

BLUEPRINT FOR ALL
(A company limited by guarantee)
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

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(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the charity, its Trustees and advisers	1
Letters from the Chair and the CEO	2
Trustees' report	3 - 12
Independent auditor's report on the financial statements	13 - 16
Consolidated statement of financial activities	17
Consolidated balance sheet	18
Charity balance sheet	19
Consolidated statement of cash flows	20
Charity statement of cash flows	21
Notes to the financial statements	22 - 41

BLUEPRINT FOR ALL

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees	Sir Keith Ajegbo, Chair Kevin Antao (appointed 22 September 2022) Caroline Clark, Vice Chair Andrea Gregory Christopher Jackson Paul Karakusevic Sarah Kemp (appointed 22 September 2022) Fabrice Khullar (appointed 22 September 2022) Mark MacLeod (appointed 22 September 2022) Neil Pinder Paul Read (resigned 15 February 2022)
Company registered number	05047204
Charity registered number	1102267
Registered office	39 Brookmill Road Deptford London SE8 4HU
Company secretary	Michael Stewart
Chief executive officer	Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS
Clerk to Governors	Chelsea Way
Founder	Baroness Lawrence of Clarendon
Independent auditor	RPG Crouch Chapman LLP Chartered Accountants and Statutory Auditors 14-16 Dowgate Hill London EC4R 2SU
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE

BLUEPRINT FOR ALL

(A company limited by guarantee)

CHAIRMAN'S STATEMENT FOR THE YEAR ENDED 31 MARCH 2022

The chairman presents his statement for the year.

Dear Supporter

I would like to say thank you to everyone who has supported Blueprint for All through another challenging and successful year. This report highlights all we have achieved for the year ending 31st March 2022

During the year the leadership team have navigated the choppy waters of the current employment market to double the number of people we employ to deliver our high impact programmes. These programmes provide inspiration, opportunities and support to talented young people from disadvantaged and underrepresented backgrounds, enabling them to succeed.

We are proud to work with over 100 organisations and businesses to address disparity of opportunity and we have expanded our career programmes into every region of the UK. Through our community programmes we have continued to empower community leaders across the UK to tackle disadvantage and discrimination for long term, sustainable change.

We are embracing transformational and strategic partnerships with progressive organisations that share our values. The success of these programmes is evident with thousands of new programme participants engaging with online workshops and mentoring.

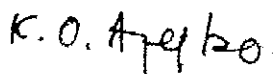
Our diverse recruitment programme #BeMoreInclusive, in partnership with urban, gained recognition at the Third Sector Business Charity Awards as the winner of the best charity partnership in the professional services category. This was a phenomenal achievement and thank you to Mark Nagle, Sonia Watson and all those involved.

I would like to extend a special thanks to our individual fundraisers. All of you baking cakes or running marathons are helping to close the gap between advantaged and disadvantaged young people.

The pandemic drove our programmes into the digital space and forced us to reevaluate our digital offering if we were to maximise our reach. As a result, over the past year, we have been on an exciting journey navigating this new space and building an Inclusive Opportunities Portal that will equip young people with a range of career opportunities they would otherwise not have access to.

Your Space, our co- working space has been delighted to welcome more co-workers into the building, forming a blossoming network of creativity.

Finally, I would like to thank Sonia Watson for her incredible work leading our charity forward. She has been well supported by an excellent team. I would also like to thank the trustees for their wise guidance and their dedication.



Sir Keith Ajegbo
Chair of Trustees

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report together with the audited financial statements of the Blueprint for All Ltd for the year 1 April 2021 to 31 March 2022. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the charity qualify as small under section 383 of the Companies Act 2006, the Group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

• What we do

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

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

Our high impact programmes work with disadvantaged young people and communities, providing tangible opportunities and support that enables them to thrive, whilst driving systemic change in organisations and society.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

• Overview

At Blueprint for All, we have over 24 years of experience fighting for a level playing field and we are now embarking on a new five-year strategy, where we hope to engage with our corporate allies to address disparity of opportunity and tackle disadvantage and discrimination for long-term, sustainable change. We are already making the necessary strides with our ground-breaking programmes and in-depth resources for young people, but we also know the scale at which this needs to grow to make an impact on society. This requires sector-by-sector collaboration, working with progressive organisations who share our beliefs and aspirations to be an outspoken leader in this space.

In the last two years, we have generated unprecedented corporate engagement. Over 400 new corporates have engaged with us, ranging from donations and strategic funding to partnership programme delivery, fundraising and pro bono expertise. Separately, through our Building Inclusive Futures consultancy, we have advised and guided over 250 FTSE 350 organisations – aiming for reciprocal relationships to drive UK Public Limited Company (plc) success, achieve systemic change and influence policymakers at the highest level.

Through this support, we can now accelerate the reach of our programmes nationally, increase opportunities for engagement between our partners and our programmes, and ultimately ensure that our impact on young people and communities never fades.

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

• Why we matter

Disadvantage starts early

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

Getting into employment is harder for some groups than others

- We believe everyone should have the opportunity to enter the career of their choice based on their skills and abilities, not their background.

Career progression is not equal

- We believe that everyone should be able to progress in their chosen career based on their skills and performance, not limited by factors unrelated to their work.

• Mission, Vision and Values

Our Mission

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

Our Vision

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

Talent is everywhere, opportunity is not.

Our Values

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

• Strategy Overview

Our strategic plan has been designed to set out the priorities and goals for Blueprint for All until 2026, built upon the values that we hold as an organisation. Each level of the strategy builds on the level before, guiding us towards our overall vision and mission.

At Blueprint for All, we understand that those who meet our participant criteria are disadvantaged by a context in the UK that is currently characterised by preventable inequalities and artificial barriers and we know we have a crucial role to play in addressing disparity of opportunity, so everyone's talents, skills and perspectives are valued.

Given the complexity of the challenge, our default will be to collaborate with others to drive lasting societal change. We will redouble our efforts to build mutually beneficial and sustainable partnerships with our network of organisations in business, in education and in the voluntary sector.

Our strategy sets out our ambitious plans to accelerate and extrapolate our programmes across the UK that will ensure sustainable change for our beneficiaries and to influence policy and practice.

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

To achieve this, we must become the best organisation that we can be. We will be led by our vision, mission and values. We will be ambitious in how we deliver our inclusion goals to enable the change we are determined to see embedded in the UK. We will be guided by the needs, interests and aspirations of our participants, and not allow ourselves to be constrained by 'that's the way it's always been done.' Our impact practice will ensure that we deliver programmes that are effective and engaging.

These themes provide structure and clarity and will encourage us all to focus on what we need to do and how we will do it.

• Strategic Themes

1| Support Higher Numbers of Under-represented and Disadvantaged Young People

We will work with young people from disadvantaged and under-represented backgrounds, aged 13 to 30, to inspire and enable them to succeed in their choice of education and career.

2| Strengthen and Empower Community Groups

We will enable community groups; to facilitate their development into sustainable and thriving organisations better able to support, within their communities, disadvantaged and under-represented young people.

3| Influence Societal Change and Social Policy

We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.

4| Establish National Reach for Our Programmes and Our Purpose

We will deliver our programmes across the four UK Nations by designing locally relevant content to support under-represented and disadvantaged young people. Blueprint for All will become known, across the UK, as a result of its reach and impact.

5| Develop Sustainable Relationships with Sponsors and Partners

We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.

6| Challenge Ourselves to Be the Best Charity that We Can Be

We will adhere to good governance practices and organise ourselves and the way we work to demonstrate best in class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

• Programmes Overview

Our high impact programmes work with disadvantaged young people and communities, providing tangible opportunities and support that enables them to thrive, whilst driving systemic change in organisations and society.

There are four main strands to our delivery:

Building Careers:

We work with schools, universities, community groups and employers to inspire and enable young people from disadvantaged backgrounds, aged 13-30 to pursue the career of their choice. From career advice to support gaining skills, qualifications and the critical foundations required to ensure professional success, we aid young people on their journey to a fulfilling and successful career.

Supporting Communities:

We run programmes nationally that support community groups working primarily with people from diverse ethnic backgrounds and those from challenging socio-economic backgrounds to maximise their impact and make positive changes for local people.

Enriching Society:

We are working to create a society where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce, and where our communities can come together and thrive for example our bespoke consultancy Building Inclusive Futures purpose is to drive systemic change in organisations and society as a whole.

Digital Transformation:

In 2022, we are working to develop an innovative digital platform. It will connect talented and ambitious young people with opportunities, employers and industries that would normally be out of their reach. These opportunities include mentoring, work placements, internships and employment. Organisations joining the digital platform will be able to post opportunities and benefit from accessing a rich mix of talent that they may otherwise be unable to do so. Young people from disadvantaged and under-represented backgrounds will get the support and experience they need to enter the career of their choice.

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

Building Careers	Supporting Communities	Enriching Society
[school] Pathways to Professions Secondary (Clothworkers Foundation)	[local borough] Lewisham BME Network (Lewisham Council)	Connecting People and Places
[school] Pathways to Professions Primary and Secondary (Marsh McLennan)		
[school] Pathways to Professions and Life skills 6 th Form (Barclays)		
[school] Building Inclusive Futures: At Risk (Ardea Partners)	[pan-London] Love, Sex, Life LSL partnership Project (Lambeth, Southwark, and Lewisham councils via lead project partner Brook) Partners: Naz, Shape History, and Brook	
[school] Building Inclusive Futures: Creative and Entrepreneurial Pathways (TK Maxx Home sense Foundation)		
[higher education] Deloitte x Blueprint for All Bursary Programme		
[higher education/early careers] Building Futures and architecture bursaries	Community Leadership Academy (Google via Tides- UK Standard Life Aberdeen Charitable Foundation- pan London w/ LSL and Croydon focus Garfield Weston Foundation- London The City Bridget Trust- London)	Architecture Advisory Board
[early careers] #bemoreinclusive Diverse Recruitment partnership programme with urban		
[early careers] Financial and Creative Pathways (AMEX)		
[early careers] Entrepreneurial Pathways (The PFAC)		
[early careers] Pathways to Employment (Mercers)		

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

• Corporate Partnerships

We have established relationships with corporations who are prioritising more inclusive cultures through the way they work and services they provide. We want to move beyond outdated, traditional relationships and instead embrace transformational and strategic partnerships with progressive organisations that share our values.

We know the scale, scope and complexity of the economic and social transformation needed to fully achieve the aims and objectives within our strategy, but we understand that no single sector – government, business or civil society – will be able to achieve these aims alone.

Positive change will only come about through concerted, meaningful and intentional action and so we recognise that no organisation is perfect all the time, and organisations may donate to Blueprint for All as a symbol of their desire to improve. We welcome that commitment and will support those organisations in making vital steps towards a future where talent is respected and nurtured irrespective of where it comes from in any way we can.

Furthermore, with the introduction of a new and innovative digital platform, we are pioneering our own space to bring together, and be the bridge for young, underrepresented and disadvantaged individuals and forward-thinking corporations; to provide mentorship, career guidance, inspiration and opportunities for all.

Building Inclusive Futures Consulting

Our social enterprise, Building Inclusive Futures Consulting, offers a bespoke range of training, coaching and workshops to help businesses, leadership and employees create purposeful change within their organisation; enabling us to help transform workplaces around the UK to become places where, one day, our participants can thrive.

Your Space

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

Funding

Corporate sponsorship, unrestricted donations, trusts, and foundations predominantly provide funding for the Charity. Long-term continuation funding bids are in the pipeline for a further £1m. We are seeking to diversify income generation via Your Space, our regular donor scheme and Building Inclusive Futures Consulting.

Fundraising – Aims & Objectives

- To increase and diversify Blueprint for All's income, in order to improve our financial sustainability.
- Grow and retain a collaborative income generation team that will deliver on ambitious income targets across multiple income streams.
- Increase levels of engagement with donors and partners through all online channels and platforms where we are present.
- Ensure we have adequate materials to showcase to Fundraisers and Partners, with a regular turnover of mixed media content to share with and inspire our donors.
- Ensure our Programmes funding requirements are met, and that Building Inclusive Futures Consultancy and Your Space continue to bring in new business to support Blueprint for All with unrestricted income.

In addition to the above, there is:

- a robust and comprehensive Board approved business plan – covering all aspects of Blueprint for All's operations, and its related action plan that is implemented, monitored, reviewed and revised in a timely manner by Blueprint for All's executive and non-executive Board, as appropriate
- a Board of Trustees – with the full range of experience, competence and influence. They will also have time to lead and develop Blueprint for All to success and ensure that all aspects of its operation are effectively implemented with appropriate performance oversight, management arrangements and procedures

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Objectives and activities (continued)

- a committed and professional executive management and staff team – with the essential competences that work on behalf of, and closely with, the non-executive Board
- a commitment by the Charity to maintaining existing, developing new and building upon key stakeholder relationship

Financial review

• Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

• Reserves policy

The Blueprint for All reserves policy is to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 3 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

At 31 March 2022, the group/ charity held total unrestricted reserves of £6,745,042, which is currently in excess of the charity's reserves policy. The reason for the increased level of reserves is a significant increase in income during the prior years. It is the trustees' plan to reduce the level of reserves to 18 months of operating expenditure over the next 5 years.

• Principal risks and uncertainties

The Trustees consider the following as the primary risks to which the Charity Trust is exposed:

Funding

Corporate sponsorship, unrestricted donations, trusts, and foundations predominantly provide funding for the Charity. Long-term continuation funding bids are in the pipeline for a further £1m. In line with recommendations of Small Charities published by Lloyds Foundation and others, we are seeking to diversify income generation via Your Space, our regular donor scheme and Building Inclusive Futures Consulting.

Your Space

The building is now fully occupied and covering its costs for the first time. However, there is always a risk that one of the licensees could move out causing a reduction in income, particularly during the redevelopment of the centre.

• Financial Results

During the year, the group had incoming resources of £2,764,855 (2021: £6,063,272), of which £619,345 (2021: £477,672) represented restricted income and the remainder being unrestricted.

Total expenditure amounted to £1,611,656 (2021: £1,180,143), with £655,051 (2021: £378,452) representing restricted expenditure and the remainder being unrestricted. This resulted in net restricted expenditure, after fund transfers, of £15,506 (2021: net restricted income of £103,630) and net unrestricted income, after fund transfers, of £1,168,705 (2021: £4,779,499).

Total restricted funds carried forward at the year end amounted to £1,709,241 (2021: 1,724,746) and net unrestricted funds carried forward amounted to £6,745,042 (2021: £5,576,338).

BLUEPRINT FOR ALL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management

• **Governing Document**

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

• **Methods of appointment or election of Trustees**

The management of the Group and the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association.

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

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

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

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

The Trustees have considered the Charity Commission's general guidance on public benefit in relation to the objectives of the Charity. This report sets out those objectives and describes how they have been met in the current year.

• **Policies adopted for the Induction and training of Trustees**

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

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Structure, governance and management (continued)

• Pay policy for key management personnel

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

• Key performance indicators

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

In addition, Blueprint for All has performance indicators relating to:

- Bursaries awarded annually
- Social media engagement
- Attrition rate of supporters
- The number of young people who receive support provided by our programmes

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

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

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

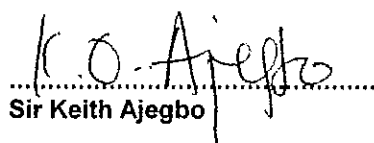
Auditor

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

Small companies note

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

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


.....
Sir Keith Ajegbo

Date:

BLUEPRINT FOR ALL

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BLUEPRINT FOR ALL

Opinion

We have audited the financial statements of Blueprint for All (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows, the Charity Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

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

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

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Capability of the audit to detect irregularities including fraud

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

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

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

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

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

Opinion on other matters prescribed by the Companies Act 2006

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

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Other matters

The subsidiary's prior year's financial statements and the comparative consolidation were not audited. Audited financial statements have been filed with Companies House and the Charity Commission for the parent charity only. The subsidiary was not considered material to the group in the prior year.

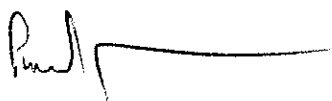
BLUEPRINT FOR ALL

(A company limited by guarantee)

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



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

for and on behalf of

RPG Crouch Chapman LLP

Chartered Accountants and Statutory Auditors

14-16 Dowgate Hill

London

EC4R 2SU

Date:

30 November 2027

BLUEPRINT FOR ALL
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	<u>Note</u>	<u>Restricted funds 2022 £</u>	<u>Unrestricted funds 2022 £</u>	<u>Total funds 2022 £</u>	<u>Total funds 2021 £</u>
Income from:					
Donations and legacies	4	619,345	1,928,855	2,548,200	5,877,424
Charitable activities:	5				
Rent and room hire income		-	111,352	111,352	112,433
Speakers' fees		-	500	500	-
Other charitable activities		-	-	-	7,515
Other trading activities	6	-	51,750	51,750	29,300
Investments	7	-	968	968	1,124
Other income	8	-	52,085	52,085	35,476
Total income		619,345	2,145,510	2,764,855	6,063,272
Expenditure on:					
Raising funds	9	-	480,507	480,507	664,083
Charitable activities:	10				
Direct Charitable Costs		605,445	407,477	1,012,922	482,060
Centre Depreciation		49,606	14,364	63,970	34,000
Other expenditure	11	-	54,257	54,257	-
Total expenditure		655,051	956,605	1,611,656	1,180,143
Net (expenditure)/income		(35,706)	1,188,905	1,153,199	4,883,129
Transfers between funds	20	20,200	(20,200)	-	-
Net movement in funds		(15,506)	1,168,705	1,153,199	4,883,129
Reconciliation of funds:					
Total funds brought forward		1,724,747	5,576,337	7,301,084	2,417,955
Net movement in funds		(15,506)	1,168,705	1,153,199	4,883,129
Total funds carried forward		1,709,241	6,745,042	8,454,283	7,301,084

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

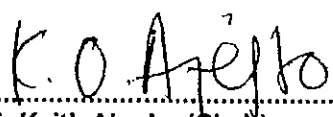
CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2022

	<u>Note</u>	<u>2022</u> £	<u>2021</u> £
Fixed assets			
Tangible assets	18	1,875,553	1,894,240
		<u>1,875,553</u>	<u>1,894,240</u>
Current assets			
Debtors	16	231,423	214,332
Cash at bank and in hand		6,482,978	5,313,940
		<u>6,714,401</u>	<u>5,528,272</u>
Creditors: amounts falling due within one year	17	(135,671)	(121,428)
Net current assets		<u>6,578,730</u>	<u>5,406,844</u>
Total assets less current liabilities		<u>8,454,283</u>	<u>7,301,084</u>
Total net assets		<u>8,454,283</u>	<u>7,301,084</u>
Charity funds			
Restricted funds	20	1,709,241	1,724,747
Unrestricted funds	20	6,745,042	5,576,337
Total funds		<u>8,454,283</u>	<u>7,301,084</u>

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

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

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



 Sir Keith Ajegbo (Chair)

Date:

The notes on pages 22 to 41 form part of these financial statements.

BLUEPRINT FOR ALL

(A company limited by guarantee)
 REGISTERED NUMBER: 05047204

**CHARITY STATEMENT OF FINANCIAL POSITION
 AS AT 31 MARCH 2022**

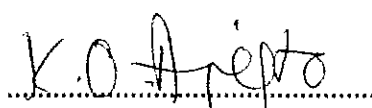
	<u>Note</u>	<u>2022</u> £	<u>2021</u> £
Fixed assets			
Tangible assets	18	1,875,553	1,894,240
Investments	19	1	-
		<u>1,875,554</u>	<u>1,894,240</u>
Current assets			
Debtors	16	263,029	181,984
Cash at bank and in hand		6,448,302	5,313,939
		<u>6,711,331</u>	<u>5,495,923</u>
Creditors: amounts falling due within one year	17	(132,602)	(106,079)
Net current assets		<u>6,578,729</u>	<u>5,389,844</u>
Total assets less current liabilities		<u>8,454,283</u>	<u>7,284,084</u>
Net assets excluding pension asset		<u>8,454,283</u>	<u>7,284,084</u>
Total net assets		<u>8,454,283</u>	<u>7,284,084</u>
Charity funds			
Restricted funds	20	1,709,241	1,724,747
Unrestricted funds	20	6,745,042	5,559,337
Total funds		<u>8,454,283</u>	<u>7,284,084</u>

The charity's net movement in funds for the year was £1,170,199 (2021 - £4,866,130).

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

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

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


 Sir Keith Ajegbo

Date:

The notes on pages 22 to 41 form part of these financial statements.

BLUEPRINT FOR ALL
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	<u>2022</u> £	<u>2021</u> £
Cash flows from operating activities		
Net cash used in operating activities	1,203,132	4,789,785
	<hr/>	<hr/>
Cash flows from investing activities		
Dividends, interests and rents from investments	968	1,124
Purchase of tangible fixed assets	(35,060)	(46,875)
	<hr/>	<hr/>
Net cash used in investing activities	(34,092)	(45,751)
	<hr/>	<hr/>
Cash flows from financing activities		
	<hr/>	<hr/>
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	1,169,040	4,744,034
Cash and cash equivalents at the beginning of the year	5,313,939	569,905
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	<u>6,482,979</u>	<u>5,313,939</u>

The notes on pages 22 to 41 form part of these financial statements

BLUEPRINT FOR ALL
(A company limited by guarantee)

CHARITY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	<u>2022</u> £	<u>2021</u> £
Cash flows from operating activities		
Net cash used in operating activities	1,168,456	4,789,785
Cash flows from investing activities		
Proceeds from the sale of intangible assets	968	1,124
Purchase of intangible assets	(35,060)	(46,875)
Net cash used in investing activities	(34,092)	(45,751)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	1,134,364	4,744,034
Cash and cash equivalents at the beginning of the year	5,313,939	569,905
Cash and cash equivalents at the end of the year	<u>6,448,303</u>	<u>5,313,939</u>

The notes on pages 22 to 41 form part of these financial statements

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. General information

The charity is a company limited by guarantee incorporated in England and Wales with the company number 05047204. The registered office address is The Stephen Lawrence Centre, 39 Brookmill Road, Deptford, London SE8 4HU. The members of the charitable company are the Trustee named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

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

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

2. Accounting policies

Basis of preparation of financial statements

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

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

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

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

Basis of consolidation

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

Going concern

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Income

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

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

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

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

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

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

Turnover

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

Expenditure

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

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

Interest receivable

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

Taxation

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

Pensions

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

Tangible fixed assets and depreciation

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

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

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

Depreciation is provided on the following bases:

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

Investments

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

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Debtors

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

Cash at bank and in hand

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

Liabilities and provisions

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

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

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

Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Fund accounting

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

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

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

Bursaries

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

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

Volunteers and donated services and facilities

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

3. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

Estimated useful lives and residual values of fixed assets

Depreciation of tangible fixed assets has been based on estimated useful lives and residual values deemed appropriate by the Trustees. Estimated useful lives and residual values are reviewed annually and will be revised as appropriate. This particularly affects the Stephen Lawrence Centre, whose depreciation has a significant impact on the SOFA.

Critical areas of judgment:

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

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

BLUEPRINT FOR ALL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

4. Income from donations and legacies

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

	<u>Restricted funds 2021 £</u>	<u>Unrestricted funds 2021 £</u>	<u>Total funds 2021 £</u>
Donations	-	5,425,098	5,425,098
Grants	452,326	-	452,326
	<u>452,326</u>	<u>5,425,098</u>	<u>5,877,424</u>

5. Income from charitable activities

	<u>Unrestricted funds 2022 £</u>	<u>Total funds 2022 £</u>	<u>Total funds 2021 £</u>
Rent and room hire	111,352	111,352	112,432
Other charitable activities	500	500	7,516
Total 2022	<u>111,852</u>	<u>111,852</u>	<u>119,948</u>

BLUEPRINT FOR ALL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

6. Income from other trading activities

Income from non charitable trading activities

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Consultancy Fees	51,750	51,750	29,300

7. Investment income

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Bank interest	968	968	1,124

8. Other incoming resources

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £
Sundry income	52,085	52,085

	<u>Restricted</u> <u>funds</u> <u>2021</u> £	<u>Unrestricted</u> <u>funds</u> <u>2021</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Sundry Income	25,346	10,130	35,476

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

9. Expenditure on raising funds

Costs of raising voluntary income

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Direct fundraising	44,043	44,043	53,079
Wages and salaries	197,188	197,188	129,499
Social security	19,595	19,595	12,868
Pension	3,538	3,538	2,323
Allocated centrally incurred fundraising and governance costs	198,400	198,400	454,013
	<u>462,764</u>	<u>462,764</u>	<u>651,782</u>

Other trading expenses

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Trading expenses	14,118	14,118	2,700
Trading staff costs	-	-	7,609
Administration expenses	3,625	3,625	1,992
	<u>17,743</u>	<u>17,743</u>	<u>12,301</u>

Reconciliation of expenditure on raising funds to the SOFA

	<u>2022</u> £	<u>2021</u> £
Costs of raising voluntary income (see above)	462,764	651,782
Other trading expenses (see above)	17,743	12,301
Raising funds per SOFA	<u>480,507</u>	<u>664,083</u>

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

10. Analysis of expenditure on charitable activities

Summary by fund type

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

	<i>Restricted</i> <i>funds</i> <i>2021</i> £	<i>Unrestricted</i> <i>funds</i> <i>2021</i> £	<i>Total</i> <i>funds</i> <i>2021</i> £
Education, Equality, Diversity and Social Cohesion	336,938	179,122	516,060

Reconciliation of expenditure on charitable activities to the SOFA

	<u>Restricted</u> <u>funds</u> <u>2022</u> £	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £
Direct Charitable Costs per SOFA	605,445	407,477	1,012,922
Centre Depreciation	49,606	14,364	63,970
Total per Note 10	655,051	421,841	1,076,892

	<i>Restricted</i> <i>funds</i> <i>2021</i> £	<i>Unrestricted</i> <i>funds</i> <i>2021</i> £	<i>Total</i> <i>funds</i> <i>2021</i> £
Direct Charitable Costs per SOFA	302,938	179,122	482,060
Centre Depreciation	34,000	-	34,000
Total per Note 10	336,938	179,122	516,060

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

11. Other expenditure - non-charitable

	<u>Unrestricted</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Other expenses	13,545	13,545	-
Wages and salaries - non-charitable	38,038	38,038	-
NI - non-charitable	2,112	2,112	-
Pension costs -non-charitable	562	562	-
	<u>54,257</u>	<u>54,257</u>	<u>-</u>

12. Analysis of expenditure by activities

	<u>Activities</u> <u>undertaken</u> <u>directly</u> <u>2022</u> £	<u>Support</u> <u>costs</u> <u>2022</u> £	<u>Total</u> <u>funds</u> <u>2022</u> £
Direct costs - Education, Equality, Diversity and Social Cohesion	566,728	510,164	1,076,892

	<u>Activities</u> <u>undertaken</u> <u>directly</u> <u>2021</u> £	<u>Support</u> <u>costs</u> <u>2021</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £
Education, Equality, Diversity and Social Cohesion	204,568	311,492	516,060

BLUEPRINT FOR ALL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

12. Analysis of expenditure by activities (continued)

Analysis of support costs

	<u>Total funds 2022</u> £	<u>Total funds 2021</u> £
Staff costs	221,196	-
Depreciation	5,945	10,156
Office and general costs	145,138	226,963
Premise costs	29,378	20,103
Staffing costs (non-payroll)	108,507	54,270
	<u>510,164</u>	<u>311,492</u>

13. Auditor's remuneration

	<u>2022</u> £	<u>2021</u> £
Fees payable to the charity's auditor for the audit of the charity's annual accounts	8,500	8,100
Fees payable to the charity's auditor in respect of:		
Fees payable to the charity's auditor in respect of the preparation of the financial statements of the charity's subsidiaries	1,260	1,200
Fees payable to the charity's auditor in respect of the auditing of accounts of the charity's subsidiaries	1,740	-
Consolidation and audit of consolidated financial statements	3,500	-

14. Staff costs

	<u>Group 2022</u> £	<u>Group 2021</u> £	<u>Charity 2022</u> £	<u>Charity 2021</u> £
Wages and salaries	739,107	568,792	739,107	561,979
Social security costs	71,777	13,570	71,777	12,868
Contribution to defined contribution pension schemes	13,140	2,417	13,140	2,323
	<u>824,024</u>	<u>584,779</u>	<u>824,024</u>	<u>577,170</u>

BLUEPRINT FOR ALL**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****14. Staff costs (continued)**

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

	Group 2022 No.	Group 2021 No.	Charity 2022 No.	Charity 2021 No.
Staff excluding directors	20	15	20	15
Directors	7	7	7	7
	<u>27</u>	<u>22</u>	<u>27</u>	<u>22</u>

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

	Group 2022 No.	Group 2021 No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	-
In the band £120,000 - £130,000	-	1
In the band £130,000 - £140,000	1	-

Apart from the trustees, key management comprises the Chief Executive, the Head of Finance and the Head of Operations. Aggregate remuneration for key management amounted to £264,519 (2021: £257,799).

15. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £1,200).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

16. Debtors

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Trade debtors	56,102	47,992	42,747	35,692
Amounts owed by group undertakings	-	-	4,250	-
Other debtors	165,004	137,732	205,715	137,732
Prepayments and accrued income	10,317	28,608	10,317	8,560
	<u>231,423</u>	<u>214,332</u>	<u>263,029</u>	<u>181,984</u>

Included in Trade debtors are £5,298 (2021: Nil) and included in Other debtors are £40,712 (2021: Nil) owed by the subsidiary, Building Inclusive Futures Consulting Ltd. The amounts have been eliminated upon consolidation.

BLUEPRINT FOR ALL**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****17. Creditors: Amounts falling due within one year**

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Trade creditors	34,419	40,309	34,409	34,318
Other taxation and social security	27,032	23,887	27,032	23,887
Other creditors	14,131	4,229	14,132	4,228
Accruals and deferred income	60,089	53,003	57,029	43,646
	<u>135,671</u>	<u>121,428</u>	<u>132,602</u>	<u>106,079</u>

Included in Other creditors is £1 (2021: Nil) owed to the subsidiary, Building Inclusive Futures Consulting Ltd. The amount has been eliminated upon consolidation.

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Deferred income at 1 April	21,671	1,964	21,671	1,964
Amounts deferred during the year	31,638	21,671	31,638	21,671
Amounts released to the Statement of Financial Activities	(21,671)	(1,964)	(21,671)	(1,964)
Deferred income at 31 March	<u>31,638</u>	<u>21,671</u>	<u>31,638</u>	<u>21,671</u>

Breakdown of deferred income

	2022 £	2021 £
Barclays Bank	30,000	-
The Tides Foundation	-	20,000
Room hire in advance	1,638	1,671
	<u>31,638</u>	<u>21,671</u>

BLUEPRINT FOR ALL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

18. Tangible fixed assets

Group and Charity

	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2021	2,000,000	75,472	58,883	2,134,355
Additions	-	16,859	18,201	35,060
At 31 March 2022	2,000,000	92,331	77,084	2,169,415
Depreciation				
At 1 April 2021	170,000	32,206	37,909	240,115
Charge for the year	34,000	7,988	11,759	53,747
At 31 March 2022	204,000	40,194	49,668	293,862
Net book value				
At 31 March 2022	1,796,000	52,137	27,416	1,875,553
At 31 March 2021	1,830,000	43,266	20,974	1,894,240

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

19. Fixed asset investments

	Investments in subsidiary companies £
charity	
Cost or valuation	
At 1 April 2021	1
	<hr/>
At 31 March 2022	1
	<hr/> <hr/>
Net book value	
At 31 March 2022	1
	<hr/>
At 31 March 2021	1
	<hr/> <hr/>

The investment represents the charity's subsidiary, Building Inclusive Futures Consulting Ltd. Further details can be found in note 27.

20. Consolidated statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	5,576,337	2,145,510	(956,605)	(20,200)	6,745,042
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Restricted funds					
The Stephen Lawrence Centre	1,395,640	-	(34,000)	-	1,361,640
Other Tangible Assets	27,077	-	(5,921)	-	21,156
Career Strand Programmes	206,755	511,845	(454,931)	-	263,669
Societies Strand Programmes	87,276	107,500	(132,000)	-	62,776
Community Programmes	7,999	-	(28,199)	20,200	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,724,747	619,345	(655,051)	20,200	1,709,241
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total of funds	7,301,084	2,764,855	(1,611,656)	-	8,454,283
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

20. Statement of funds (continued)

Restricted Funds tied up in the Stephen Lawrence Centre represent the charity's building, The Stephen Lawrence Centre, 39 Brookmill Road, Deptford. Other restricted tangible fixed assets are assets related to the building.

The Furlough Fund represents HMRC's Coronavirus Job Retention Scheme.

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

The Career Strand Programmes:

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

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

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

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

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

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

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

The Communities Strand Programmes:

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

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

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

The Societies Programmes:

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

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

BLUEPRINT FOR ALL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

20. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2021 £</i>
Unrestricted funds					
General Funds	796,838	5,573,299	(789,390)	(4,410)	5,576,337
Restricted funds					
The Stephen Lawrence Centre	1,429,640	-	(34,000)	-	1,395,640
Other Tangible Assets	28,734	-	(1,658)	-	27,076
Career Strand Programmes	103,551	276,754	(173,550)	-	206,755
Societies Strand Programmes	-	23,072	(15,072)	-	8,000
Community Programmes	17,366	152,500	(82,590)	-	87,276
Stephen Lawrence Day Programme	41,826	-	(46,236)	4,410	-
Furlough Fund	-	25,346	(25,346)	-	-
	<u>1,621,117</u>	<u>477,672</u>	<u>(378,452)</u>	<u>4,410</u>	<u>1,724,747</u>
Total of funds	<u>2,417,955</u>	<u>6,050,971</u>	<u>(1,167,842)</u>	<u>-</u>	<u>7,301,084</u>

Of the general funds, £1 (2021: Nil) is retained in a non-charitable subsidiary.

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	<u>Restricted funds 2022 £</u>	<u>Unrestricted funds 2022 £</u>	<u>Total funds 2022 £</u>
Tangible fixed assets	1,394,074	481,479	1,875,553
Current assets	345,167	6,369,234	6,714,401
Creditors due within one year	(30,000)	(105,671)	(135,671)
Total	<u>1,709,241</u>	<u>6,745,042</u>	<u>8,454,283</u>

BLUEPRINT FOR ALL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

21. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	1,422,717	471,523	1,894,240
Current assets	322,029	5,206,242	5,528,271
Creditors due within one year	(20,000)	(101,428)	(121,428)
Total	1,724,746	5,576,337	7,301,083

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

	<i>Group 2022 £</i>	<i>Group 2021 £</i>	<i>Charity 2022 £</i>	<i>Charity 2021 £</i>
Net income for the year (as per Statement of Financial Activities)	1,153,199	4,883,129	1,170,199	4,866,130
Adjustments for:				
Depreciation charges	53,747	46,944	53,747	46,944
Dividends, interests and rents from investments	(968)	(1,124)	(968)	(1,124)
Increase in debtors	(90,150)	(164,190)	(81,045)	(164,190)
Increase in creditors	29,592	42,025	26,523	42,025
Net cash provided by operating activities	1,145,420	4,806,784	1,168,456	4,789,785

23. Analysis of cash and cash equivalents

	<i>Group 2022 £</i>	<i>Group 2021 £</i>	<i>Charity 2022 £</i>	<i>Charity 2021 £</i>
Cash in hand	6,482,979	5,313,939	6,448,303	5,313,939
Total cash and cash equivalents	6,482,979	5,313,939	6,448,303	5,313,939

BLUEPRINT FOR ALL

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

24. Analysis of changes in net debt

	<u>At 1 April</u> <u>2021</u>	<u>Cash flows</u>	<u>At 31 March</u> <u>2022</u>
	£	£	£
Cash at bank and in hand	5,313,939	1,169,039	6,482,978
	<u>5,313,939</u>	<u>1,169,039</u>	<u>6,482,978</u>

25. Related party transactions

During the year, the charity received a donation of £10,000 (2021: Nil) from Karakusevic Carson Architects. Paul Karakusevic is a partner.

During the year, the charity received £44,962 for services and staff provided to the subsidiary, Building Inclusive Futures Consulting Ltd.

At the year end, the charity was owed £50,357 by the subsidiary. The loan is interest free and repayable on demand.

26. Volunteers

We believe that by harnessing the passion and skills of our volunteer community, we can achieve more for young people and are committed to engaging volunteers in the mission wherever possible. We aim to deliver a sector leading volunteering experience so that our volunteers enjoy supporting us and feel well equipped to support the work of Blueprint for All. Our volunteers are passionate about transforming the life chances of young people and community groups.

Blueprint for All's volunteers support the charity in a number of ways, including:

- Supporting young people to move into employment, education or training, for example by mentoring young people or delivering courses;
- Championing Blueprint for All by helping to spread the word and connecting us with communities and partners;
- Raising funds, for example by taking part in a challenge event, promoting the ways to give money and connecting us with their networks;
- Building the community, for example by helping to recruit, train or support other volunteers.

BLUEPRINT FOR ALL

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****27. Principal subsidiaries**

The following was a subsidiary undertaking of the charity:

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

Class of shares	Holding	Included in consolidation
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Ordinary A Shares	100%	Yes
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The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Net assets £
Building Inclusive Futures Consulting Ltd	51,750	(68,750)	1

