



The Stuart Low Trust  
Annual Report and Accounts  
For the Year Ended 31 March 2022

[www.slt.org.uk](http://www.slt.org.uk)

Bringing People Together for Better Health and Wellbeing



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## Company Information

### Directors and trustees

Kate Giblin (Chair)  
Anthony Wright (Treasurer)  
Philip Boyle  
John Devereaux  
Pat Mayhew OBE  
June-Anne Murray  
Eileen Thomas

### Company secretary

Pat Mayhew OBE

### Chief Executive

Mark Gillham

### Independent Examiner

Joseph Lowe FCCA  
46 Hemingford Road  
N1 1DB

### Bankers

Co-operative Bank  
PO Box 250  
Skelmersdale  
WN8 6WT

CAF Bank  
25 King Hill Avenue  
King Hill  
Kent  
ME19 4JQ

### Registered office and charity address

Office3, 24-27 White Lion Street  
London  
N1 9PD  
020 7713 9304

### Company registration number

05001948

### Charity registration number

1102325

## SLT Review of the Year - Transition and Moving Forward

Stuart Low Trust (SLT) brings socially isolated adults, who may be living with or recovering from mental health issues, together via its mainly out of hours group activities. SLT provides safe, non-judgemental environments that combat social isolation and build confidence, mental well-being, social skills and a sense of belonging. All are welcome. Participants say SLT activities are a lifeline and a safe haven.

With only eight part-time staff, SLT's services are supported over 20 robust and dedicated volunteers, who give over 2,000 hours per annum.

We are pleased to announce that SLT will be relocating in October 2022. Our office, and Friday Evening Events will move to a new community hub, the Jean Stokes Centre, off Caledonian Road in Islington. We aim also for our Saturday and Sunday projects to relocate to this new site.; SLT will share the new, Islington Council run hub with 3 other likeminded charities, forming new partnerships and pathways for participants.

A new SLT Chief Executive, Mark Gillham, took up the post in July 2022. After just over 8 years, Hannah Kalmanowitz had previously informed the SLT Board she wished to retire.

SLT began its transition back to face-to-face activities in December 2021, with some Nature Visits at Camley Street Natural Park through a partnership with the London Wildlife Trust. Other activities continue online. However, SLT is planning a phased approach to its activities over the summer of 2022, culminating in the Friday evening events at its new home, the Jean Stokes Centre, in October 2022. Having said that, SLT will keep some activities online, as participants have requested this. Should infection rates increase next autumn or winter, rather than an 'either or,' SLT will increase online provision and reduce face-to-face, so participants can choose how they wish to engage with SLT activities.

SLT continued its monthly postal mailings and its extensive telephone support projects through the year. A 'Bringing Nature Inside' DVD was produced as a Christmas gift, to support all SLT participants at home, especially those who have no access to technology.

Our supporters continue to be impressed with SLT's approach. Martin Haines, Managing Director of Kudos TV Productions said, *"We love working with Hannah and the team at SLT. Whether it is running creative workshops at the Estorick Gallery, or their weekly drop-in activities, they are a local charity which makes a huge positive impact on the well-being of people in our community and we are very proud to support them."*

During the year, over 1000 people experiencing mental health issues engaged with SLT through face-to-face or online activities and resources.

A participant said, *"Very grateful for the activities, a solidness about them somehow, most everything I access is very well taught, well presented and engenders an innate positivity. THANK YOU."*

## Fundraising, Income and Savings

Actual income for 2021/22 was £139,636 (2021: £277,225) and expenditure was £160,430 (2021: £179,764) respectively. At 31 March 2022 the free reserves were £64,716 (2021: £83,112).

In more detail, SLT received £107,161 (2021: £201,949 including Covid-19 funding) in grant funding. This includes funding for projects that will continue into the first quarter of 2022/23.

Individual donations totalled £4,350 (2021: £6,159), amounting to 3.1% of income.

At year-end 2022, accumulated designated funds at year-end were £43,891 (2021: £50,107).

## Volunteering Programme

With the transition to face-to-face activities, SLT's full Volunteering Programme will re-start in the late summer, with a recruitment for more volunteering opportunities available. Volunteers are vital in supporting SLT activities, in addition to office projects and fundraising, and we appreciate all that they do to support SLT. Many are SLT participants who wish to 'give back' or from all walks of life.

SLT's Volunteering Programme has a solid reputation for best practice in developing people. SLT partners with Islington Adult Community Learning, Islington iWork and Hillside Clubhouse, to enable participants to volunteer as a path to employment. SLT's volunteer coordinator recruits and supports the team. Our annual celebration, with outstanding volunteering certificates will resume face-to-face as soon as SLT deems it safe to do so.

It is hoped that future funding can be secured to again run a full training programme for all volunteers, including assertiveness training and working well together in a team.

Over the last year, volunteers continued to receive ongoing, extended telephone calls, to support their resilience, wellbeing and good mental health. One volunteer said, "I feel very lucky to be part of such a wonderful supportive team and proud of the ways SLT has supported *people this year and throughout the pandemic.*"

SLT's activity programme is divided into 3 strands: Arts, Nature and Wellbeing.

### (1) Arts Programme:

#### Sunday Philosophy Forum

The Forum is led by a team of volunteer facilitators under the expert guidance of philosophy lecturers Olivia Fairweather and Haydn Appleby. It provides a unique opportunity for experienced philosophers and participants to come together and explore ideas in a safe environment. Facilitators gently encourage participants to take part and support them to make their own presentations, which brings a sense of achievement and increases confidence.

SLT provided 17 online Philosophy Forum sessions this year, of which 160 participants attended. The Philosophy Forum is undertaking less sessions in the summer term 2022, to allow time for a recruitment for more facilitators to join the Forum during the autumn term.

#### Art Workshops in partnership with the Estorick Gallery and Kudos TV Productions

Kudos TV Productions staff volunteer at our Estorick Gallery workshops, which have increased in frequency to fortnightly. SLT also now has an Art Gallery on its website, where participants can display their artworks.

Kudos TV Productions kindly continue their sponsorship of the Estorick Gallery/SLT partnership workshops, and we greatly appreciate and thank them for their ongoing support. Martin Haines, Managing Director of Kudos, said, "*It's lovely to hear from you and amazing what you have managed to achieve this year in such difficult circumstances. The way you have been able to adapt how you provide your services and to grow the number of people you are helping to support is extraordinary and you should be very proud. I am really hoping that next year settles down quickly and that we can start talking again about how Kudos can support your work. Very best wishes to you and the SLT team.*"

#### Choir

Pre-lockdown, Islington Mind invited the SLT Choir to become part of their Crisis Café, with participants joining it from their Café downstairs. This worked well. Islington Mind then approached SLT to run activities 5 evenings a week. SLT applied for Lottery funding, however, the Covid-19 pandemic meant funds were diverted elsewhere.

The SLT Choir has attracted quite a few new participants on Zoom, who had not attended SLT activities before. SLT provided 30 online Choir sessions throughout the year, attended by 231 participants. One participant said, *"I enjoy the sessions, something of interest and enjoyment is always part of the overall experience, and the exchanges between those present."*

## Music Appreciation

Now a firm fixture within SLT's Arts Programme, SLT's Music Appreciation sessions began in lockdown. Participants had informed SLT that they enjoyed talking about their favourite pieces of music and sharing with others. The sessions have differing themes and, of the music and art session, one participant noted, "It was very relaxing to do something completely different and it was a way of looking at art and music I had never thought of...Very enjoyable I look forward to doing more."

During the year, 17 music appreciation sessions took place on Zoom, with 61 participants attending.

## Poetry Corner

*"I read and write poetry, mostly daily. It makes me feel many varied feelings. It's part of my life. For many years it has supported my wellbeing. It's learning about language and all aspects of humanity. Writing and reading is a source of expression and communication. If facilitated in as egalitarian way as possible, it brings co-operation. It requires a level of trust but then so does any group activity,"* said an SLT participant.

SLT's Poetry Corner, on its website, was set up in lockdown, so participants could have an opportunity to display their words. SLT would like to run some new poetry and creative writing workshops, and are actively seeking funding to do so.

## Art Visits

Over the past year, SLT included over 40 virtual art tours, via our e-newsletters, that participants could explore in their own time. These ranged from an SLT bespoke tour of 2 Temple Place, London's Courtauld Gallery, The Royal Academy and the British Museum to the John Paul Getty Museum in USA, the National Gallery of Victoria in Melbourne, Australia and The Van Gogh Museum on Amsterdam. One participant said, *"It helps me to look at art when I am at home in lockdown."*

## New Innovations: "Material World, "Young Persons Project in partnership with National Youth Theatre

Adam Wilson, SLT's Development Manager, said of this new partnership for younger people, "Material World is a new partnership between SLT and the National Youth Theatre. It celebrates the Platinum Jubilee by bringing together two vital parts of our community - young people and those with mental health issues - that have been disproportionately affected by the pandemic. NYT's young people and staff will lead 'upcycling workshops' with SLT participants, taking inspiration from NYT's extensive wardrobe collection and showcasing their work after the Jubilee holiday weekend. The aim is that everyone experiences improved wellbeing through engaging with theatrical costume and exploring their creativity."

This project, funded by The London Community Foundation, was specifically for younger adults (18 - 35 years) with more severe mental health issues or learning disabilities. SLT is pleased that, via a very short window for publicity for this project, that all attendees were new to SLT.

Feedback indicates the success of the project. For example, one participant said: "It was great to work in such a fantastic building and create art from the decades of the Queen's Jubilee. I thoroughly enjoyed working with colleagues and other people in this project."



## **New Innovations: Conservation for Wellbeing Project in partnership with London Metropolitan Archives and the Restoration Trust**

SLT were delighted to accept London Metropolitan Archives and The Restoration Trust's invitation to partner on this new project running from June-July 2022. Funding had already been secured by LMA and TRT to cover project costs.

The Restoration Trust's Helen Lindsay, noted, "We want to invite people to a new project which aims to provide behind-the-scenes experiences of how archives are used and cared for at London Metropolitan Archives (LMA). We will talk about the sort of heritage collections at LMA and how we keep our own collections of papers, photographs and objects - the things that have meaning for us in our own lives. Participants will take part, in a safe and welcoming environment, in practical conservation methods and see how these techniques help to protect fragile books, documents and photographs."

One participant said, *"I found the sessions really informative and very interesting and I learnt a lot."*

## **(2) Nature Programme**

### **Innovations: Connecting with Nature Visits in partnership with London Wildlife Trust's Camley Street Natural Park**

SLT began discussions for a new partnership with London Wildlife Trust during the pandemic. Our first Nature Visit to LWT's Camley Street Natural Park in Kings Cross took place in December 2021, a winter walk through nature. Visits continue twice a month on differing themes, e.g., pond life, spring birds, meadow flowers, led by Jocelyn Armitage, SLT's nature group leader. Once a month, Camley Street Manager, Karolina Leszczynska-Gogol, joins SLT participants on the visit and gives a walking tour talk.

Adam Wilson, SLT's Development Manager, says, *"SLT's partnership with LWT is a timely opportunity to bring vulnerable people into contact with nature in a rare and precious urban reserve at time of recovery from the pandemic and threats posed by climate change."*

### **Innovations: Natural Resilience**

SLT has partnered with Islington Parks for Health, Freightliners Farm, Sunnyside Gardens, Healthy Generations and London Wildlife Trust's Camley Street Natural Park, with the aim to bid for funding to increase SLT's nature offer for people with mental health issues, particularly in light of the exacerbation of ill health due to the pandemic.

### **Innovations: A Horticultural partnership with The Cloudesley Centre**

SLT was approached by the director of The Cloudesley Centre (a de-commissioned church in Islington) with a view to a new horticultural partnership to benefit local people. The building has already undergone stage one of renovations, including a new roof as it is a listed building.

Stage Two includes partnership working with SLT, in 2 stages:

- (1) To maintain the large garden areas wrapped around the church, led by SLT's Chris Raeburn, whilst the internal building renovations (to turn it into a community hub, theatre, art space and cafe) are completed.
- (2) For SLT's nature lead, Chris Raeburn (known as the happy gardener) to lead on a complete re-design of the garden areas, in an environmentally friendly manner, attracting wildlife etc.

SLT's participants, along with a wider call to Islington residents, will be invited to participate in all aspects going forward, under the lead of Chris Raeburn. Participants will not need any gardening experience, as Chris will teach and support all those involved. This is an excellent opportunity for more of the community to come together via this longer-term project.

Chris Raeburn has written a proposal and costings for SLT to partner, and these have been included in a wider Lottery application, to include the internal renovations. The Cloudesley Centre submitted the application in June 2022 and, at the time of writing, we are awaiting a response.

### **Mindfulness in Nature videos bespoke for SLT participants**

During the year, SLT's Mindfulness Trainer, Katy Connell, created 17 Mindfulness in Nature videos for participants to watch as and when they wished to. These were extremely well received.

### **Innovations: "Bringing Nature Inside" DVD**

As a Christmas gift for all SLT participants, 6 of the 20 x Chris Raeburn's (happy gardener) bespoke nature videos, especially for SLT participants, were produced into a DVD, "Bringing Nature Inside."

The artwork was created by a long-standing participant volunteer. The DVD was produced so that participants without access to technology could enjoy them and feel supported, via increased wellbeing, any time, day or night. The DVD was posted out to over 1,000 participants. Responses include, *"Many thanks for the beautifully illustrated nature DVD and thank you so much for your online program, it's been a lifesaver for me."*

### **Virtual Nature Visits**

Over the year, SLT included over 40 virtual nature visits, via our e-newsletter, that participants could engage with in their own time. These ranged from the UK's Royal Parks and network of canals to The Rocky Mountains in the USA, the Slopes of Kilimanjaro in Tanzania and the Northern Lights. *"Relaxing and soothing"* said one participant.

SLT was pleased that Chris, the Happy Gardener, agreed to produce some nature and wildlife videos specifically for SLT participants. Chris is an award-winning gardener, having redesigned the Phoenix Garden in Soho.

## **(3) Wellbeing Programme:**

### **Friday Evening Events**

A large, friendly team of volunteers greeted and befriended participants, pre Covid-19, and prepared a healthy buffet meal each week. Participants were encouraged to join SLT's Volunteering Programme, and many wished to do so, as they experienced the jovial atmosphere and laughter coming from the kitchen.

This year, SLT Friday evening events, online or via video, included presentations, performance, theatre, comedy, opera, positive psychology talks, quiz nights, karaoke and Friendly Friday catch ups throughout the year. Participants particularly requested the quiz nights and karaoke so SLT ensured these were offered. One participant said, "I was very upset before the evening but I became engrossed in the subject and felt much calmer as a result." Another commented, "It gives me something to look forward to. It helps me feel connected with the outside world."

SLT provided 52 Friday evening events and a total of 1,239 participants attended online or watched the videos. One piece of feedback was, "I suffer from anxiety and depression. I felt much calmer *having participated*."

## Wellbeing Workshops

*"The classes help reduce my feelings of isolation,"* said one participant. SLT's Wellbeing Workshops (previously known as Saturday Projects - they have now extended beyond Saturdays) comprise three strands, which enable participants by providing a toolkit of coping strategies and techniques to use at home (e.g., a calming effect when feeling anxious). These are:

- (1) Social skills, speaking out, assertiveness, confidence boosting and getting back to work.
- (2) Increasing mental wellbeing via gentle activity, chi kung, mindfulness, aromatherapy hand massage, self-help tips, visualisation and relaxation.
- (3) Expression when words are hard, creative writing, drama, dance, arts and crafts.

SLT provided 51 online Wellbeing Workshops this year, including Chi Kung, Let's Dance, Let's Sing, Hand Massage, Meditation, Gentle Mindful Movement, Sitting Yoga, and Gentle Exercise. Feedback from specific workshops included: "It makes me feel I am part of the community and the world and helps me feel less isolated".

SLT's Mindfulness teacher also produced 17 Mindfulness videos (in addition to the Mindfulness in Nature videos for the Nature Programme). A total of 916 participants either attended a Wellbeing Workshop or watched a Mindfulness video. A participant reported, "Very relaxing. I was very low when I woke that day. The workshop gave me something to look forward to. I felt so buoyed by it".

### **Innovations: Fit Gents Club in partnership with Healthy Generations.**

Very recently, SLT partnered again with Healthy Generations, to undertake a new activity for men over 50 years of age. Run weekly, face-to-face at the Sotheby Mews Centre, the club includes 45 minutes of exercise, followed by coffee and social time.

It is hoped this will encourage men over 50 to come together and join a club, to reduce social isolation and increase physical and mental good health.

## Telephone Support Project

SLT's extensive telephone support to all its 1,150 participants, plus over 20 volunteers continued through the year, with 60-to-90-minute calls and signposting where required. SLT continued to gauge how participants were coping and hear about their fears and concerns.

Participants had very real fears and concerns about any return to face-to-face activities and were grateful that SLT was not rushing ahead to undertake this. Concerns included if staff or other people were not vaccinated. Surprisingly, only a minimal number of participants (less than 50) were keen to resume face-to-face activities, compared to those who were not. Participants seemed relieved when our phone callers confirmed that, going forward, SLT would be providing a hybrid approach, with online and offline activities, so participants could choose what suited them best.

To support those not online, SLT continued to post its flyer monthly. "I've been reading through the December Optimism Challenge on the postal Flyer and think all the advice is extremely useful and something strong to help you in your daily life. It's good for keeping going. " said one participant.

## Public Engagement

Participant engagement continues to increase, via SLT activities and means of communication, demonstrating the continued need for those with mental health issues who were seeking support though the year, exacerbated by the effects of the Covid-19 pandemic. SLT continues to widen its audience by posting activities on the Voluntary Action Islington networks and on Islington Council's electronic noticeboards.

There were 7,892 visits to our website (almost double compared to last year). We produced 25 blogs. We had 76 new email subscribers. SLT created 1,570 social media posts (an increase of a third compared to last year).

## **Impact, Evaluation and Participant Voice**

For a small charity, SLT's impact has been huge (as the numbers demonstrate above). SLT has attracted unprecedented numbers, demonstrating, like last year, the exacerbated demand for SLT services and support brought about by the pandemic.

SLT continues its monitoring and evaluation review. We have completed a review of our Registration Form, which informs the base line for participants. At a 'Have Your Say' event (including by post, email and telephone) over 40 participants gave their views and opinions on the new form. Funders also gave input. SLT listened and were able to make some amendments according to what participants had told us. Where we were unable to make amendments (e.g., the ethnicity list is aligned to Islington Council, so it could not be changed), we reported back to participants and explained why.

The new Registration Form will be rolled out once our new 'Lamplight' participant database has been set up. This new database will enable SLT to capture and report on a much wider and more meaningful variety of data which will further demonstrate SLT's impact.

Presently, SLT is reviewing its Evaluation form. We wish to bring in new robust, measurable forms, that tie in with our 3 programme strands: Arts, Nature and Wellbeing. Again, participants will be invited to give input at a Have Your Say session, planned for January 2023.

SLT's participant steering group input on developing pieces of work, such as our present monitoring and evaluation review (see above). The group test and give feedback on accessibility, and this informs final versions of documents.

SLT is a learning organisation. We wish to ensure participant voice is the backbone of everything we do. We listen to and value feedback to ensure we are on track and are delivering what our participants request.

## **Partnerships and Collaborations**

Mount Anvil, who manage the large Barnsbury estates in Islington, have now added SLT to their social prescribing network. Other social prescribers to SLT are Camden & Islington NHS Trust, Age UK Islington and Help on Your Doorstep. Camden and Islington NHS Trust will provide a series of free talks, presented at SLT's Friday Evening Events, one they are resumed face-to-face from October 2022.

SLT is privileged to be supported by some excellent organisations. We are fortunate in being the British Medical Journal's small charity of the year (since 2015). BMJ kindly supports SLT in many ways including business support, Friday evening music (the BMJ Band), facilitators for Board away days, IT, legal support, help with our afternoon teas, and all their amazing fundraising events.

Kudos TV Productions continue to kindly support SLT with its Art Programme through staff volunteering. (See the Estorick art workshops section for more on Kudos TV Productions).

The Infrastructure Debt Team at Macquarie Bank continue to kindly raise funds in incredible ways for SLT, including pie throwing at their managers. A huge thank you to Faye Ienco and Neha Dedakia at Macquarie for their continued support this year.

SLT's long-term, successful partnership with the Estorick Gallery had led to the provision of 2 x face to face art workshops per month.

SLT has strengthened its partnerships with London Wildlife Trust, running 2 nature visits a month at their Camley Street site in Kings Cross, plus Mildmay Community Centre, who have kindly hosted some of our wellbeing workshops in their lovely outside space. SLT has a deepening partnership with Healthy Generations, running the gentle exercise workshops weekly online, plus the new FitGents Club face to face at Sotheby Mews.

Please see above for our new Nature partnership to bid for funding to expand our programme, our collaboration with Mind's Crisis Café and partnership bid with the Clouesley Centre to the Heritage Lottery Fund.

SLT is delighted to have formed new, recent partnerships with National Youth Theatre, London Metropolitan Archives and The Restoration Trust. (See Arts Programme above for more information).

We would like to thank all our wonderful partners for the enrichment they bring to our vulnerable adults, in a variety of ways.

## **Strategic Plan**

The impact of the Covid-19 pandemic had limited delivery of SLT's Business Plan. Going forward, SLT is adopting a hybrid approach, with most activities face-to-face from October 2022. SLT's art workshops and its Nature Programme continue face-to-face.

SLT will seek funding to continue partnership projects for younger people, with National Youth Theatre, plus more projects with Conservation for Wellbeing.

There are an increasing number of participants attending SLT events from other boroughs. We have undertaken some research and will approach 5 neighbouring boroughs during 2022-23, with a view to possible provision of SLT activities within those boroughs, complementing SLT's existing work.

## **The Way Forward: A Hybrid Approach**

SLT has developed a hybrid approach, with both face-to-face and online provision, so that:

- (1) we can be prepared should infection rates increase next winter or in the future; (2) participants who feel particularly unwell or unable to physically attend can still connect and feel part of the SLT community.
- (2) Having said that, an ongoing challenge is that whilst participants do wish to engage with SLT online activities, many simply cannot afford the costs of obtaining technology, either for a gadget or for monthly broadband costs. Other organisations are reporting this same challenge.

Regarding a face-to-face return, SLT has also brought in safety measures guidelines for participants, and this will be given to every participant booking an SLT activity, so they are aware what to expect, for example, temperature checks before entering a venue, chairs spread out for social distancing, windows left open for ventilation.

## **Personnel**

During the year, SLT's part-time staff team were led by Hannah Kalmanowitz CEO, and were Rosie Gaston, Operations and Communications Manager, Jane Edwards and Gina Rembiszewski (job share) Volunteer Coordinator, and Adam Wilson, Development Manager. SLT recruited a new employee, Jay Serrao, Finance Manager, in December 2021. Jay replaces Mohammad Jameer, freelance bookkeeper. SLT trustees and staff wish to thank Mohammad for his kind dedication and support over the last 11 years. In July 2022, Mark Gillham replaced Hannah as Chief Executive, who retired after 8 years. Hannah was instrumental in growing the charity's reach and securing its financial position, as well as managing the impact of COVID.

Sessional workers: Katy Connell (Senior Host - Friday evening manager), Jane Edwards and Li Williams (Friday Hosts), Cady Stone (Friday evening early shift support worker), Harriette Burt, Elisha Glace and Carolina Kon (Friday evening later shift support workers). Cady Stone and Harriette Burt supported the Saturday Project. Jane Edwards (Philosophy receptionist worker), Jocelyn Armitage (nature visit lead).

The 2021/22 SLT Board were: Kate Giblin (Chair), Philip Boyle, John Devereaux (appointed 24/11/2021), Eileen Thomas, Pat Mayhew OBE (Company Secretary), Anthony Wright (Treasurer), Kat Millward (resigned 8th June 2022), June-Anne Murray and Savitri Udalagama (resigned 2nd February 2022).

SLT Patrons remained: Paul Hone, John Keane and Barbara Taylor.

## Acknowledgements

SLT would like to thank the following dedicated people who supported SLT in a multitude of ways: Catherine Brighty, Anne Anderson, Ann Devine, Lucy Seifert, Hilary Adams, Martin Haines, Dr Susan Marchant-Haycox, Stefano Ravagnan, Jessica Gummer, Alan Thomas, Ruth Staunton, Mandeep Kundi, Beth Wilkes, Josie Breen, Chris Jones, Faye Ienco, Neha Dedakia, Nicola Maskrey, Claudio Fioresta, Nina Job, Jo Meyer, Cady Stone, Martine Renoux, Penny Clow, Jane Melrose, John Keane, Paul Hone, Jo Frangoullides, Mari Wilson, Mohammad Jameer, Stewart Curtis, Su Wilkinson, Kathryn Cobb, Rita Fernandez, Brian Devine, John Keane, Rosalind Pulvermacher, Carol Kibberd, Peter Cox, Daniel Aguila, Peter Crockett, Rosie Fraser, Leah McNally, Karolina Leszczynska-Gogol, Karen Turner, Elliot Howe, Anna Niland, Chris Raeburn the Happy Gardener, Lucian Paul Stanfield, Teena Phillips, Helen Lindsay, Laura Drysdale, Caroline De Stefani, Aimee Taylor, Georgianna Smith, Chlovell Mae Carbonell, John Warby, Michael O'Dwyer, Anita Justice, Ella Rodwell, Belinda Ackermann, Maurizio Lodato, Mark Anthony-Esau, Frances Whitehouse, Ruth Napolitano, Gina Rembiszewski, Adam Wright, Annette Trickitt, Virginia Low, Keith Jones, Catherine Clear, Jenny Pengilly, Amber Gonen, Dean McGlynn, Catherine Perry, Traci Lia, Eduardo Litonjua, Marta Sosnilo, Dominique Davies, Elizabeth Fagbeno, Eleanor Taylor-Davies, Kalsoom Akhter, Khadine Seville-Jones, Spencer Black, Danny Newman, Tony Freail, Domingos Da Silva, Emily Middleton, Fi Richardson, Jade Laurencin, David Borwick, Andrew Mitchell, Olivia Fairweather, Haydn Appleby, all the Philosophy facilitators, Friday evening presenters/performers, Wellbeing Workshop facilitators, the wonderful cake bakers, plus all who put their green tokens in the SLT slot at various Waitrose branches.

Sincere thanks to Age UK Islington, The Albert Hunt Trust, The Armourers and Brasiers Gauntlet Trust, Anton Jurgens Charitable Trust, Barchester Foundation, Bates Wells, The Worshipful Company of Blacksmiths, The Blue Lizard, The British Medical Journal, Camden & Islington Public Health, Camden & Islington NHS Trust, City Bridge Trust, City University, Charles S French Charitable Trust, Charterhouse, The Cheruby Trust, Claremont, Cloudesley, Cloudesley Centre, The Cripplegate Foundation, Drapers Foundation, Edward Gostling Foundation, The Estorick Gallery, Freightliners Farm, Garfield Weston Foundation, Heart of the Community, Healthy Generations, Healthwatch, Help on Your Doorstep, Islington Arts Society, Islington Archaeology and History Society, Islington Giving, Islington Giving Disability Fund, Islington Council VCS Team, Islington Council Crisis & Safeguarding Teams, Islington Council iWork, Islington Local Initiatives Fund, Islington MIND, Islington NHS/Adult Social Services, Islington Parks For Health, Islington Tribune, Jean Stokes Centre, Kudos TV Productions, London Catalyst, London Community Foundation, London Metropolitan Archives, London Wildlife Trust, Lorraine Estate Community Hall, Local Giving, Lloyds of London, Magic Little Grants (Virgin Money Giving), Macquarie Infrastructure Debt Team, Macquarie Foundation, Manor Gardens Centre, Marco Polo Lodge, Mildmay Community Centre, Mount Anvil, Mrs Smith and Mount Trust, National Youth Theatre, The National Lottery Resilient Communities, NCVO, Park Theatre, Perea Clinic, Pret a Manger, Peter Stebbings Memorial Charity, Postcode Community Trust, Rotary Club of Islington, Highgate and Muswell Hill, Remark, The Restoration Trust, The Royal Institute of Philosophy, Sign Health, Slaughter and May, St Mary's Church, Sunnyside Gardens, 2 Temple Place, Tesco, Theorem, Time to Change, We Are Cally, West Enfield Primary Care Network, The Worshipful Company of Tylers and Bricklayers, Woodroffe Benton Foundation, The Vandervell Foundation, Voluntary Action Islington, Virgin Money Foundation, Waitrose Community Matters (*Crouch End, Kings Cross, Walbrook branches*), Woodroffe Benton Foundation and others who wish to remain anonymous.

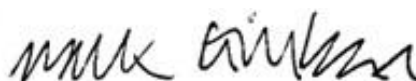
The Trustees would like to extend their sincere thanks to Hannah Kalmanowitz for her exceptional contribution to SLT as Chief Executive during the past 8 years until July 2022. She has worked tirelessly to expand support to our beneficiaries and has led the organisation successfully through one of our greatest challenges - the pandemic. She leaves SLT with a very positive reputation with all our stakeholders. We are very grateful to Hannah for her years of dedicated service to SLT and wish her well for the future.

The SLT Board would like to extend their heartfelt thanks to Kat Millward, who stepped down as a trustee in June 2022. Kat served for 10 years and was Board Safeguarding Lead, in addition to some amazing fundraising, including shaving her head. Thank you, Kat.



Kate Giblin  
Chair

21 September 2022



Mark Gillham  
Chief Executive

## **Board of Trustees' Annual Report**

The Board of Trustees, who are the directors for the purposes of company law, present their report and accounts for the year ended 31 March 2022.

### **Structure, governance and management**

The Stuart Low Trust is a company limited by guarantee No. 5001948 incorporated on 22 December 2003. It was registered as a Charity by the Charity Commission on 25 February 2004 with number 1102325. On 1 April 2004, it acquired the activities and assets of its predecessor, The Stuart Low Association (registered charity No. 1082462, formerly The Stuart Low Trust), an unincorporated association, which was dissolved on 16 August 2004.

Correspondent and registered office: The Stuart Low Trust, Office 3, 24-27 White Lion Street, London N1 9PD telephone 020 7713 9304.

The Charity was established under a Memorandum of Association which specified the objects and powers of the charitable company and is governed under its Articles of Association. The current Articles of Association were adopted on 30 March 2009.

The Charity has unrestricted investment powers.

Members of the Charity guarantee to contribute an amount not exceeding £10 to the assets of the Charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 7 (2021:8).

The trustees (who automatically become members) are appointed by resolution of the trustees and hold office for a term of three years. Retiring trustees who remain qualified may be reappointed. The maximum number of trustees is 12.

The trustees meet regularly to manage the Charity's affairs, review its plans and decide on its overall strategy. The trustees have delegated the day-to-day management of the Charity to the CEO, who, together with support staff, oversees administration and supervise the services rendered by the Charity.

### **Principal objectives and activities**

The objectives and principal activities of the Charity are the promotion, protection and preservation of public health, and were for the relief of those suffering from mental, emotional or psychological illness or distress. The Charity achieves these objectives through the provision of its activities and services which are supported by funding and grants from various other organisations. There were no significant changes in objectives and aims during the year.

The trustees do not believe the charity causes any detriment or harm in the provision of its activities or services to improve the lives of participants. For further details, please see the 'Annual Report on Activities' set out on pages 2-11.



## Financial review

The results of the year for the separately designated funds both restricted and unrestricted are summarised on the Statement of Financial Activities on page 19.

The Charity's income was £139,636 (2021: £277,225). There was a deficit of £21,612 on unrestricted funds (2021: surplus £89,305).

The accumulated unrestricted surplus carried forward amounted to £108,607 (2021: £133,219).

The surplus for the year on restricted funds amounted to £3,818 (2021: £8,156). The accumulated surplus on these funds carried forward amounted to £19,663 (2021: £15,845).

## The SLT Board

The Board, who are the only members, who served during the year and who had no interests in the funds of the Charity at the beginning and end of the year were as follows:

Kate Giblin - Chair  
Anthony Wright - Treasurer  
Philip Boyle  
Pat Mayhew OBE  
Kat Millward (resigned 8/6/2022)  
June-Anne Murray  
Eileen Thomas  
Savitri Udalagama (resigned 2/2/2022)  
John Devereaux (appointed 24/11/2021)

The board are currently seeking to add to their number through advertising and networking. New board members are provided with a suitable induction programme to familiarise them with the Charity and their duties as trustees.

## Reserves Policy

Following a review last year, the Trust has a formal reserves policy whereby the unrestricted funds, not committed, designated, or invested in tangible fixed assets (the 'free reserves'), should be at least 3 months of the current year's annual expenditure budget plus the estimated staff redundancy costs.

Trustees consider that this policy would allow the Trust time, in the event of a significant drop in funding, to continue its current activities while seeking to replace the funding or consider a change in activities, and if necessary, to wind up the Charity in an orderly and professional manner.

Any uncommitted reserves over and above the agreed reserve may be designated to projects that the Board deem appropriate for the development of SLT.

At 31 March 2022 the free reserves were £64,716 (2021: £83,112), in excess of the £53,426 calculated at the minimum level by the reserves policy.

The Board are actively working to secure further resources to sustain the current level of activities.

## Investment Policy

Under the Memorandum and Articles of Association the Charity has unrestricted investment powers. Since the funds and reserves may be needed at short notice the Boards' policy is to invest them in bank deposits and money market funds.

## Public benefit

The Board have considered the Charity Commission's guidance on public benefit including the guidance on fee charging. The Stuart Low Trust relies on grants, donations and fees for all our activities. The fees are set at a level that does not prevent those on low incomes using our services. Most of our activities are offered free of charge. The Board have complied with the duty in section 4 of the Charities act 2006 to have due regard to public benefit guidance published by the commission.

## Risk management

The Board examine risk and apply the risk management model recommended by the Charity Commission. The Board have considered the principal risks and uncertainties facing the charity and their strategies for managing these risks and have drawn up a Risk Statement.

The Stuart Low Trust has a cautious and measured approach to risk and a robust approach to risk management. The risk approach is determined by the risks posed by the service users and those of being a small organisation.

As an organisation that deals with people with mental health problems, SLT operates a positive risk management approach which is based on the principles of individual rights to exercise choice; whilst allowing staff and volunteers to make calculated judgements and take supportive measures to reduce the potential negative consequences to participants, staff and others.

In assessing both operational and business risks SLT adopts an approach that considers the likely impact and probability of actual events. Risk is mitigated and managed, while maintaining an ability to take positive risks in the interests of service user recovery.

The Board will continue to have an active engagement in the risk management process, exploring risk in the business generally and specifically to report on compliance and controls. SLT maintains a detailed risk register which is reviewed by the Board on a quarterly basis.

The key risk management goals are to:

- Take a proactive approach in anticipating and influencing events
- Facilitate better informed decision-making
- Improve contingency planning
- Ensure continued focus on business objectives

Risk management will continue to be approached as a process that does not stand on its own; rather it is the balancing of a number of interwoven demands with each other. The risk management process will remain intertwined with other operating activities and a dominant feature in the achievement of SLT's objectives.

The principal risks identified, and their mitigations are detailed in the table below:

Risk	Mitigation Strategy
SLT staff, volunteers, participants or other related persons contracting COVID-19 at an in-person SLT event.	<p>The risk assessment of all venues will include a review of their protocols.</p> <p>Venues will not be used if their protocols do not meet SLT's stringent requirements</p>
Reductions in participant numbers / impact due to concerns about attending face to face events as a result of COVID-19.	<p>Communication/promotion of all COVID-19 safety measures alongside event information to reassure participants.</p> <p>Continuation of many online activities to continue to support participants until they are comfortable attending in-person vents, examination of hybrid event solutions where reasonable.</p> <p>If participant numbers drop for an extended period, we will investigate alternative activities to ensure we continue to have positive impact for our participants.</p>
Inability to deliver specific activities due to COVID-19 concerns / new protocols.	<p>Activities will be brought back in-person only when we are certain that they can be delivered in a safe way, and our staff are trained in requirements and protocols.</p> <p>If certain activities are not able to meet these criteria, we will continue to deliver them online, while also look to identify suitable alternative activities to ensure we continue to have positive impact for our participants.</p>
Failure to raise enough funds, to finance charitable activities	<p>Seeking multiple funders rather than a single key funder and obtaining multi-year funding arrangements. Cancelling or reducing activities to match available funds.</p> <p>Reserves policy (see above).</p>
Safeguarding issues concerning vulnerable beneficiaries	<p>Vulnerable users' policy which includes the requirement for staff and volunteers to undergo a DBS check.</p>

## **Cooperation with other charitable organisations**

The Charity receives funding and grants from other charitable organisations for the furtherance of its objects. The Charity also collaborates with other charitable organisations when considered desirable and in accordance with its objectives.

The Charity is grateful for the support from the organisations disclosed in Note 3 of the accounts.

## **Trustees' responsibilities**

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to 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 the group and hence 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 charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **Going Concern**

The Trustees consider it appropriate to prepare the accounts on a 'going-concern' basis, because reserves are above the minimum calculated level of £53,426 and are sufficient to cover any variations in cashflow or shortfall in income for the financial year 2022-23.

## Statement of disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and;
- the trustees, having made enquiries of fellow directors have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

This report was approved by the trustees on 21<sup>st</sup> September 2022.

A handwritten signature in black ink, appearing to be 'KG' followed by a long horizontal stroke.

Kate Giblin  
Trustee (Chair)  
21 September 2022

## **Independent examiner's report to the trustees of The Stuart Low Trust**

I report on the accounts of the company for the year ended 31 March 2022, which are set out on pages 19 to 25.

### **Respective responsibilities and basis of report**

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent examiner's statement**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

I am a member of Association of Chartered Certified Accountants (ACCA). I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- 1) Accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- 2) The accounts do not accord with those accounting records; or
- 3) The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination;
- 4) The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



**Joseph Lowe FCCA**

**46 Hemingford Road  
London, N1 1DB**

**Date: 21 September 2022**

# Statement of Financial Activities (including income and expenditure account)

## Year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total funds 2022 £	Unrestricted Funds £	Restricted Funds £	Total funds 2021 £
<b>Income from:</b>							
<b>Donations &amp; legacies</b>							
Corporate donors		11,303	-	11,303	59,583	-	59,583
Individual donors		4,350	-	4,350	6,159	-	6,159
Trusts		12,788	-	12,788	3,500	-	5,500
Grants	3	85,076	-	85,076	152,904	-	152,904
		<b>113,517</b>	<b>-</b>	<b>113,517</b>	<b>224,146</b>	<b>-</b>	<b>224,146</b>
<b>Charitable activities</b>							
Charges for activities		-	-	-	-	-	-
Grants	3	-	22,085	22,085	-	49,045	49,045
Other Income		4,000	-	4,000	4,000	-	4,000
		<b>4,000</b>	<b>22,085</b>	<b>26,085</b>	<b>4,000</b>	<b>49,045</b>	<b>53,045</b>
<b>Other trading activities</b>							
Commission		26	-	26	26	-	26
<b>Investment income</b>							
Bank interest		8	-	8	8	-	8
<b>Total income</b>		<b>117,551</b>	<b>22,085</b>	<b>139,636</b>	<b>228,180</b>	<b>49,045</b>	<b>277,225</b>
<b>Expenditure on:</b>							
<b>Raising funds</b>		47,375	-	47,375	42,794	-	42,794
<b>Charitable activities</b>		94,788	18,267	113,055	96,081	40,889	136,970
<b>Total expenditure</b>	5	<b>142,163</b>	<b>18,267</b>	<b>160,430</b>	<b>138,875</b>	<b>40,889</b>	<b>179,764</b>
Net income / expenditure before transfers		(24,612)	3,818	(20,794)	89,305	8,156	97,461
Transfers between funds	10	-	-	-	-	-	-
<b>Net movement in funds</b>	10	<b>(24,612)</b>	<b>3,818</b>	<b>(20,794)</b>	<b>89,305</b>	<b>8,156</b>	<b>97,461</b>
<b>Reconciliation of funds</b>							
<b>Total funds at 1 April 2021</b>		<b>133,219</b>	<b>15,845</b>	<b>149,064</b>	<b>43,914</b>	<b>7,689</b>	<b>51,603</b>
<b>Total funds at 31 March 2022</b>	10	<b>108,607</b>	<b>19,663</b>	<b>128,270</b>	<b>133,219</b>	<b>15,845</b>	<b>149,064</b>

Balance Sheet  
As at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
<b>Current assets</b>					
Debtors	7	1,153		2,740	
Cash at bank and in hand		127,548		149,548	
		<u>128,701</u>		<u>152,288</u>	
<b>Creditors: amounts falling due within one year</b>	8	(431)		(3,224)	
<b>Net current assets</b>		<u>128,270</u>			149,064
<b>Total assets less current liabilities</b>			<u>128,270</u>		<u>149,064</u>
<b>Unrestricted funds</b>					
Designated Funds	12	43,891		50,107	
General funds	9,10	<u>64,716</u>		<u>83,112</u>	
			108,607		133,219
<b>Restricted funds</b>	9,10,11		<u>19,663</u>		<u>15,845</u>
<b>Total funds</b>	9, 10		<u>128,270</u>		<u>149,064</u>

**Approval**

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies' subject to the small companies' regime and in accordance with the Financial Reporting Standard 102.

The notes on pages 23 to 27 form part of these accounts.

These financial statements were approved by the Trustees on the 21 September 2022 and are signed on their behalf by:



Kate Giblin  
(Chair) Date: 21 September 2022



## Notes to the accounts

### 1) Accounting policies

#### (I) Basis of accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued in September 2015, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2018. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. There are no material uncertainties affecting the current year's accounts.

#### (II) 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.

#### (III) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis.

Expenditure includes attributable VAT which cannot be recovered.

Governance costs comprise accountancy, strategy development, legal fees, trustee indemnity insurance and trustee recruitment.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. Management and administration costs have been allocated to each activity (see Note 5). Staff costs comprise employees paid via the payroll and any termination payments relating to these employees.

#### (IV) Management and administration costs

These costs comprise expenditure not directly attributable to the charitable or fund raising activities of the Charity, but relate to the furtherance of the Charity's objectives.

#### (V) Depreciation

Depreciation on tangible fixed assets is provided over 4 years on a straight line basis in order to write off the assets over their estimated useful lives. Items of equipment are capitalised only where the purchase price exceeds £500.

#### (VI) Fund accounting

Unrestricted funds are incoming resources receivable or generated for furtherance of the objects of the Charity without a specified purpose and are available as general funds or designated funds.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

#### (VII) Taxation

The Charity is exempt from corporation tax on its charitable activities as it is a registered charity.

## 2) Liability of members

The Charity has no share capital but under the terms of its Memorandum of Association each member of the Charity guarantees to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 7 (2021: 8).

No trustee claimed expenses (2021: £Nil) or received any remuneration (2021: £Nil).

## 3) Grants

	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total Funds £	2021 Total Funds £
<b>Core costs</b>				
Albert Hunt Trust	-	-	-	1,000
Armourer and Brasiers Charitable Trust	-	-	-	3,000
Bridges House Estates	-	-	-	53,270
Charles French Charitable Trust	-	-	-	1,500
Cloudesley	30,000	-	30,000	15,000
COVID Job Retention Scheme	1,126	-	1,126	11,234
Cripplegate Foundation	20,950	-	20,950	11,900
Edward Gostlin Foundation	12,000	-	12,000	5,000
Garfield Western Foundation	-	-	-	15,000
Islington Council	20,000	-	20,000	20,000
Islington Giving	-	-	-	15,000
The Woodroffe Benton Foundation	-	-	-	1,000
Barchester	1,000	-	1,000	-
	<u>85,076</u>	<u>-</u>	<u>85,076</u>	<u>152,904</u>
<b>Restricted Funds</b>				
National Lottery Community Fund	-	-	-	31,225
Islington Giving (Nature DVD)	-	-	-	2,500
Magic little grants	-	-	-	500
Mrs Smith and Mount Trust	-	-	-	1,800
Peter Stebbings Memorial Charity	-	-	-	6,760
Royal Institute of Philosophy	-	-	-	1,260
The Woodroffe Benton Foundation	-	5,000	5,000	5,000
Drapers	-	10,000	10,000	-
Charles French	-	4,000	4,000	-
Cloudesley	-	3,000	3,000	-
Islington Council - Time to Change	-	85	85	-
	<u>-</u>	<u>22,085</u>	<u>22,085</u>	<u>49,045</u>

#### 4) Net Income for the year

This is stated after charging:

	2022 £	2021 £
Insurance	1,553	1,156
Operating Leases- office rental	5,776	4,283

#### 5) Cost Allocation

Management and Administration	2022 £	2022 £	2021 £
<b>Support Costs:</b>			
Staff costs	94,118		79,169
Premises & office expenses	13,637		16,046
		107,755	95,215
<b>Governance</b>		5,126	4,257
<b>Total</b>		112,881	99,472

#### Cost Allocation

	Direct costs £	Allocated costs £	2022 Total £	2021 Total £
<b>Charitable activities</b>				
Wellbeing	31,774	41,935	73,709	82,420
Nature	9,078	12,788	21,866	27,303
Arts	4,539	12,941	17,480	11,959
Volunteer Programme	-	-	-	15,288
	45,391	67,664	113,055	136,970
<b>General fundraising</b>	2,158	45,217	47,375	42,794
<b>Total</b>	47,549	112,881	160,430	179,764

Premises, office and governance expenses are allocated among the staff members in proportion to the days worked during the year. The overall costs are then allocated to the Charity's activities based on estimates of time devoted to activities by each staff member.

## 6) Staff Costs

	2022 £	2021 £
Wages and salaries	102,308	100,454
Social security costs	7,536	7,202
Pension	1,873	1,502
Other Staff Costs	1,890	-
<b>Total staff costs</b>	<b>113,607</b>	<b>109,158</b>

During the year there was no (2021: £Nil) termination payment.

**Average number employees during the year on a headcount and full time equivalent (FTE) basis:**

	2022		2021	
	Headcount	FTE	Headcount	FTE
Management and Administration	3	2.1	3	2
Sessional workers	7	1.1	7	1.1
<b>Total employees</b>	<b>10</b>	<b>3.2</b>	<b>10</b>	<b>3.1</b>

No member of staff received more that £60,000 (2020: Nil).

## 7) Debtors

	2022 £	2021 £
Gift aid receivable	523	550
Other debtors	630	2,190
	<b>1,153</b>	<b>2,740</b>

## 8) Creditors: amount falling due within one year

	2022 £	2021 £
Taxes and social security costs	-	-
Trade Creditors	24	3,057
Other creditors	407	167
	<b>431</b>	<b>3,224</b>

## 9) Analysis of net assets between funds

	Designated Funds £	General Funds £	Restricted Funds £	Total Funds £
Current assets	43,891	65,147	19,663	128,701
Current liabilities	-	(431)	-	(431)
	<b>43,891</b>	<b>64,716</b>	<b>19,663</b>	<b>128,270</b>

## 10) Movements in funds

Movements in funds	As at 1 April 2021 £	Transfers £	Income £	Expenditure £	As at 31 March 2022 £
<b>Restricted funds</b>					
Arts Project	3,653	-	-	(430)	3,223
Magic Little Grants	355	-	-	(355)	-
Peter Stebbings Memorial Charity	6,760	-	-	(6,760)	-
Royal Institute of Philosophy	497	-	-	(83)	414
The Woodroffe Benton Foundation	4,580	-	5,000	(6,310)	3,270
Drapers	-	-	10,000	(3,463)	6,537
Charles French	-	-	4,000	(781)	3,219
Cloudesley - Lamplight Participants	-	-	3,000	-	3,000
Islington Council - Time To Change	-	-	85	(85)	-
<b>Total restricted funds</b>	<b>15,845</b>	<b>-</b>	<b>22,085</b>	<b>(18,267)</b>	<b>19,663</b>
<b>Unrestricted funds</b>					
General fund	83,112	-	117,551	(135,947)	64,716
Designated Funds	50,107	-	-	(6,216)	43,891
<b>Total unrestricted funds</b>	<b>133,219</b>	<b>-</b>	<b>117,551</b>	<b>(142,163)</b>	<b>108,607</b>
<b>Total funds</b>	<b>149,064</b>	<b>-</b>	<b>139,636</b>	<b>(160,430)</b>	<b>128,270</b>

## 11) Purposes of restricted funds

Restricted funds comprise income received to support specific activities of the Charity as denoted by the name of the fund.

## 12) Purposes of designated funds

The trustees have established designated funds for the following specific projects: younger persons feasibility project, art and weekend activities, virtual delivery during the pandemic and office infrastructure. During the year, funds were spent on younger persons feasibility project, art and weekend activities and virtual delivery. Funds are held for the office relocation planned during 2022-23.

## 13) Other financial commitments

At the year-end the company had annual commitments under non-cancellable operating leases as set out below:

	2022 £	2021 £
Operating leases which expire: within one year	2,911	2,142