</u>	<u>58,883</u>	<u>2,134,355</u>
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
	<u>170,000</u>	<u>32,206</u>	<u>37,909</u>	<u>240,115</u>
At 31 March 2021	<u>170,000</u>	<u>32,206</u>	<u>37,909</u>	<u>240,115</u>
Net book value				
At 31 March 2021	<u>1,830,000</u>	<u>43,266</u>	<u>20,974</u>	<u>1,894,240</u>
At 31 March 2020	<u>1,864,000</u>	<u>28,355</u>	<u>1,954</u>	<u>1,894,309</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 – continued

14. Statement of funds	Balance at				Balance at
Current year	1 April			Transfers	31 March
	2020	Income	Expenditure	in/out	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>2,417,954</u>	<u>6,033,972</u>	<u>(1,167,842)</u>	<u>-</u>	<u>7,284,084</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			31 March
	2019	Income	Expenditure	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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FOR THE YEAR ENDED 31 MARCH 2021 – continued

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	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	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)
Net cash provided by operating activities	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	5,313,939	569,905

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NOTES TO THE FINANCIAL STATEMENTS
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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.