Future Men

England & Wales · Charity number 1102451

Details

Other names	WORKING WITH MEN, WWM
Status	Registered
Legal form	Charitable company
Company number	03443520
Registered	2004-03-03
Register	View on the Charity Commission register

Contact

Address	Future Men The Foundry 17 Oval Way London SE11 5RR
Phone	02072375353
Email	INFO@FUTUREMEN.ORG
Website	www.futuremen.org

Activities

Objects: TO ADVANCE THE EDUCATION AND OF AND PROMOTE THE PHYSICAL AND MENTAL HEALTH OF ADULTS AND YOUNG PEOPLE PARTICULARLY (BUT NOT EXCLUSIVELY) BOYS AND MEN, BY SUCH EXCLUSIVELY CHARITABLE MEANS AS THE TRUSTEES SHALL FROM TIME TO TIME DETERMINE.

Activities: Our vision is that all boys and men can be productive and active members of society and that organisations work in ways that include and support boys and men, particularly those who are socially or economically disadvantaged or excluded.

Downloaded from opencharities.uk/ew/1102451

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE LOCALLY IN THE GREATER LONDON AREA.
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,167,353	£1,339,121	£863,056	28
2024-03-31	£1,418,113	£1,347,334	£1,034,824	23
2023-03-31	£1,182,195	£1,096,015	£964,045	20
2022-03-31	£1,119,782	£1,197,109	£877,865	25
2021-03-31	£1,369,931	£1,007,664	£955,192	25

Trustees

Name	Role	Appointed
Bernard Hollywood	Chair	2024-04-26
Debbie Reed		2024-07-24
Dexter George Bonner		2025-05-14
Dr Yansie Rolston		2016-09-12
Jasmine Kelland		2026-05-13
Kieran Herman Lewis		2024-07-24
Louise Carr		2022-11-22
Neville Samuda		2021-11-24
Raymond Akontoh		2020-05-13
William Robert Packer		2026-05-13

Downloaded from opencharities.uk/ew/1102451

Downloaded from opencharities.uk/ew/1102451

Future Men

England & Wales - Charity number 1102451

Accounts

DIRECTORS' AND TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2025

Company No: 03443520
Charity No: 1102451

FUTURE MEN

CONTENTS

	Page
Directors' and Trustees' Report	2 - 11
Auditor's Report	12 - 14
Statement of Financial Activities	15
Balance Sheet	16
Statement of cash flows	17
Notes to the Accounts	18 - 29

FUTURE MEN

DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31st March 2025, which are also prepared to meet the requirements for a directors' report and Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OUR PURPOSE AND ACTIVITIES

The charity's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men, by such exclusively charitable means as the trustees shall from time to time determine.

Our Vision: is a better future for every boy, every man and everyone

Our Mission: is to support and inspire boys and men to become dynamic future men, by giving them the confidence to discover what it means to be a man.

Future Men is a specialist charity that provides emotional and practical support for boys and young men. Through our practice-led services, we work with boys and men from childhood to 25 to help them become healthy, dynamic, future men. From structured school programmes and youth hubs to individual one-to-one sessions and outreach work, we provide the vital support and advocacy that changes boys and young men's lives for the better. We focus our work with boys and men who face structural discrimination and disadvantage, including of race, income, and community.

We underpin our work with an understanding of positive masculinities, regardless of whether the issue is fatherhood, sexual health, underachievement, or criminality. We are interested in why boys and young men do what they do, and what we can do about it. We use an asset-based approach to all our work, focussing on the resources that boys and men bring, the contributions they make and the futures they aspire to. This approach includes a view that there are a variety of (sometimes competing) masculinities which are determined by race, class, sexuality, gender, disability, geography, religion and culture and we continue to grapple with these differences within our own work and encourage others to do the same.

The most useful gift we can give to young men individually and collectively is the gift of hope and self-belief that comes with finding the tools to foster resilience and navigate their own future. We work to enable boys and men to thrive rather than simply survive. This builds social and community capital and affects issues of poverty, violence, lack of education and aspiration for all.

Our seven characteristics of positive masculinity
We developed these characteristics based on the experience and evidence collected as an organisation over twenty years. These will be the areas we look to develop with boys and young men as the keys to physical and emotional wellness.

The seven characteristics are:

Theory of change
Our theory of change is based on the idea that if boys and young men disengage at critical transition points, joined together with other challenges in their lives such as poverty, poor housing, negative peer pressure, lack of positive parent/family support, there is an increased risk of them entering the criminal justice system, developing mental health issues, facing poverty, ultimately leading to a trajectory of negative experiences. Experience has shown us that these boys and young men are enormously resilient and possess an inner strength to be drawn upon. With the right support at the right time, they can overcome the above and change their lives, they can succeed and grow into future men with the characteristics to succeed in life.

We will build on the existing logic models for our programmes to develop an overarching logic model for our Theory of Change to guide our decisions about continued monitoring and measuring the impact of our work. This model will show how we work at key transition points, and how we use a mix of universal and targeted approaches to reach the most excluded and disadvantaged young men.

Strategic Aims
To build on the authenticity and impact of our services/programmes and evolve our organisation to tackle the root-cause of the structural and systemic inequalities faced by disadvantaged and vulnerable men and boys.

Boys Development Programme in schools
A whole school approach that creates a nurturing environment for boys' development and provides a space for boys and young men to grow, socially and emotionally, whilst achieving academic attainment.

Community, Engagement and Outreach
Working with the community to provide activities and spaces that keep boys and young men safe from harm, whilst also creating opportunities to develop new life skills, using teachable moments to help them achieve their true potential.

Fathers Development
To create opportunities for fathers to prepare and to have the tools to be actively involved and included in their children's lives. To create an inclusive space where parents can speak openly about their challenges whilst learning positive ways to engage with and raise their boys and young men.

Advocacy
To influence the public and policy makers so we can change hearts and minds.

Our Volunteers/Pro Bono
During the year volunteers gave over 90 hours to help support the work of the paid staff in the areas of youth work and mentoring.

Chair's Annual Report

On behalf of the Board of Trustees, I present this report summarising the activities and financial performance of Future Men Charity for the year ended 31 March 2025. Our mission is to empower boys and young men facing disadvantage to build positive futures through mentoring, skills development, and emotional wellbeing support.

We have successfully delivered our core programmes (Boy Development Programme / Agenda Dad) across Greater London supporting boys and young men.

The financial position remains sound, enabling us to plan confidently for the future. The Trustees have ensured funds are used effectively and efficiently to maximise our impact.

The Board of Trustees met four times during this period, providing robust oversight of strategy, finances, and risk management. All necessary policies (Safeguarding, Equality & Diversity, Financial Controls) were reviewed and updated. We confirm compliance with Charity Commission guidance and governing documents.

Our achievements are thanks to the dedication of our invaluable staff team, the generosity of our funders and donors, and the commitment of our partner organisations. Most importantly, we thank the young boys and young men we work with for their courage and engagement.

The coming year will focus on deepening the impact of our core programmes through enhanced evaluation. Exploring sustainable funding models. Piloting potential outreach programmes outside of Greater London. We will revise and update our website to engage with existing and future stakeholders to learn what we do, how they can get involved,

how they can benefit and also to generate donations. We will launch our Future Men APPG (All Party Parliamentary Group) on Fatherhood as Secretariat in May 2025 chaired by Liberal Democrat Member of Parliament for Henley and Thame Freddie van Mierlo. The APPG on Fatherhood exists to ensure that the role and needs of fathers are understood, valued, and effectively supported within UK policy and practice, leading to better outcomes for children, families, and fathers.

The Board is confident that Future Men Charity is well-positioned to continue its vital work, adapting to meet the evolving needs of boys and young men in our communities.

Bernie Hollywood OBE JP
Chair of the Board of Trustees

Chief Executive Officer's Annual Report

My report summarises activities up to 31 March 2025, this year has been a year of both growth and reflection for Future Men. As Chief Executive Officer, I am pleased to present this summary report of our activities, achievements, and the ongoing challenges faced by the charity over the past financial year. Our primary mission remains steadfast: to support boys and men to achieve their potential, become active contributors to society, and to thrive in all spheres of life. This report outlines how we have driven this mission forward through programme delivery, partnership working, advocacy, and organisational development.

Future Men has continued to build relationships with strategic partners, including local councils, voluntary organisations, and businesses. These partnerships have brought in new resources, expertise, and volunteering opportunities. Our collaborative work with grassroots organisations has ensured our services remain accessible, culturally relevant, and responsive to the needs of diverse communities.

Despite a challenging economic climate, Future Men maintained a stable financial position. Expenditure was carefully managed, and we achieved an unrestricted funds surplus which will be reinvested in programme development.

Our profile has grown progressively via social media activity, the charity delivered awareness campaigns on International Men's Day, Prostate Cancer, Menopause and Mental Health Awareness Week. We are working on a strategy to improve and make website more effective.

Future Men has navigated another demanding but inspiring year, making tangible differences in the lives of the boys, men, and families we work with. We remain committed to our vision of a society where every boy and man can thrive, and we believe that through collaboration, innovation, and relentless focus on impact, we will continue to drive positive change.

On behalf of the Board of Trustees, staff, volunteers, and the communities we serve, I thank all our supporters, partners, and participants for their trust, commitment, and belief in our work.

Alastair Smith-Agbaje,
Chief Executive Officer

ACHIEVEMENTS AND PERFORMANCE

Community, Engagement and Outreach Department:

The Ventoring Project is a youth-focused initiative designed to support young men who are at risk of exclusion, involvement in antisocial behaviour, or disconnection from education and training. Through mentoring and early intervention, the project aims to build positive relationships, provide safe spaces for dialogue, and connect young people with opportunities that strengthen their confidence, wellbeing, and long-term aspirations.

During the year, 54 young people were engaged through 180 one-to-one mentoring sessions in mainstream and alternative education settings. The programme focused on early identification of those at risk of exclusion or antisocial behaviour, with schools and Pupil Referral Units (PRUs) providing proactive referrals. Challenges included unidentified

SEND, reluctance to access external services, and the impact of screen time, social media, and "road life" culture on mental health and behaviour. Despite these difficulties, improvements were observed in behaviour, academic engagement, confidence, and communication skills. The project highlighted the importance of long-term contracts and secure partnerships, with opportunities to strengthen provision for at-risk young people in the future.

Fathers' Department:

The Fathers' Team is a multi-strand service model addressing fatherhood across London. The team is based in London and delivers interventions through family hubs, hospitals, and community venues. The programmes are staffed by trained practitioners with specialist expertise in father engagement and family strengthening.

The service is provided primarily for expectant and current fathers, with particular emphasis on marginalised and young fathers.

The rationale for offering this support is rooted in evidence that engaged fathers contribute positively to child development, family stability, and community cohesion. The work is therefore essential in addressing intergenerational disadvantage, reducing parental conflict, and promoting healthier models of masculinity.

- **Future Dads**: Classes and resources for expectant fathers, delivered across five London hospitals and online, funded through local authorities under the Start for Life agenda.
- **Reducing Parental Conflict**: Delivery of the Strengthening Families, Strengthening Communities programme in Westminster and Lewisham, supporting fathers in managing conflict with current and ex-partners, and improving parent-child relationships.
- **Southwark Young Fathers Project**: Targeted guidance and tailored sessions for young fathers.
- **Start for Life (Southwark, Lewisham, Greenwich, Croydon)**: A combination of casework, staff training in father engagement, weekly drop-ins, Stay and Play sessions, and delivery of Future Dads programmes.
- **PROPEL: New Deal for Young People**: Tailored mentoring across three boroughs (Southwark, Lewisham, Greenwich) for young fathers, including casework, activities, and group work.

This year, the Fathers' Team engaged 383 registered participants and recorded close to 900 individual contacts. The programme has demonstrated positive outcomes across several areas of family life and personal development. Participants reported increased paternal confidence and improved parenting skills, alongside strengthened co-parental relationships. The programme also contributed to reductions in substance misuse and encouraged greater efforts towards securing employment and training opportunities.

Boys' Department:

The Schools' Team delivers targeted interventions in schools across London, with a focus on improving boys' emotional regulation, behaviour management, and school success.

Youth Endowment Fund (YEF): Delivered in Wandsworth, Lambeth, and Southwark. A two-year evaluation project funded by YEF, concluding in 2024/25. The intervention consisted of a structured curriculum delivered by Future Men Project Coordinators, with each participant completing a minimum of eight sessions. The programme was designed to test and evidence strategies that enable boys to better manage emotions and behaviour within school settings.

- 89.3% participants felt sessions would help them in everyday situations.
- 89.2% participants felt sessions would improve emotional regulation.

Boys' Development Programme (BDP): Delivered in RBKC, Hammersmith and Fulham, Brent, Lambeth, Wandsworth, and Southwark. Supported by a consortium of funders (All Child, Walcot Foundation, United Saint Saviours, A & B Sainsbury Charitable Trust, and Grenfell Recovery Fund). Each participant received, on average, seven sessions of support. The programme addressed key developmental areas including emotional management, communication, masculinity and identity, school transition, and personal growth.

- 87.7% participants felt sessions would help them in everyday situations.
- 87.5% participants felt sessions would improve emotional regulation.
- 86.8% participants felt sessions would support school success.

The purpose of both YEF and BDP is to provide boys with practical strategies to regulate emotions, improve relationships, and strengthen their capacity to succeed in education. This work is important because disengagement, unmanaged behaviour, and lack of resilience are known risk factors for exclusion, underachievement, and poor long-term outcomes.

Amberley Youth Club and Churchill Gardens Youth Hubs:

Since 2014, Future Men has managed **Churchill Gardens and Amberley Youth Hubs** in Westminster, providing safe and inclusive spaces for young people to participate in personal, social, and recreational activities. Over the years, Future Men has supported children, young people, and a smaller number of adults over 25, establishing the hubs as valued community assets.

In October 2024, following careful consideration by our Trustees and Project Coordinators, Future Men concluded its management of both hubs. This decision was taken in the best interests of the charity, after assessing financial sustainability, operational challenges, and safety considerations. Future Men ensured that all service user data was securely transferred to Westminster City Council in line with the data-sharing agreement, safeguarding continuity of oversight.

During the reporting period, 2.153 service users engaged with the hubs. Future Men delivered 107 activities, including external trips, mental health workshops, knife crime awareness sessions, tournaments, and a variety of physical and personal development activities. Through these activities, Future Men supported the personal growth, mental health, and physical well-being of young people in Westminster.

Fundraising, Marketing and Advocacy:

Fundraising

During 2024/25, the fundraising team secured £966,500 from 18 applications, achieving approximately 50% of the total funding requested. The Schools Team had 3 successful applications with 2 pending, Core Programmes secured 3, while the Fathers Team's applications were unsuccessful. The appointment of a new Fundraising Manager strengthened initiatives and contributed to these outcomes.

Marketing

Marketing efforts focused on enhancing visibility via LinkedIn and the website, supported by the Operations Manager and Advocacy lead. LinkedIn followers increased by 41% to 1,087, with 3,188 page views, 58,790 content impressions, and strong engagement across reactions, comments, and reposts. Staff and Trustees were encouraged to contribute to this growth despite limited resources.

Advocacy

In April 2024, Parliament introduced new registration rules designed to reduce the number of active APPGs. In response, Agenda: Dad convened meetings outside the APPG framework to generate actionable insights. Two online meetings were held featuring expert presentations on father-inclusive practice and young fatherhood. The APPG on Fatherhood was successfully re-registered for 2025/26, with 20 parliamentarians recruited and Freddie Van Mierlo MP appointed Chair. The Group continues to address policies affecting fathers and supports wider initiatives promoting father involvement in society.

Future Activities

As we look ahead to the next twelve months, it is crucial to reflect on the changing landscape in which we operate and the diverse needs of the communities we serve. Our commitment to fostering positive outcomes for boys and young men remains at the heart of our mission. The complexities of the current social and economic climate, coupled with ongoing challenges such as inequalities in access to resources, education, and support, necessitate a renewed sense of purpose and strategic direction.

We are mindful that our work does not happen in isolation. By nurturing a culture of collaboration, we aim to amplify the voices of those with lived experience, harnessing their insights to inform both practice and policy. This inclusive ethos will underpin our engagement with stakeholders across the statutory, voluntary, and private sectors.

Our organisational values of integrity, innovation, and inclusivity will continue to shape all that we do. We are dedicated to fostering an environment where every member of our team feels supported and empowered to contribute to shared goals, ensuring that our collective efforts drive meaningful, long-term change.

Our strategic priorities for the coming year are:

- Expand our work with Boys and Fathers, with a focus on marginalised communities.
- Continue to improve quality service delivery & impact.
- Invest in staff wellbeing and professional development.
- Enhance data collection and impact measurement.
- Deepen partnerships with statutory and voluntary sector agencies.

We will also continue our advocacy for policy reform supporting boys and young men, and strive to strengthen our financial resilience in uncertain times.

Public Benefit Statement

Future men's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men. As an agency our public benefits are varied. We use our knowledge and experience built up over the last 20 years to support boys and young men, with a particular focus on those who through life events are marginalised and disadvantaged, or at risk of being so. We have a theoretical understanding of masculinity that underpins our work, informed by how external factors, such as race and class affects 21st century males. We have developed services to reach our target group at key points in the life cycle.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

Modern Slavery

Although the charity is not obliged to make a statutory report pursuant to s 54 (Transparency in supply chains etc) of the Modern Slavery Act 2015 because its annual turnover does not exceed £36 million, the Trustees are conscious of the need to guard against slavery and human trafficking. Neither the charity, nor to the best of their knowledge and belief their suppliers, is involved in or uses the services of any third-party supplier involved in human exploitation or trafficking.

FINANCIAL REVIEW

The Statement of Financial Activities showed net deficit of £171,768 (2024: £70,779 surplus) for the year and reserves stand at £863,056 (2024: £1,034,824). The financial position at the year revealed by the Balance Sheet shows net current assets or working capital of £852,084 (2024: £1,019,227). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £10,972 (2024: £15,597).

During the year, total income was £1,167,353 (2024: £1,418,113) and total expenditure £1,339,121 (2024: £1,347,334), giving a net deficit of £171,768 (2024: £70,779 surplus).

Income
While overall income has decreased this year, there are significant variances compared to 2024—some positive and some negative. Community Engagement Outreach Department income decreased by 145% to -£46,662 (2024: £104,259). This is due to the completion of a long-term project and the return of unspent restricted funds. Fathers' Department income increased by 36% to £440,894 (2024: £324,460). Boys' Department income decreased by 19% to £425,576 (2024: £525,203) due to a few grants funding coming to an end. Youth Department income decreased by 54% to £132,456 (2024: £288,571) as a result of the Youth Hubs closure during the year. Core grants and donations increased by 21% to £189,384 (2024: £156,581).

Expenditure
Direct expenditure on charitable activities increased over the previous year to £959,769 (2024: £923,762) – 72% of total costs; A further £27,545 (2024: £24,213) – 2% was spent on raising funds; £351,807 (2024: £399,359) – 26% on support and governance.

The majority of our charitable activities are delivered through time-bound projects funded by grants and contracts. We adopt a flexible charitable spend model to match our expenditure to these income streams allowing us to adjust the shape of our expenditure to minimise our risk of exposure to unfunded liabilities and to maximise our impact by being responsive to changing needs.

Reserves policy
Future Men requires an appropriate level of reserves in order to operative effectively. The Board of Trustees have considered the risks faced by Future Men through a risk analysis exercise. The level is set with regard to our aims, needs and objectives and the risks we face. These are sudden cessation or non-renewal of contracts and grants, delay in receipt of funding, and future essential maintenance of equipment and IT infrastructure. The Trustees consider that a level equivalent to 3 months staffing and core running costs is sufficient to meet these risks should the need arise. This target level of reserves is £306,000.

At 31 March 2025 the unrestricted funds not designated or invested in tangible fixed assets (free reserves) held by the charity are £304,819 (2024: £216,681) which represents 3 months staffing and core running costs (2024: 2.2 months).

During this year, £73,910 (2024: £25,000) was set aside towards the Boys' Department costs for the academic year ended August 2026 and £115,800 (2024: nil) towards Fathers' Department work.

The charity additionally held £357,555 of restricted funds at 31 March 2025 (2024: £777,546) representing unspent funding and grants received in advance which are restricted for the specific purposes for which they were given and are not available for the general purposes of the charity.

Principal Funding Sources
Funding is obtained from local government, charitable trusts and foundations in addition to income from resources and other services. As an organisation we are currently looking at a number of ways in which we may generate further income from current resources in an effort to be as independently stable as possible going into the future.

Investment policy and performance
The Board of Trustees have decided that at present, funds should be retained in Banks and Building Societies. Any change in such banking arrangements should be agreed by the Board of Trustees. As far as possible, funds will be retained in accounts bearing the best interest rates at that time.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
Future Men (FM) is a company limited by guarantee and not having a capital divided by shares. The company was incorporated on 2nd October 1997 and is a registered charity (registered 3rd March 2004) constituted as a Limited Company under the Memorandum and Articles of Association. The charity registration number is 1102451 and the company registration number is 03443520.

On 3 April 2019 Working with Men formally announced our change of name to Future Men. The charity remains the same legal entity with Company and Charity registration numbers remaining the same. The name change was registered and approved at Companies House on 12 March 2019 and accepted and registered with the Charity Commission on 26 March 2019.

Recruitment and appointment of Trustees
New trustees are elected by existing trustees on the board in line with revised governance standards in which key areas and skill gaps are identified and addressed. Trustee posts are advertised in the local, national and voluntary newspapers and on websites through an open process. Trustees are then invited to meet with the Chief Executive and senior management team and meet with practitioners and beneficiaries. After an agreed probationary period they may then be appointed by the Board of Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years, renewable once by Board agreement.

The Directors in office in the year are set out on page 8. The Directors have no beneficial interest in the company other than as members and all guarantee to contribute £1 in the event of a winding up. The Board have unlimited investment powers.

Trustee induction and training
All new Board of Trustee members receive an induction on joining FM which includes:

- Roles and nature of the organisation and their role / responsibilities within it.
- Full understanding of the spirit/aim of FM's Equal Opportunities / Diversity commitment.
- Understanding of the practical day-to-day implications of what is expected of all workers.
- Contents of the FM Staff Handbook.

Organisation
The governance of the charity is undertaken by a Board of Trustees that meets bi-monthly and is responsible for overseeing the strategic direction and resulting policy of the charity. The Board bring expertise from a variety of professional backgrounds and have access to advice on the progress of the work from the Chief Executive, Operations Director, Finance Director, senior managers, individual project workers and project advisory groups/ forums.

The Trustees met during the year to monitor progress against our 3 year strategy, oversee financial and risk management and measure progress in capacity building, diversity, HR and staff development. The Board's governance is supported by sub-groups which meet regularly throughout the year and comprise chair trustees and members of the senior management team as well as the involvement of individual key staff.

During this year the work of the Board of Trustees was supported by the core team of full-time and part-time staff in addition to our excellent volunteers including mentors. The day-to-day strategic and operational responsibilities rest with the Chief Executive, Operations Director and Finance Director, who ensure that the charity delivers the strategy and services specified and that key performance indicators / work plans are met.

Related parties
During the year, one trustee was reimbursed travel expenses totalling £1,073 (2024: None).

Pay policy for senior management staff
Senior management staff pay is set with reference to market rates for similar roles within similar sized charities in the sector. The pay of the Chief Executive is reviewed and approved by the Board. The pay of other senior management staff is reviewed and approved by the Chief Executive.

Risk management
The Board of Trustees has a risk management strategy that incorporates:

- An annual review of all risks the organisation may face prepared by the Chief Executive.
- The development of strategies and an action plan to reduce the impact of these risks.
- Mechanisms for monitoring the implementation and review of these strategies.

Innovation usually involves risk and the Board of Trustees accept this and, therefore, regularly monitor and manage risks. Risks are assessed in the following way:

1. Major risks that need to be monitored closely;
2. New, albeit minor, risks that requires processes to be established and monitored;
3. Minor risks that may become major at a later point, if something else occurs;
4. Risks within our control and those outside our control.

Organisations such as ours will always be vulnerable to changes in government policy and charitable trusts / funding bodies' priorities. As well as these external risks, internal organisation risks are also particularly important. If we expand too quickly, we are at risk of overstretching ourselves and the quality of what we do being lowered (this is a common problem in a range of smaller innovative charities). However, if we expand too slowly we are at risk of failing to generate resources to fund our small but growing core costs (management and office costs in particular).

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees
R A Akontoh
S Bowes - resigned 27/09/24
L C Carr
B Hollywood - Chair - appointed 26/04/24
E Lewinson - resigned 24/11/24
K H Lewis - appointed 24/07/24
D Reed - appointed 24/07/24
Y Rolston
N Samuda
D G Bonner – appointed 14/05/2024

Key Management Personnel:

Chief Executive Officer:	A Smith-Agbaje
Director of Operations:	C Stain – Appointed 01/02/2025
Director of Marketing, Fundraising and Advocacy:	C Stein – Resigned 31/01/2025

Registered Office: The Foundry 17 Oval Way London SE11 5RR

Auditors: SCB (Accountants) Limited, 31 Sackville Street, Manchester, M1 3LZ

Bankers: HSBC Bank Plc., 47 Rye Lane, London SE15 5ET
CAF Bank Ltd. 25Kings Avenue, Kings Hill, West Maling ME19 4JQ
Santander, Customer Services Centre, Bootle, Merseyside G1R 0AA

Website: www.futuremen.org

Trustees' responsibilities in relation to the financial statement

The Trustees (who are also directors of Future Men for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors 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 company and of its income and expenditure for that period. In preparing these financial statements, the Directors 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 charitable company will continue in business.

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

STATEMENT OF DISCLOSURE TO AUDITOR

So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that we ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

AUDITORS

A resolution was proposed and agreed at the Annual General Meeting that SCB (Accountants) Limited be re-appointed as auditors of the Charity for the ensuing year.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

APPROVAL

This report was approved by the Board and signed on its behalf by:

Bernie Hollywood
Chair

Date: 03/12/2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FUTURE MEN

Opinion

We have audited the financial statements of Future Men for the year ended 31st March 2025, which comprise the Statement of Financial Activities (Summary Income and Expenditure Account), Balance sheet, Cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 entity'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 directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements: and
- The directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made;
- we have not received all the information and explanations we require for our audit;

Responsibilities of directors

As explained more fully in the directors' responsibilities statements set out on page 10 and 11, the directors 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 directors 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 directors are responsible for assessing the 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 directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company and how it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We discussed with the trustees the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations, and remained alert to any indications of non-compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, Charity Act 2011, SORP 2019, employment law and health and safety. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness,

- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.

- We reviewed minutes of Trustee Board meetings, any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.

- We agreed the financial statement disclosures to underlying supporting documentation, made enquiries of management and officers of the charitable company regarding laws and regulations applicable to the organisation and discussed whether there had been any known breaches of laws and regulations in order to consider any possible further considerations or impact upon the Charity.

- We reviewed the risk management processes and procedures.

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

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.

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

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

JEFFREY BOR FCA (Senior Statutory Auditor)
For and on behalf of SCB (Accountants) Ltd.
31 Sackville Street, Manchester
M1 3LZ

Date: 03/12/2025

FUTURE MEN

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2025

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income					
Grants, donations and legacies	**2**	49,384	140,000	189,384	156,581
Income from charitable activities	**3**	403,722	548,542	952,264	1,242,493
Income from other trading activities	**4**	2,639	-	2,639	4,071
Investment income	**5**	23,066	-	23,066	14,968
Total income		478,811	688,542	1,167,353	1,418,113
Expenditure					
Cost of raising funds	**6**	37,360	-	37,360	34,420
Expenditure on charitable activities	**6**	193,228	1,108,533	1,301,761	1,312,914
Total Expenditure		230,588	1,108,533	1,339,121	1,347,334
Net income & net movement in funds for the year		248,223	(419,991)	(171,768)	70,779
Reconciliation of funds					
Total funds, brought forward		257,278	777,546	1,034,824	964,045
Total funds, carried forward		505,501	357,555	863,056	1,034,824

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the charity's activities were acquired or discontinued during the above financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above financial periods.

The notes on pages 18-29 form part of these accounts.

FUTURE MEN

BALANCE SHEET AS AT 31ST MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	**11**		10,972		15,597
Current assets					
Debtors	**12**	66,253		90,914	
Cash at bank and in hand		951,786		1,193,757	
		1,018,039		1,284,671	
Liabilities					
Creditors falling due with in one year	**13**	165,955		265,444	
Net current assets			852,084		1,019,227
Net assets			863,056		1,034,824
The funds of the charity					
Unrestricted funds:					
General	**14**		315,791		232,278
Designated	**14**		189,710		25,000
Restricted funds	**14**		357,555		777,546
Total charity funds			863,056		1,034,824

The Trustees have prepared accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

These accounts were approved by the Board of Trustees on 03rd December 2025 and were signed on its behalf by:

..... **Chair**

Bernie Hollywood

..... **Treasurer**

Neville Samuda

Company Number 3443520

The notes on pages 18-29 form part of these accounts.

FUTURE MEN

CASH FLOW STATEMENT AS AT 31ST MARCH 2025

	2025 £	2024 £
Cash inflow from operating activities	(262,467)	178,401
Cash flows from investing activities		
Purchase of tangible fixed assets	(2,570)	(19,168)
Interest income	23,066	14,968
Cash provided by / (used in) investing activities	20,496	(4,200)
Increase in cash & cash equivalents in the year	(241,971)	174,201
Cash & cash equivalents at the beginning of the year	1,193,757	1,019,556
Total cash & cash equivalents at the end of the year	951,786	1,193,757

Reconciliation of net movements in funds to net cashflow from operating activities:

	2025 £	2024 £
Net movement in funds	(171,768)	70,779
Add back depreciation	6,644	3,571
Add back loss on disposal of fixed assets	551	-
Deduct interest income shown in investment activities	(23,066)	(14,968)
(Increase) / decrease in debtors	24,661	29,055
Increase / (decrease) in creditors	(99,489)	89,964
Net cash inflow from operating activities	(262,467)	178,401

Analysis of cash and cash equivalents and of net debt

	At 01 April 2024	Cashflow	Other non-cash changes	At 31 March 2025
Net Cash				
Cash at bank and in hand	1,193,757	(241,971)	-	951,786
	1,193,757	(241,971)	-	951,786

FUTURE MEN

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2025

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

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) (effective 1 January 2019), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Future Men meets the definition of a public benefit entity under FRS 102.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The accounts (financial statements) are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Preparation of accounts on a going concern basis

The Charity's Financial Statements show net deficit of £171,768 (2024: surplus of £70,779) for the year and free reserves of £304,819 (2024: £216,681).

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

Trustees will continue to monitor and ensure spending to be done in line with income in order to maintain target level of reserves for 3 months staff costs and core running costs. The review of forecast for 12 months from the date of approval of the financial statements, the associated assumptions that underpin it, secured new income and the steps that could be taken to reduce expenditure should this be necessary.

Based on the information above, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future and will remain surplus in future period. Therefore, the Trustees have adopted the going concern basis in preparing these accounts.

1.3 Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

(a) Income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when received, unless they relate to a specified future period, in which case they are deferred.
(b) Legacies entitlement is taken as the earlier of the date on which either: the charity is aware that the probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that the distribution is made, or when a distribution is received from the estate. No legacies were received during the year.
(c) Income from charitable activities received by way of revenue grants and donations is credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.
(d) Grants and donations of general nature which are not conditional on delivering certain levels of service are included as part of Grants, Donations and Legacies as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
(e) Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Depreciation on the related fixed assets is charged against the restricted fund.
(f) Income from charitable activities includes income recognised as earned (as the related goods and services are provided) under contract, in the form of training income and sale of resources.
(g) Investment income is included when receivable.

1.4 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit

from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), time contributed by volunteers is not recognised. More information about their contribution is included in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

1.5 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

(a) Cost of raising funds comprises the cost of seeking donations and legacies by direct approach and other fundraising activities and their associated support costs.

(b) Expenditure on charitable activities include expenditure associated with the main objectives of the charity and include both directs costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 7.

1.7 Funds structure

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Board. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

1.8 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Individual fixed assets costing £500 or more are capitalised at cost.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases

Furniture and equipment	-	33.33% straight line

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short term cash deposits.

1.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.11 Financial instruments

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

1.12 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.13 Pension

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

2. GRANTS, DONATIONS, AND LEGACIES

	Unrestricted Funds	Restricted Funds	2025	2024
	£	£	£	£
BBC Children in Need	-	40,000	40,000	40,000
John Armitage Charitable Trust	40,000	-	40,000	60,000
ShareGift	7,500	-	7,500	-
The Julia and Hans Rausing Trust	-	100,000	100,000	-
Westminster Foundation	-	-	-	52,700
Other donations	1,884	-	1,884	3,881
Total income from grants, donations and legacies	49,384	140,000	189,384	156,581
2024	63,881	92,700	-	156,581

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2025	2024
Community Engagement Outreach:	£	£	£	£
Grants and service level agreements:				
The London Community Fund	-	(15,000)	(15,000)	-
Royal Borough of Kensington & Chelsea	-	(31,662)	(31,662)	65,759
Young Westminster Foundation	-	-	-	38,500
	-	(46,662)	(46,662)	104,259
Fathers' Development:				
Grants and service level agreements:				
Charles Hayward Foundation	-	-	-	15,000
Greater London Authority	-	104,436	104,436	193,952
London Borough of Croydon	8,179	-	8,179	-
London Royal Borough of Greenwich	11,352	-	11,352	-
London Borough of Lewisham	164,528	-	164,528	67,281
London Borough of Southwark	77,875	18,172	96,047	17,490
Lewisham & Greenwich NHS Trust	4,986	-	4,986	-
Royal Borough of Kensington & Chelsea	6,892	-	6,892	-
Westminster City Council	42,384	-	42,384	29,067
Other grants, contracts and donations < £5,000	1,265	-	1,265	1,658
Training and other income	825	-	825	12
	318,286	122,608	440,894	324,460

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

	Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
Totals Brought forward:	318,286	75,946	394,232	428,719
Boys' Development:				
Grants and service level agreements:				
Gipsy Hill Federation	-	2,084	2,084	20,313
Grove Trust	-	-	-	8,333
Portal Trust	-	-	-	25,000
Royal Borough of Kensington & Chelsea	-	(12,742)	(12,742)	11,280
The Alan & Babette Sainsbury Charitable Fund	-	15,000	15,000	15,000
The Fishmongers' Company	-	-	-	27,500
The Kensington + Chelsea Foundation	-	28,000	28,000	27,000
United St Saviours Charity	-	20,000	20,000	27,000
Walcot Foundation	-	-	-	25,000
West London Zone	32,057	-	32,057	25,901
Westminster Foundation	-	-	-	14,000
Youth Endowment Fund	-	287,798	287,798	228,622
School contracts income	53,379	-	53,379	70,254
	85,436	340,140	425,576	525,203
Youth Development and Training:				
Grants and service level agreements:				
John Lyon's Charity	-	-	-	40,000
St Giles & St George Education Charity	-	-	-	15,000
Westminster City Council	-	115,581	115,581	166,821
Westminster Foundation	-	-	-	33,300
Young Westminster Foundation	-	16,875	16,875	33,250
Other grants and donations < £5,001	-	-	-	200
	-	132,456	132,456	288,571
Total income from charitable activities	403,722	548,542	952,264	1,242,493
2024	192,715	1,049,778	-	1,242,493

4. OTHER TRADING INCOME

	Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
Consultancy income	2,639	-	2,639	4,071
	2,639	-	2,639	4,071
2024	4,071	-	-	4,071

5. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	2025 £	2024 £
Bank interest	23,066	-	23,066	14,968
	23,066	-	23,066	14,968
2024	14,968	-	-	14,968

6. ANALYSIS OF EXPENDITURE

	Direct staff costs £	Other direct costs £	Support costs £	Govenance costs £	2025 £	2024 £
Raising funds	26,285	1,260	9,023	792	37,360	34,420
Charitable activities						
Community Outreach	58,200	20,851	25,894	2,274	107,219	158,657
Fathers' Development	256,940	29,935	93,969	8,253	389,096	255,646
Boys' Development	354,952	17,228	121,911	10,706	504,798	461,807
Youth Development and Training	176,073	45,590	72,608	6,377	300,648	427,920
Community Development	-	-	-	-	-	8,884
	846,165	113,604	314,382	27,610	1,301,761	1,312,914
Total expenditure	872,450	114,864	323,405	28,402	1,339,121	1,347,334
2024	777,218	170,757	318,564	80,795	-	1,347,334

Of the £1,339,121 expenditure in 2025 (2024: £1,347,334), £230,588 was charged to unrestricted funds (2024: £313,481) and £1,108,533 to restricted funds (2024: £1,033,853).

7. ANALYSIS OF SUPPORT AND GOVENANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the charity's key activities undertaken (see note 6) in the year. All the general support and governance costs have been apportioned to the various charitable activities proportional to direct project expenditure.

	Support costs £	Governance costs £	2025 £	2024 £
Management, Finance & Admin staff costs	163,173	4,101	167,274	164,140
Communication costs	1,745	-	1,745	2,875
Information Technology	18,465	-	18,465	16,286
Premises and equipment costs	44,104	-	44,104	48,416
Legal and professional costs	71,870	15,290	87,160	140,432
Insurance costs	8,743	-	8,743	9,033
Sundry expenses	8,661	2,411	11,072	8,365
Depreciation	6,644	-	6,644	3,572
Auditor's remuneration	-	6,600	6,600	6,240
	323,405	28,402	351,807	399,359
2024	318,564	80,795	-	399,359

8. NET INCOMING RESOURCES

Net incoming resources is shown after charging:	2025 £	2024 £
Depreciation of tangible fixed assets owned by the charity	6,644	3,571
Auditor's remuneration – year end accounts	6,600	6,240
Operating lease rentals	28,893	25,819

9. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL

	2025 £	2024 £
Salaries	920,343	838,216
National Insurance	86,515	75,348
Pension	32,866	27,794
	1,039,724	941,358

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2025 Number	2024 Number
£60,000 - £69,999	-	-
£70,000 - £79,999	1	-

None of the Trustees received any remuneration during the year (2024: £nil) and one of the trustee's expenses totalling £1,073 (2024: £nil) were reimbursed.

The key management personnel of the charity comprise the Chief Executive Officer, Managing Director (2024 only), Operations Director, and Director of Marketing, Fundraising & Advocacy. The total wages and pensions of the key management personnel of the charity were £121,484 (2024 - £177,415).

10. STAFF NUMBERS

The average monthly head count was 28 staff (2024: 27) and the average monthly number of full-time equivalent employees (including sessional and part-time staff) during the year were as follows:

	2025 Number	2024 Number
Management	4	3
Community Outreach	1	2
Fathers' Development	5	3
Boys' Development	9	8
Youth Development and Training	4	5
Administrative work	2	2
	25	23

11. TANGIBLE FIXED ASSETS

	Furniture & Equipment	Total
COST	£	£
As at 1st April 2024	26,706	26,706
Additions during year	2,570	2,570
Disposals	(5,627)	(5,627)
As at 31st March 2025	23,649	23,649
DEPRECIATION		
As at 1st April 2024	11,109	11,109
Charge for the year	6,644	6,644
Disposals	(5,076)	(5,076)
As at 31st March 2025	12,677	12,677
NET BOOK VALUES		
As at 31st March 2024	15,597	15,597
As at 31st March 2025	10,972	10,972

12. DEBTORS

	2025	2024
	£	£
Grant, contract, and fee income receivable	51,118	74,777
Other debtors	3,002	3,719
Prepayments	12,133	12,418
	66,253	90,914

13. CREDITORS: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	12,295	28,832
Social security and other taxes	18,794	26,986
Other creditors	33	1,999
Accruals	17,955	26,147
Deferred income (note 17)	116,878	181,480
	165,955	265,444

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2025

14. MOVEMENT IN FUNDS

RESTRICTED FUNDS:	Balance 01.04.24 £	Income £	Expenditure £	Transfers £	Balance 31.03.25 £
Voluntary income:					
BBC Children in Need	30,074	40,000	40,025	-	30,049
The Julia and Hans Rausing Trust	-	100,000	100,000	-	-
Westminster Foundation	43,558	-	46,891	20,000	16,667
Community Outreach:					
Big Lottery Fund Grant: Reaching Communities	19,273	-	19,273	-	-
Royal Borough of Kensington & Chelsea	101,296	(31,662)	69,634	-	-
The London Community Fund	15,000	(15,000)	-	-	-
Young Westminster Foundation	60,703	-	1,485	-	59,218
Other grant and donations income < £5,000	6,736	-	-	-	6,736
Fathers' Development:					
Charles Hayward Foundation	15,000	-	15,000	-	-
Greater London Authority	113,095	104,436	103,366	-	114,165
London Borough of Southwark	-	18,172	18,172	-	-
Other grant and donations income < £5,000	5,277	-	5,277	-	-
Boys' Development:					
Portal Trust	25,000	-	-	-	25,000
Royal Borough of Kensington & Chelsea	21,203	(12,742)	8,461	-	-
The Alan & Babette Sainsbury Charitable Fund	11,091	15,000	20,288	-	5,803
The Fishmongers' Company	17,928	-	14,122	-	3,806
The Kensington + Chelsea Foundation	13,737	28,000	19,514	-	22,223
The Liam Seagar Memorial Fund	6,185	-	6,185	-	-
The Progress Foundation	8,977	-	540	-	8,437
United St Saviours Charity	18,422	20,000	28,993	-	9,429
Walcot Foundation and Gipsy Hill Federation	22,855	2,084	15,897	-	9,042
Westminster Foundation	28,178	-	8,178	(20,000)	-
Youth Endowment Fund	38,704	287,798	279,522	-	46,980
Youth Development and Training:					
John Lyon's Charity	22,345	-	22,345	-	-
St Giles & St George Education Charity	11,574	-	11,574	-	-
Westminster City Council	48,622	115,581	164,203	-	-
Westminster Foundation	54,339	-	54,339	-	-
Young Westminster Foundation	18,374	16,875	35,249	-	-
	777,546	688,542	1,108,533	-	357,555
UNRESTRICTED FUNDS					
General funds	232,278	478,811	230,588	(164,710)	315,791
Designated funds:					
Fathers' Development	-	-	-	115,800	115,800
Boys' Development	25,000	-	-	48,910	73,910
	25,000	-	-	164,710	189,710
Total unrestricted funds	257,278	478,811	230,588	-	505,501
Total funds	1,034,824	1,167,353	1,339,121	-	863,056

14. MOVEMENT IN FUNDS (continued)

Movement in funds comparative (2024)

	Balance 01.04.23	Income	Expenditure	Transfers	Balance 31.03.24
RESTRICTED FUNDS:	£	£	£	£	£
Voluntary income:					
BBC Children in Need	-	40,000	9,926	-	30,074
John Lyon's Charity	8,000	-	8,000	-	-
Westminster Foundation	50,197	52,700	59,339	-	43,558
Other grant and donations income < £5,000	1,500	-	1,500	-	-
Community Outreach:					
Big Lottery Fund Grant: Reaching Communities	69,650	-	50,377	-	19,273
Royal Borough of Kensington & Chelsea	70,866	65,759	35,329	-	101,296
The London Community Fund	15,000	-	-	-	15,000
Westminster City Council	4,082	-	4,082	-	-
Young Westminster Foundation	65,166	38,500	42,963	-	60,703
Other grant and donations income < £5,000	6,781	-	45	-	6,736
Fathers' Development:					
Best Beginning	5,000	-	5,000	-	-
Charles Hayward Foundation	4,154	15,000	4,154	-	15,000
Greater London Authority	-	193,952	79,994	(863)	113,095
London Borough of Lewisham	12,067	-	12,067	-	-
London Borough of Southwark	-	17,490	17,490	-	-
Race Equality Foundation	5,381	-	301	(5,080)	-
Other grant and donations income < £5,000	1,006	1,658	2,467	5,080	5,277
Boys' Development:					
Grove Trust	-	8,333	8,333	-	-
Portal Trust	-	25,000	-	-	25,000
Royal Borough of Kensington & Chelsea	14,575	11,280	4,652	-	21,203
The Alan & Babette Sainsbury Charitable Fund	12,552	15,000	16,461	-	11,091
The Fishmongers' Company	11,458	27,500	21,030	-	17,928
The Kensington + Chelsea Foundation	8,252	27,000	20,592	(923)	13,737
The Liam Seagar Memorial Fund	6,185	-	-	-	6,185
The Progress Foundation	20,000	-	10,384	(639)	8,977
United St Saviours Charity	21,039	27,000	29,617	-	18,422
Walcot Foundation and Gipsy Hill Federation	8,333	45,313	30,791	-	22,855
Westminster Foundation	18,997	14,000	4,819	-	28,178
Youth Endowment Fund	-	228,622	184,632	(5,286)	38,704
Youth Development and Training:					
John Lyon's Charity	10,000	40,000	27,655	-	22,345
St Giles & St George Education Charity	22,254	15,000	25,680	-	11,574
Westminster City Council	105,444	166,821	223,163	(480)	48,622
Westminster Foundation	46,767	33,300	25,728	-	54,339
Young Westminster Foundation	31,565	33,250	45,910	(531)	18,374
Other grant and donations income < £5,000	5,150	-	5,150	-	-
Organisational Development:					
The Trusthouse Charitable Foundation	7,500	-	7,500	-	-
	668,921	1,142,478	1,025,131	(8,722)	777,546
UNRESTRICTED FUNDS					
General funds	255,124	275,635	282,203	(16,278)	232,278
Designated fund	40,000	-	40,000	25,000	25,000
Total unrestricted funds	295,124	275,635	322,203	8,722	257,278
Total funds	964,045	1,418,113	1,347,334	-	1,034,824

14. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach Engagement

Restricted funds received for this outreach work fund our 'Ventoring' project in different locations around London which is a support programme for NEET (not in education, employment, or training) boys and young men aged 13 to 25. The project engages these young men through street work and partnerships with other agencies and supports them into training and/or education, explore developing masculinities, address wider support needs including mental and physical health and key life transitions.

Fathers' Development
In Westminster, Lewisham, Greenwich, Croydon and Southwark we delivered a range of support services to abroad range of fathers, with a focus on the marginalised, especially young fathers, and those from disadvantaged backgrounds. The aim is to support fathers take an active part in their children's upbringing and development. We train and support others, to develop 'father friendly' accessible services. The work in Westminster has developed and delivered a series of group work, courses/workshops and one to one case work. The Young Father's focussed NDYP Mentoring has been successful in attracting a 1 year extension of funding to continue the work and has elements of Youth work included.

Boys' Development
Restricted funds received for our Boys' Development programme fund delivery to boys and young men at risk of school exclusion, criminal and/or antisocial behaviour and gang activity. This service is delivered often at transition between primary and secondary schools as well as to Year 8, 9 and 10 and mostly through schools. It aims to show boys and young men alternative communication strategies so that they do not use aggression to resolve conflict.

Youth Development and Training
We deliver an estate-based youth programme through two youth clubs. The programme provides structured activities, one to one support and holiday activities, with the aim of providing a safe space for young people to increase their opportunities and life chances, as well as divert them where necessary away from criminal activity. The project also, where appropriate, supports the parents and families of the young people attending. Restricted funds received for Youth work contribute to various aspects of running the club.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the Trustees after allowing for all designated funds.

Designated funds: During this year, £73,910 was set aside towards the Boys' Department costs for the academic year ended August 2026 and £115,800 towards Fathers' Department work.

15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	Unrestricted			2025
	General	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	10,972	-	-	10,972
Net current assets	304,819	189,710	357,555	852,084
	315,791	189,710	357,555	863,056

Analysis of fund balances between net assets comparative (2024):

	Unrestricted			2024
	General	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	15,597	-	-	15,597
Net current assets	216,681	25,000	777,546	1,019,227
	232,278	25,000	777,546	1,034,824

16. OPERATING LEASE COMMITMENTS

The charity has operating lease commitments relating to its property rental as shown below.

	2025	2024
	£	£
Rent		
Within 1 year	29,249	28,537
Within 2 - 5 years	65,810	106,174
	95,059	134,711

17. DEFERRED INCOME

	2025	2024
	£	£
Balance as at 1st April	181,480	95,639
Amount released to income in the year	(181,480)	(93,981)
Amount deferred in the year	116,878	179,822
Balance as at 31st March	116,878	181,480

	2025	2024
	£	£
Schools' (Boys' Development) contracts	16,878	24,121
Westminster City Council (Father's Development) contract	-	25,638
LB Lewisham (Father's Development) contract	-	53,846
LB Southwark (Father's Development) contract	-	77,875
The Julia and Hans Rausing Trust (Core grant 2025/26)	100,000	-
	116,878	181,480

18. PENSIONS

The Charity operates a defined contribution pension plan for its employees. The amount of contributions recognised as an expense during the year was £32,866 (2024: £27,794). Contributions totalling £33 (2024: £272) were payable to the fund at the year end and are included in creditors.

19. RELATED PARTY TRANSACTIONS

For the whole of the year, the charity was under the control of the Directors and Trustees as shown on page 10.

During the year, one trustee was reimbursed travel expenses totalling £1,073 (2024: None).

19.1 Taxation

The charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

20. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2024)

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income				
Grants, donations and legacies	63,881	92,700	156,581	149,767
Income from charitable activities	192,715	1,049,778	1,242,493	1,030,114
Income from other trading activities	4,071	-	4,071	350
Investment income	14,968	-	14,968	1,964
Total incoming resources	275,635	1,142,478	1,418,113	1,182,195
Expenditure				
Cost of raising funds	34,420	-	34,420	36,620
Expenditure on charitable activities	279,061	1,033,853	1,312,914	1,059,395
Total Expenditure	313,481	1,033,853	1,347,334	1,096,015
Net income & net movement in funds for the year	(37,846)	108,625	70,779	86,180
Reconciliation of funds				
Total funds, brought forward	295,124	668,921	964,045	877,865
Total funds, carried forward	257,278	777,546	1,034,824	964,045

Future Men

England & Wales - Charity number 1102451

Accounts

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

FUTURE men

(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

Company No: 03443520
Charity No: 1102451

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

FUTURE MEN
(A company limited by guarantee)

REPORT AND ACCOUNTS

CONTENTS

STATUTORY INFORMATION

	Page
Directors' and Trustees' Report	**2 - 11**
Auditor's Report	**12 - 14**
Statement of Financial Activities	**15**
Balance Sheet	**16**
Statement of cash flows	**17**
Notes to the Accounts	**18 - 30**

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

FUTURE MEN
(A company limited by guarantee)
DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2024

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31st March 2024, which are also prepared to meet the requirements for a directors' report and Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OUR PURPOSE AND ACTIVITIES

The charity's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men, by such exclusively charitable means as the trustees shall from time to time determine.

Our Vision: is a better future for every boy, every man and everyone

Our Mission: is to support and inspire boys and men to become dynamic future men, by giving them the confidence to discover what it means to be a man.

Future Men is a specialist charity that provides emotional and practical support for boys and young men. Through our practice-led services, we work with boys and men from childhood to 25 to help them become healthy, dynamic, future men. From structured school programmes and youth hubs to individual one-to-one sessions and outreach work, we provide the vital support and advocacy that changes boys and young men's lives for the better. We focus our work with boys and men who face structural discrimination and disadvantage, including of race, income, and community.

We underpin our work with an understanding of positive masculinities, regardless of whether the issue is fatherhood, sexual health, underachievement, or criminality. We are interested in why boys and young men do what they do, and what we can do about it. We use an asset-based approach to all our work, focussing on the resources that boys and men bring, the contributions they make and the futures they aspire to. This approach includes a view that there are a variety of (sometimes competing) masculinities which are determined by race, class, sexuality, gender, disability, geography, religion and culture and we continue to grapple with these differences within our own work and encourage others to do the same.

The most useful gift we can give to young men individually and collectively is the gift of hope and self-belief that comes with finding the tools to foster resilience and navigate their own future. We work to enable boys and men to thrive rather than simply survive. This builds social and community capital and affects issues of poverty, violence, lack of education and aspiration for all.

Our seven characteristics of positive masculinity
We developed these characteristics based on the experience and evidence collected as an organisation over twenty years. These will be the areas we look to develop with boys and young men as the keys to physical and emotional wellness.

The seven characteristics are:

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

Theory of change

Our theory of change is based on the idea that if boys and young men disengage at critical transition points, joined together with other challenges in their lives such as poverty, poor housing, negative peer pressure, lack of positive parent/family support, there is an increased risk of them entering the criminal justice system, developing mental health issues, facing poverty, ultimately leading to a trajectory of negative experiences. Experience has shown us that these boys and young men are enormously resilient and possess an inner strength to be drawn upon. With the right support at the right time, they can overcome the above and change their lives, they can succeed and grow into future men with the characteristics to succeed in life.

We will build on the existing logic models for our programmes to develop an overarching logic model for our Theory of Change to guide our decisions about continued monitoring and measuring the impact of our work. This model will show how we work at key transition points, and how we use a mix of universal and targeted approaches to reach the most excluded and disadvantaged young men.

Strategic Aims

To build on the authenticity and impact of our services/programmes and evolve our organisation to tackle the root-cause of the structural and systemic inequalities faced by disadvantaged and vulnerable men and boys.

Boys Development Programme in schools

A whole school approach that creates a nurturing environment for boys' development and provides a space for boys and young men to grow, socially and emotionally, whilst achieving academic attainment.

Community, Engagement and Outreach

Working with the community to provide activities and spaces that keep boys and young men safe from harm, whilst also creating opportunities to develop new life skills, using teachable moments to help them achieve their true potential.

Fathers Development

To create opportunities for fathers to prepare and to have the tools to be actively involved and included in their children's lives. To create an inclusive space where parents can speak openly about their challenges whilst learning positive ways to engage with and raise their boys and young men.

Advocacy

To influence the public and policy makers so we can change hearts and minds.

Our Volunteers/Pro Bono

During the year volunteers gave over 220 hours to help support the work of the paid staff in the areas of youth work and mentoring.

CEO note

First and foremost, I would like to thank all those who have supported our charity - our dedicated staff, trustees, volunteers, funders, and donors. Your commitment has been invaluable in helping us deliver essential services to our communities.

This is an exciting time for the charity. As the new CEO, alongside our recently appointed Chair of Trustees, I am eager to leverage our combined experience and sector knowledge to enhance our service delivery. We are committed to advancing the charity's impact, ensuring both growth and sustainability.

This year also marks our twentieth anniversary (2004-2024), providing an opportunity to reflect upon the profound impact we have had over two decades. As demand for our services continues to grow across all areas, we believe our mission is more relevant than ever.

Financially, 2023/24 presented challenges, as it did for many in our sector. In light of this, our priority is to sustain and expand our essential services whilst we focus on strengthening the core of our organisation in order that we can look to a future where we can extend our reach and deliver even greater positive outcomes for the communities we serve.

Alastair Smith-Agbaje, CEO

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

Chair of Trustees note

As the new Chair of Future Men, I am pleased to reflect on our charity's impact throughout 2023/24. This year, we focused on our core programs, carefully evaluating the meaningful effects they have had on our staff, clients, and key stakeholders. Although securing new funding has been challenging, our team has streamlined our approach to engaging potential funders by placing a stronger emphasis on the social and economic impact of our work.

This year has also highlighted the need to strengthen our Board by enhancing diversity and increasing legal expertise - a priority we are now actively addressing. Additionally, we are focused on carefully managing our costs to maximise the value of every pound invested in our mission, and we are committed to supporting our CEO with the resources needed to continue delivering our programs with excellence.

Bernie Hollywood OBE JP
Chair of Trustees

ACHIEVEMENTS AND PERFORMANCE

Fundraising, Marketing and Advocacy

Fundraising

- **Funding Applications**: Submitted 35 applications totalling £976,921, securing £220,500.
- **Key Grants**:
    - BBC Children in Need (CiN) awarded £120,000 for the core of the organisation, and United St Saviour's provided £60,000 for the Boys Development Programme; both over three years.
- **Challenges**: High competition and a sector-wide trend among funders preferring to support direct beneficiary activities over core organisational expenses.

Marketing

- **Platform Focus**: Efforts on LinkedIn and X to increase brand visibility and partnerships, and to advertise events; Instagram used mainly for youth engagement.
- **Highlights**:
    - New website launch.
    - LinkedIn saw 1,063 new followers, an 11% engagement rate, and 4,797 visitors, ranking third in growth among similar organisations.
- **Challenges**: Limited capacity to provide regular update or to engage deeply with new followers and understand engagement motivations. Higher engagement on posts featuring "Future Dads" has highlighted a potential disconnect in public perception.

Advocacy

- **Agenda: Dad**: Launched in September 2023 to convene discussions on fatherhood policy, following the de-registration of the APPG on Fatherhood in April 2024 due to structural changes.
- **Key Activities**:
    - Participation in the "Following Young Fathers Further" event with over 60 attendees.
    - Policy discussions on mental health screenings, paternity leave, and birth registrations, with 120+ participants involved.
    - Working to reregister the APPG, taking advantage of the opportunity presented by an influx a large number of new MPs following the general election.
- **Challenges**: Difficulties in engaging enough interest from Parliamentarians, including appointing a Chair. Capacity restrictions limit our ability to address these issues fully.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

Community, Engagement and Outreach team

- **Service Users**: 45 young people engaged
- **Total Contacts**: 187 interactions

Program Details

- The program focused on building relationships with young men through outreach, community engagement, and educational support (both mainstream and alternative).
- Early identification of young people at risk of exclusion from schools or involved in antisocial or criminal behaviour and proactive school referrals aimed to support youth engagement in positive activities, academics, and community services.
- Increased focus on schools and Pupil Referral Units (PRUs) enabled early interventions, helping youth understand the risks of becoming NEET (Not in Education, Employment, or Training) and supported them to address negative influences on their future.

Challenges and Observations

- **Special Educational Needs and Disabilities (SEND)**: Many students display behavioural issues that may stem from unidentified SEND needs.
- **Mental Health and Technology Use**: Excessive screen time is linked to mental health concerns, with students lacking safe spaces to discuss these issues confidentially.
- **Cultural and Economic Factors**: The glamourisation of "road life" and gang culture poses a risk, especially as poverty increases among families, affecting service users' aspirations and behaviour.

Positive Impacts and Outcomes

- **Behavioural and Academic Improvements**: Observed through feedback from parents and schools, including increased joy, academic engagement, and a sense of well-being among young people.
- **Building Confidence and Communication Skills**: Through consistent support and safe spaces, youth gained self-esteem and confidence, helping them engage more positively in school and beyond.

Case Study: A Young Person's Journey

- **Starting Point**: The young person struggled with post-16 options, low self-esteem, and interpersonal challenges.
- **Support Provided**: The Project Coordinator created a supportive, therapy-informed environment, helped with communication skills, and encouraged music production interests. Weekly face-to-face sessions and ongoing communication supported the youth's progress.
- **Outcome**: The young person developed a positive outlook, pursued college for Music Production, and is working towards academic and personal growth.

Reflections

- **Key Learnings**: Consistent care, open dialogue, and a focus on joy and self-expression are essential for youth development. Allowing young people to explore their interests and talents opens pathways to personal and academic success.

The report concludes with a commitment to ongoing support, keeping in touch with alumni to offer guidance as needed.

Fathers Development Team Activities

- **Service Impact**: The team extends support across multiple areas, focusing on nurturing positive masculinity, supporting father-child relationships, and strengthening families through various programs.

Key Outcomes

- **Reach**: Supported 521 individuals with nearly 1,900 interactions across Westminster and Southwark.
- **Outcomes Measurement**: Soft outcomes show improvements in motivation, self-confidence, and paternal confidence. Fathers also noted better relationships with partners, reduced substance use, and increased efforts to secure employment.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

- **Advocacy and Research**:
  - Continued work with the APPG on Fatherhood and launched Agenda: Dad in September to discuss policies affecting fathers, such as neonatal mental health screenings and extended statutory paternity leave provision.
  - Participated in events and research initiatives, contributing to broader conversations on fatherhood in the UK.

Highlights and Challenges

- **Funding and Expansion**: Expanded team for Start for Life programs and an RCT evaluation of the Boys Development Programme, increasing capacity but also demand for internal support.
- **Challenges**: High dropout rates in attendance at Future Dads sessions, resource limitations for expanding programs into hospitals, and recruitment of new staff requiring higher development support.

Boys Development Programme (BDP) and Youth Endowment Fund (YEF)

- **Project Scope**: The BDP engaged 122 boys in the YEF Randomised Control Trial (RCT), focusing on emotional regulation, behaviour management, and school success across six London schools. The program ran in Wandsworth, Lambeth, and Southwark, with 113 boys completing a minimum of eight sessions. This evaluation is funded for two years and 2023/24 was the first year.
- **Success Stories and Feedback**: Testimonials highlighted improved emotional resilience, behaviour, and school relationships. Boys reported better handling of conflicts and understanding of their actions.
- **Impact Assessment**:
  - Surveys completed by 237 pupils, with half in the program and half as a control group.
  - 86% agreed that sessions would help them improve everyday interactions.
  - 84% felt better equipped to understand and manage emotions.
  - 86% believed the sessions would support their success in school.
  - Positive feedback from schools, parents/guardians and other stakeholders.
- **Future Goals**: Harris Academy Battersea and Bacon's College will join the program in the second year of the YEF program. The aim is to support another 120 boys, deepen school relationships, and conclude the RCT with data to support the program's impact on boys' development.

BDP Annual Report

- **Reach**: The program worked with 411 boys in a 6-week group format and 130 boys in a 12-week 1-on-1 setting, targeting youth from deprived backgrounds in schools across Westminster, Kensington and Chelsea, Lambeth, Southwark, Wandsworth, and Brent.
- **Funding Partners**: Notable supporters include West London Zone, Walcot Foundation, United Saint Saviours, A & B Sainsbury CT and Fishmongers.
- **Outcomes**: Results from pre- and post-programme surveys showed improvements in wellbeing, behaviour, emotional management, and conflict resolution, providing a foundation for sustained positive impact.

Amberley Youth Club and Churchill Gardens Youth Hubs

Service Overview

- **Sessions and Attendance**: The two hubs delivered a total of 893 sessions to 456 young people across 8,638 visits. About 60% of these participants were from Churchill Gardens.
- **Attendance Goals**: A key goal was to increase attendance at Amberley Youth Hub to meet the target of 25-30 attendees per session. Average attendance was 10-15, with occasional sessions reaching over 20.

Challenges Faced

- **Community Violence**: Attendance was heavily impacted by tragic events, including two gang-related stabbings near Amberley, one of which involved a fatality and led to a manslaughter charge against a hub member. This led to decreased attendance as parents withdrew their children.
- **Funding**: Funding was provided by the Local Authority but was insufficient to meet the full cost of running the hubs.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

Strategies for Improvement

- **Leadership and New Initiatives**: The Head of Programme, introduced new opening times, launched a Junior Club for children aged 8-12, and implemented extensive outreach, including street engagement and sessions near schools and local libraries. This outreach helped increase junior membership to 15 and improved communication with parents, particularly Middle Eastern families, with the aid of Arabic-speaking staff.
- **Focused Programs and Workshops**:
    - **Emergency First Aid**: A life-saving stab wound workshop equipped young people with skills that later helped one young person assist a friend who had been stabbed.
    - **Mental Health through Music**: A year-long music workshop helped youth process grief and trauma, providing emotional support and self-expression.
    - **Gang Intervention**: The Partisan workshop, involving a psychiatrist and youth workers, provided support for gang-involved youth, fostering trust and emotional vulnerability among participants.

Through dedicated staff and adaptive leadership, the hubs are stabilising and committed to enriching young lives in the coming year.

Public Benefit Statement

Future men's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men. As an agency our public benefits are varied. We use our knowledge and experience built up over the last 20 years to support boys and young men, with a particular focus on those who through life events are marginalised and disadvantaged, or at risk of being so. We have a theoretical understanding of masculinity that underpins our work, informed by how external factors, such as race and class affects 21st century males. We have developed services to reach our target group at key points in the life cycle.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

Modern Slavery

Although the charity is not obliged to make a statutory report pursuant to s 54 (Transparency in supply chains etc) of the Modern Slavery Act 2015 because its annual turnover does not exceed £36 million, the Trustees are conscious of the need to guard against slavery and human trafficking. Neither the charity, nor to the best of their knowledge and belief their suppliers, is involved in or uses the services of any third-party supplier involved in human exploitation or trafficking.

Financial review

The Statement of Financial Activities showed net surplus of £70,779 (2023 - £86,180) for the year and reserves stand at £1,034,824 (2023 - £964,045). The financial position at the year revealed by the Balance Sheet shows net current assets or working capital of £1,019,227 (2023 – £964,045). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £15,597 (2023 – £nil).

During the year, total income was £1,418,113 (2023: £1,182,195) and total expenditure £1,347,334 (2023: £1,096,015), giving a net surplus of £70,779 (2023 - £86,180).

Income
While overall income has increased this year there are some significant variances when compared to 2023 – some positive and some negative. Community Engagement Outreach department income decreased by 56% to £104,259 (2023: £236,713); Fathers' department income increased by 120% to £324,460 (2023: £147,521); Boys' department income increased by 66% to £525,203 (2023: £316,814); Youth department income decreased by 4% to £288,571 (2023: £299,066), and Core grants and donations increased by 5% to £156,581 (2023: £149,767).

Expenditure
Direct expenditure on charitable activities increased over the previous year to £923,762 – 69% of total costs (2023: £711,917). A further £24,213 (2%) was spent on raising funds (2023: £24,609) and £399,359 (29%) on support and governance (2023: £359,489).

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

The majority of our charitable activities are delivered through time-bound projects funded by grants and contracts. We adopt a flexible charitable spend model to match our expenditure to these income streams allowing us to adjust the shape of our expenditure to minimise our risk of exposure to unfunded liabilities and to maximise our impact by being responsive to changing needs.

Reserves policy

FM requires an appropriate level of reserves in order to operative effectively. The Board of Trustees have considered the risks faced by FM through a risk analysis exercise. The level is set with regard to our aims, needs and objectives and the risks we face. These are sudden cessation or non-renewal of contracts and grants, delay in receipt of funding, and future essential maintenance of properties and IT infrastructure. The Trustees consider that a level equivalent to 3 months staffing and core running costs is sufficient to meet these risks should the need arise. This target level of reserves is £294,144.

At 31 March 2024 the unrestricted funds not designated or invested in tangible fixed assets (free reserves) held by the charity are £216,681 (2023: £255,124) which represents 2.21 months staffing and core running costs (2023: 3.23 months).

During this year £25,000 was set aside towards the Boys' Department costs for the academic year ended August 2025.

The charity additionally held £777,546 of restricted funds at 31 March 2024 (2023: £668,921) representing unspent funding and grants received in advance which are restricted for the specific purposes for which they were given and are not available for the general purposes of the charity.

Future Activities

We believe the need for our work is greater than ever. The demand for our services has increased throughout the year. Our organisation wants to be able to build on our strengths, to reach and provide for more services, and provide even more positive outcomes for the communities we serve.

Building on a steady growth of our services, the charity will continue to build and review our mission, statement, values and strategic plan for growth over the next three years. The charity will build yearly targets within the strategy to achieve the following goals:

- Improved quality service delivery & impact.
- Expand our services within the London boroughs, with a focus on piloting a service delivery outside London.
- Online delivery of programs for an element of our Fathers Team.
- Development of revised funding strategy and corporate social responsibility partners.
- Equality, Diversity, and Inclusion.

These plans involve building on our existing programmes and building our base of stakeholders and collaborative partnerships.

Principal Funding Sources

Funding is obtained from local government, charitable trusts and foundations in addition to income from resources and other services. As an organisation we are currently looking at a number of ways in which we may generate further income from current resources in an effort to be as independently stable as possible going into the future.

Investment policy and performance

The Board of Trustees have decided that at present, funds should be retained in Banks and Building Societies. Any change in such banking arrangements should be agreed by the Board of Trustees. As far as possible, funds will be retained in accounts bearing the best interest rates at that time.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Future Men (FM) is a company limited by guarantee and not having a capital divided by shares. The company was incorporated on 2nd October 1997 and is a registered charity (registered 3rd March 2004) constituted as a Limited Company under the Memorandum and Articles of Association. The charity registration number is 1102451 and the company registration number is 03443520.

On 3 April 2019 Working with Men formally announced our change of name to Future Men. The charity remains the same legal entity with Company and Charity registration numbers remaining the same. The name change was registered and approved at Companies House on 12 March 2019 and accepted and registered with the Charity Commission on 26 March 2019.

Recruitment and appointment of Trustees

New trustees are elected by existing trustees on the board in line with revised governance standards in which key areas and skill gaps are identified and addressed. Trustee posts are advertised in the local, national and voluntary newspapers and on websites through an open process. Trustees are then invited to meet with the Chief Executive and senior management team and meet with practitioners and beneficiaries. After an agreed probationary period, they may then be appointed by the Board of Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years, renewable once by Board agreement.

The Directors in office in the year are set out on page 10. The Directors have no beneficial interest in the company other than as members and all guarantee to contribute £1 in the event of a winding up. The Board have unlimited investment powers.

Trustee induction and training

All new Board of Trustee members receive an induction on joining FM which includes:

- Roles and nature of the organisation and their role / responsibilities within it.
- Full understanding of the spirit/aim of FM's Equal Opportunities / Diversity commitment.
- Understanding of the practical day-to-day implications of what is expected of all workers.
- Contents of the FM Staff Handbook.

Organisation

The governance of the charity is undertaken by a Board of Trustees that meets bi-monthly and is responsible for overseeing the strategic direction and resulting policy of the charity. The Board bring expertise from a variety of professional backgrounds and have access to advice on the progress of the work from the Chief Executive, Operations Director, Finance Director, senior managers, individual project workers and project advisory groups/ forums.

The Trustees met during the year to monitor progress against our 3-year strategy, oversee financial and risk management and measure progress in capacity building, diversity, HR and staff development. The Board's governance is supported by sub-groups which meet regularly throughout the year and comprise chair trustees and members of the senior management team as well as the involvement of individual key staff.

During this year the work of the Board of Trustees was supported by the core team of full-time and part-time staff in addition to our excellent volunteers including mentors. The day-to-day strategic and operational responsibilities rest with the Chief Executive, Operations Director and Finance Director, who ensure that the charity delivers the strategy and services specified and that key performance indicators / work plans are met.

Related parties

During the year there were no related party transactions.

Pay policy for senior management staff

Senior management staff pay is set with reference to market rates for similar roles within similar sized charities in the sector. The pay of the Chief Executive is reviewed and approved by the Board. The pay of other senior management staff is reviewed and approved by the Chief Executive.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

Risk management

The Board of Trustees has a risk management strategy that incorporates:

- An annual review of all risks the organisation may face prepared by the Chief Executive.
- The development of strategies and an action plan to reduce the impact of these risks.
- Mechanisms for monitoring the implementation and review of these strategies.

Innovation usually involves risk and the Board of Trustees accept this and, therefore, regularly monitor and manage risks. Risks are assessed in the following way:

1. Major risks that need to be monitored closely;
2. New, albeit minor, risks that requires processes to be established and monitored;
3. Minor risks that may become major at a later point, if something else occurs;
4. Risks within our control and those outside our control.

Organisations such as ours will always be vulnerable to changes in government policy and charitable trusts / funding bodies' priorities. As well as these external risks, internal organisation risks are also particularly important. If we expand too quickly, we are at risk of overstretching ourselves and the quality of what we do being lowered (this is a common problem in a range of smaller innovative charities). However, if we expand too slowly, we are at risk of failing to generate resources to fund our small but growing core costs (management and office costs in particular).

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees
R Akontoh
S Bowes - resigned 27/09/24
L Carr
M Gibson - Acting Chair - resigned 24/01/24
B Hollywood - Chair - appointed 26/04/24
E Lewinson
K Lewis - appointed 24/07/24
A McDonald - resigned 14/07/23
D Reed - appointed 24/07/24
Y Rolston
N Samuda
S Watson - resigned 24/01/24

Key Management Personnel:

Chief Executive Officer:	A Smith-Agbaje - appointed 05/02/24
Managing Director:	O Thomas - secondment ended 31/03/24
Operations Director:	A Cayenne - secondment ended 29/02/24
Director of Marketing, Fundraising & Advocacy:	C Stein

Registered Office: The Foundry 17 Oval Way London SE11 5RR

Auditors: SCB (Accountants) Limited, 31 Sackville Street, Manchester, M1 3LZ

Bankers: HSBC Bank Plc., 47 Rye Lane, London SE15 5ET
CAF Bank Ltd. 25Kings Avenue, Kings Hill, West Maling ME19 4JQ
Santander, Customer Services Centre, Bootle, Merseyside G1R 0AA

Website: www.futuremen.org

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

DIRECTORS' AND TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31ST MARCH 2024

Trustees' responsibilities in relation to the financial statement

The Trustees (who are also directors of Future Men for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors 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 company and of its income and expenditure for that period. In preparing these financial statements, the Directors 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 charitable company will continue in business.

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

The trustees are responsible for 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.

STATEMENT OF DISCLOSURE TO AUDITOR

So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that we ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

AUDITORS

A resolution was proposed and agreed at the Annual General Meeting that SCB (Accountants) Limited be re-appointed as auditors of the Charity for the ensuing year.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

APPROVAL

This report was approved by the Board and signed on its behalf by:

Signed by:
Bernie Hollywood
3485407F3C64419...

Bernie Hollywood
Chair

21 November 2024

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FUTURE MEN

(A company limited by guarantee)

Opinion

We have audited the financial statements of Future Men for the year ended 31st March 2024, which comprise the Statement of Financial Activities (Summary Income and Expenditure Account), balance sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland; and;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

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.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

Opinions 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements: and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- Discussions were held with, and enquiries made of, management and those charged with governance with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

- During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, the Charity Act 2011, SORP 2019 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

- Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the charitable company complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

- No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:
Jeffrey Bor
78A8AA7A44214FD...

Jeffrey Bor FCCA ACA (Senior Statutory Auditor)
for and on behalf of
SCB (Accountants) Limited
Chartered Accountants
Statutory Auditors

31 Sackville Street
Manchester
M1 3LZ

21 November 2024

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

FUTURE MEN
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2024

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income					
Grants, donations and legacies	**2**	63,881	92,700	156,581	149,767
Income from charitable activities	**3**	192,715	1,049,778	1,242,493	1,030,114
Income from other trading activities	**4**	4,071	-	4,071	350
Investment income	**5**	14,968	-	14,968	1,964
Total incoming resources		275,635	1,142,478	1,418,113	1,182,195
Expenditure					
Cost of raising funds	**6**	34,420	-	34,420	36,620
Expenditure on charitable activities	**6**	279,061	1,033,853	1,312,914	1,059,395
Total Expenditure		313,481	1,033,853	1,347,334	1,096,015
Net income & net movement in funds for the year		(37,846)	108,625	70,779	86,180
Reconciliation of funds					
Total funds, brought forward		295,124	668,921	964,045	877,865
Total funds, carried forward		257,278	777,546	1,034,824	964,045

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the charity's activities were acquired or discontinued during the above financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above financial periods.

The notes on pages 18-30 form part of these accounts.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

FUTURE MEN
(A company limited by guarantee)

BALANCE SHEET AS AT 31ST MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	**11**		15,597		-
Current assets					
Debtors	**12**	90,914		119,969	
Cash at bank and in hand		1,193,757		1,019,556	
		1,284,671		1,139,525	
Liabilities					
Creditors falling due with in one year	**13**	265,444		175,480	
Net current assets			1,019,227		964,045
Net assets			1,034,824		964,045
The funds of the charity					
Unrestricted funds:					
General	**14**		232,278		255,124
Designated	**14**		25,000		40,000
Restricted funds	**14**		777,546		668,921
Total charity funds			1,034,824		964,045

The Trustees have prepared financial statements in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

These accounts were approved by the Board of Trustees on 21 November 2024 and were signed on its behalf by:

Signed by:
Bernie Hollywood
3485407F3C64419...

…… **Chair**

Bernie Hollywood

DocuSigned by:
Neville Samuda
836D9AB567534D5...

…… **Treasurer**

Neville Samuda

Company Number 3443520

The notes on pages 18-30 form part of these accounts.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

FUTURE MEN
(A company limited by guarantee)

CASH FLOW STATEMENT AS AT 31ST MARCH 2024

	2024 £	2023 £
Cash inflow from operating activities	178,401	60,019
Cash flows from investing activities		
Purchase of tangible fixed assets	(19,168)	-
Interest income	14,968	1,964
Cash provided by / (used in) investing activities	(4,200)	1,964
Increase in cash & cash equivalents in the year	174,201	61,983
Cash & cash equivalents at the beginning of the year	1,019,556	957,573
Total cash & cash equivalents at the end of the year	1,193,757	1,019,556

Reconciliation of net movements in funds to net cashflow from operating activities:

	2024 £	2023 £
Net movement in funds	70,779	86,180
Add back depreciation	3,571	903
Deduct interest income shown in investment activities	(14,968)	(1,964)
(Increase) / decrease in debtors	29,055	(72,685)
Increase / (decrease) in creditors	89,964	47,585
Net cash inflow from operating activities	178,401	60,019

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

The financial statements have been prepared in accordance with the charitable company's Memorandum and Article of Association, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Preparation of accounts on a going concern basis

The Charity’s Financial Statements show net income of £70,779 (2023: £86,180) for the year and free reserves of £216,681 (2023: £255,124).

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

Trustees will continue to monitor and ensure spending to be done in line with income in order to maintain target level of reserves for 3 months staff costs and core running costs. The review of cashflow for 12 months from the date of approval of the financials statements, the associated assumptions that underpin it, secured new income and the steps that could be taken to reduce expenditure should this be necessary.

Based on the information above, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future and will remain surplus in future period. Therefore, the Trustees have adopted the going concern basis in preparing these accounts.

1.3 Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

(a) Income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when received, unless they relate to a specified future period, in which case they are deferred.
(b) Legacies entitlement is taken as the earlier of the date on which either: the charity is aware that the probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that the distribution is made, or when a distribution is received from the estate. No legacies were received during the year.
(c) Income from charitable activities received by way of revenue grants and donations is credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.
(d) Grants and donations of general nature which are not conditional on delivering certain levels of service are included as part of Grants, Donations and Legacies as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
(e) Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Depreciation on the related fixed assets is charged against the restricted fund.
(f) Income from charitable activities includes income recognised as earned (as the related goods and services are provided) under contract, in the form of training income and sale of resources.
(g) Investment income is included when receivable.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

1.4 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), time contributed by volunteers is not recognised. More information about their contribution is included in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

1.5 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

(a) Cost of raising funds comprises the cost of seeking donations and legacies by direct approach and other fundraising activities and their associated support costs.

(b) Expenditure on charitable activities include expenditure associated with the main objectives of the charity and include both directs costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 7.

1.7 Funds structure

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Board.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

1.8 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Individual fixed assets costing £500 or more are capitalised at cost.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases

Furniture and equipment	-	33.33% straight line

1.9 Debtors

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

1.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term cash deposits.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

1.11 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.12 Financial instruments

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

1.13 Taxation

The charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1.14 Operating Leases

All leases are operating leases, and rentals are charged to the Statement of Financial Activities on a straight-line basis over the lease duration. No assets are held under hire purchase agreements.

1.15 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.16 Pension

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

2. GRANTS, DONATIONS, AND LEGACIES

	Unrestricted Funds	Restricted Funds	2024	2023
	£	£	£	£
BBC Children in Need	-	40,000	40,000	-
Garfield Weston Foundation	-	-	-	40,000
John Armitage Charitable Trust	60,000	-	60,000	30,000
John Lyon's Charity	-	-	-	8,000
Westminster Foundation	-	52,700	52,700	54,400
Other donations	3,881	-	3,881	12,367
AxiCom - Donations in kind	-	-	-	5,000
Total income from grants, donations and legacies	63,881	92,700	156,581	149,767
2023	85,867	63,900	-	149,767

The charity is indebted to AxiCom for pro-bono advice service providing Public Relations agency support. The values places on these contributions by AxiCom is recognised within income as donations and corresponding charged included within support costs under Legal and professional costs.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2024	2023
Community Engagement Outreach:	**£**	**£**	**£**	**£**
Grants and service level agreements:				
Big Lottery Fund Grant: Reaching Communities	-	-	-	84,782
The London Community Fund	-	-	-	15,000
Royal Borough of Kensington & Chelsea	-	65,759	65,759	72,026
Westminster City Council	-	-	-	4,667
Westminster Foundation	-	-	-	5,000
Young Westminster Foundation	-	38,500	38,500	55,238
Other grants and contracts < £5,000	-	-	-	-
	-	104,259	104,259	236,713
Fathers' Development:				
Grants and service level agreements:				
Best Beginning	-	-	-	5,000
Charles Hayward Foundation	-	15,000	15,000	15,000
Greater London Authority	-	193,952	193,952	-
London Borough of Lewisham	67,281	-	67,281	76,023
London Borough of Southwark	-	17,490	17,490	16,500
Race Equality Foundation	-	-	-	20,872
Westminster City Council	29,067	-	29,067	10,591
Other grants, contracts and donations < £5,000	-	1,658	1,658	3,485
Training and other income	12	-	12	50
	96,360	228,100	324,460	147,521
Boys' Development:				
Grants and service level agreements:				
Battersea Power Station Foundation	-	-	-	5,000
Gipsy Hill Federation	-	20,313	20,313	25,000
Grove Trust	-	8,333	8,333	11,667
Portal Trust	-	25,000	25,000	-
Royal Borough of Kensington & Chelsea	-	11,280	11,280	13,369
The Alan & Babette Sainsbury Charitable Fund	-	15,000	15,000	15,000
The Fishmongers' Company	-	27,500	27,500	27,500
The Kensington + Chelsea Foundation	-	27,000	27,000	27,000
The Progress Foundation	-	-	-	20,000
United St Saviours Charity	-	27,000	27,000	27,000
Walcot Foundation	-	25,000	25,000	25,000
West London Zone	25,901	-	25,901	24,358
Westminster Foundation	-	14,000	14,000	24,000
Youth Endowment Fund	-	228,622	228,622	-
School contracts income	70,254	-	70,254	68,866
Other grants, contracts and donations < £5,000	-	-	-	3,054
	96,155	429,048	525,203	316,814
Totals carried forward:	192,515	761,407	953,922	701,048

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
Totals Brought forward:	192,515	761,407	953,922	701,048
Youth Development and Training:				
Grants and service level agreements:				
John Lyon's Charity	-	40,000	40,000	40,000
St Giles & St George Education Charity	-	15,000	15,000	-
Westminster City Council	-	166,821	166,821	168,500
Westminster Foundation	-	33,300	33,300	22,600
Young Westminster Foundation	-	33,250	33,250	67,966
Other grants and donations < £5,001	200	-	200	-
	200	288,371	288,571	299,066
Community Development:				
Grants and service level agreements:				
The Trusthouse Charitable Foundation	-	-	-	30,000
	-	-	-	30,000
Total income from charitable activities	192,715	1,049,778	1,242,493	1,030,114
2023	207,488	822,626	-	1,030,114

4. OTHER TRADING INCOME

	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
Consultancy income	4,071	-	4,071	350
	4,071	-	4,071	350

5. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	2024 £	2023 £
Bank interest	14,968	-	14,968	1,964
	14,968	-	14,968	1,964

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

6. ANALYSIS OF EXPENDITURE

	Cost of Raising funds £	Community Engagement Outreach £	Fathers' Development £	Boys' Development £	Youth Development & Training £	Community Development £	2024 £	2023 £
Direct staff costs	24,071	86,462	147,483	302,283	210,669	6,250	777,218	588,445
Direct project costs	-	25,144	32,417	22,778	90,276	-	170,615	133,923
Costs of generating raising funds	142	-	-	-	-	-	142	14,158
Support costs (Note 7)	8,137	37,505	60,455	109,235	101,132	2,100	318,564	339,312
Governance costs (Note 7)	2,070	9,546	15,291	27,511	25,843	534	80,795	20,177
Total expenditure	34,420	158,657	255,646	461,807	427,920	8,884	1,347,334	1,096,015
2023	36,620	186,209	169,655	276,972	385,618	40,941	-	1,096,015

Of the £1,347,334 expenditure in 2024 (2023: £1,096,015), £313,481 was charged to unrestricted funds (2023: £340,759) and £1,033,853 to restricted funds (2023: £755,256).

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

7. ANALYSIS OF SUPPORT AND GOVENANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the charity's key activities undertaken (see note 6) in the year. All the general support and governance costs have been apportioned to the various charitable activities proportional to direct project expenditure.

	General support £	Governance function £	2024 £	2023 £
Management, Finance & Admin staff costs	160,089	4,051	164,140	206,114
Communication costs	2,875	-	2,875	2,921
Information Technology	16,286	-	16,286	12,470
Premises and equipment costs	48,416	-	48,416	28,192
Legal and professional costs	69,928	70,504	140,432	96,004
Insurance costs	9,033	-	9,033	2,770
Sundry expenses	8,365	-	8,365	4,115
Depreciation	3,572	-	3,572	903
Auditor's remuneration	-	6,240	6,240	6,000
	318,564	80,795	399,359	359,489
2023	339,312	20,177	-	359,489

8. NET INCOMING RESOURCES

Net incoming resources is shown after charging:	2024 £	2023 £
Depreciation of tangible fixed assets owned by the charity	3,572	903
Auditor's remuneration – year end accounts	6,240	6,000
Operating lease rentals	25,819	11,067

9. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL

	2024 £	2023 £
Salaries	838,216	706,302
National Insurance	75,348	64,030
Pension	27,794	24,227
	941,358	794,559

None of the employee earned in excess of £60,000 in the year (2023: nil).

None of the Trustees received any remuneration during the year (2023: £nil) and no expenses were reimbursed (2023: £nil).

The key management personnel of the charity comprise the Chief Executive Officer, Managing Director, Operations Director, and Director of Marketing, Fundraising & Advocacy. The total wages and pensions of the key management personnel of the charity were £177,415 (2023 - £151,654).

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

10. STAFF NUMBERS

The average monthly head count was 27 staff (2023: 23) and the average monthly number of full-time equivalent employees (including sessional and part-time staff) during the year were as follows:

	2024 Number	2023 Number
Management	3	3
Community Outreach	2	3
Fathers' Development	3	2
Boys' Development	8	5
Youth Development and Training	5	5
Administrative work	2	2
	23	20

11. TANGIBLE FIXED ASSETS

	Furniture & Equipment	Total
COST	£	£
As at 1st April 2023	12,818	12,818
Additions during year	19,168	19,168
Disposals	(5,280)	(5,280)
As at 31st March 2024	26,706	26,706
DEPRECIATION		
As at 1st April 2023	12,818	12,818
Charge for the year	3,571	3,571
Disposals	(5,280)	(5,280)
As at 31st March 2024	11,109	11,109
NET BOOK VALUES		
As at 31st March 2023	-	-
As at 31st March 2024	15,597	15,597

12. DEBTORS

	2024 £	2023 £
Grant, contract and fee income receivable	74,777	108,387
Other debtors	3,719	-
Prepayments	12,418	11,582
	90,914	119,969

13. CREDITORS: amounts falling due within one year

	2024 £	2023 £
Trade creditors	28,832	47,269
Social security and other taxes	26,986	11,382
Other creditors	1,999	1,194
Accruals	26,147	19,996
Deferred income (note 17)	181,480	95,639
	265,444	175,480

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

14. MOVEMENT IN FUNDS

	Balance 01.04.2023	Income	Expenditure	Transfers	Balance 31.03.2024
RESTRICTED FUNDS:	£	£	£	£	£
Voluntary income:					
BBC Children in Need	-	40,000	9,926	-	30,074
John Lyon's Charity	8,000	-	8,000	-	-
Westminster Foundation	50,197	52,700	59,339	-	43,558
Other grant and donations income < £5,000	1,500	-	1,500	-	-
Community Outreach:					
Big Lottery Fund Grant: Reaching Communities	69,650	-	50,377	-	19,273
Royal Borough of Kensington & Chelsea	70,866	65,759	35,329	-	101,296
The London Community Fund	15,000	-	-	-	15,000
Westminster City Council	4,082	-	4,082	-	-
Young Westminster Foundation	65,166	38,500	42,963	-	60,703
Other grant and donations income < £5,000	6,781	-	45	-	6,736
Fathers' Development:					
Best Beginning	5,000	-	5,000	-	-
Charles Hayward Foundation	4,154	15,000	4,154	-	15,000
Greater London Authority	-	193,952	79,994	(863)	113,095
London Borough of Lewisham	12,067	-	12,067	-	-
London Borough of Southwark	-	17,490	17,490	-	-
Race Equality Foundation	5,381	-	301	(5,080)	-
Other grant and donations income < £5,000	1,006	1,658	2,467	5,080	5,277
Boys' Development:					
Grove Trust	-	8,333	8,333	-	-
Portal Trust	-	25,000	-	-	25,000
Royal Borough of Kensington & Chelsea	14,575	11,280	4,652	-	21,203
The Alan & Babette Sainsbury Charitable Fund	12,552	15,000	16,461	-	11,091
The Fishmongers' Company	11,458	27,500	21,030	-	17,928
The Kensington + Chelsea Foundation	8,252	27,000	20,592	(923)	13,737
The Liam Seagar Memorial Fund	6,185	-	-	-	6,185
The Progress Foundation	20,000	-	10,384	(639)	8,977
United St Saviours Charity	21,039	27,000	29,617	-	18,422
Walcot Foundation and Gipsy Hill Federation	8,333	45,313	30,791	-	22,855
Westminster Foundation	18,997	14,000	4,819	-	28,178
Youth Endowment Fund	-	228,622	184,632	(5,286)	38,704
Youth Development and Training:					
John Lyon's Charity	10,000	40,000	27,655	-	22,345
St Giles & St George Education Charity	22,254	15,000	25,680	-	11,574
Westminster City Council	105,444	166,821	223,163	(480)	48,622
Westminster Foundation	46,767	33,300	25,728	-	54,339
Young Westminster Foundation	31,565	33,250	45,910	(531)	18,374
Other grant and donations income < £5,000	5,150	-	5,150	-	-
Organisational Development:					
The Trusthouse Charitable Foundation	7,500	-	7,500	-	-
	668,921	1,142,478	1,025,131	(8,722)	777,546
UNRESTRICTED FUNDS					
General funds	255,124	275,635	282,203	(16,278)	232,278
Designated fund	40,000	-	40,000	25,000	25,000
Total unrestricted funds	295,124	275,635	322,203	8,722	257,278
Total funds	964,045	1,418,113	1,347,334	-	1,034,824

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

14. MOVEMENT IN FUNDS (continued)

Movement in funds comparative (2023)

	Balance 01.04.2022	Income	Expenditure	Transfers	Balance 31.03.2023
RESTRICTED FUNDS:	£	£	£	£	£
Voluntary income:					
John Lyon's Charity	-	8,000	-	-	8,000
Westminster Foundation	41,172	54,400	45,375	-	50,197
Other grant and donations income < £5,000	-	1,500	-	-	1,500
Community Engagement Outreach:					
Big Lottery Fund Grant: Reaching Communities	17,118	84,782	32,250	-	69,650
Royal Borough of Kensington & Chelsea	19,553	72,026	20,713	-	70,866
The Kensington & Chelsea Foundation	6,168	-	6,168		-
The Liam Seagar Memorial Fund	4,216	-	-	(4,216)	-
The London Community Fund	-	15,000	-		15,000
Westminster City Council	21,341	4,667	21,926		4,082
Westminster Foundation	-	5,000	10,179	5,179	-
Young Westminster Foundation	67,585	55,238	57,657		65,166
Other grant and donations income < £5,000	7,613	-	832	-	6,781
Fathers' Development:					
Best Beginning	-	5,000	-	-	5,000
Charles Hayward Foundation	-	15,000	10,846	-	4,154
London Borough of Lewisham	23,103	-	11,036	-	12,067
London Borough of Southwark	-	16,500	16,500	-	-
Race Equality Foundation	-	20,872	15,491		5,381
Rayne Foundation	7,868	-	7,868	-	-
Westminster City Council: Fathers for Futures	6,315	-	6,315	-	-
Other grant and donations income < £5,000	5,918	885	5,797	-	1,006
Boys' Development:					
Battersea Power Station Foundation	1,194	5,000	6,194	-	-
Gipsy Hill Federation	14,330	-	14,330	-	-
Grove Trust	738	11,667	12,405	-	-
Royal Borough of Kensington & Chelsea	7,303	13,369	6,097	-	14,575
The Alan & Babette Sainsbury Charitable Fund	-	15,000	2,448	-	12,552
The Fishmongers' Company	12,620	27,500	28,662		11,458
The Henry Smith Charity	18,331	-	18,331	-	-
The Kensington + Chelsea Foundation	-	27,000	18,748	-	8,252
The Liam Seagar Memorial Fund	-	1,969	-	4,216	6,185
The Progress Foundation	-	20,000	-		20,000
United St Saviours Charity	8,678	27,000	14,639	-	21,039
Walcot Foundation	875	25,000	17,542	-	8,333
Westminster Foundation	-	24,000	8,502	3,499	18,997
Other grant and donations income < £5,000	-	1,085	1,085	-	-
Youth Development and Training:					
John Lyon's Charity	9,269	40,000	39,269	-	10,000
St Giles & St George Education Charity	25,904	-	3,650	-	22,254
Westminster Amalgamated Charity	8,969	-	8,969	-	-
Westminster City Council	64,178	168,500	127,234		105,444
Westminster City Council Community Development	7,791	-	7,791	-	-
Westminster Foundation	84,443	22,600	51,598	(8,678)	46,767
Young Westminster Foundation	17,101	67,966	53,502	-	31,565
Other grant and donations income < £5,000	20,407	-	15,257	-	5,150
Organisational Development:					
The Trusthouse Charitable Foundation	7,550	30,000	30,050	-	7,500
Total restricted funds	537,651	886,526	755,256	-	668,921
UNRESTRICTED FUNDS					
General funds	300,214	295,669	300,759	(40,000)	255,124
Designated fund	40,000	-	40,000	40,000	40,000
Total unrestricted funds	340,214	295,669	340,759	-	295,124
Total funds	877,865	1,182,195	1,096,015	-	964,045

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

14. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach Engagement

Restricted funds received for this outreach work fund our 'Ventoring' project in different locations around London which is a support programme for NEET (not in education, employment, or training) boys and young men aged 13 to 25. The project engages these young men through street work and partnerships with other agencies and supports them into training and/or education, explore developing masculinities, address wider support needs including mental and physical health and key life transitions.

Fathers' Development
In Westminster, Lewisham, Greenwich, and Southwark we deliver a range of support services to all fathers, especially young fathers, and those from disadvantaged backgrounds. The aim is to support fathers take an active part in their children's upbringing and development. We train and supports others, to develop 'father friendly' accessible services. The work in Westminster has developed and delivered a series of group work, courses/workshops and one to one case work.

Boys' Development
Restricted funds received for our Boys' Development programme fund delivery to boys and young men at risk of school exclusion, criminal and/or antisocial behaviour and gang activity. This service is delivered often at transition between primary and secondary schools as well as to Year 8, 9 and 10 and mostly through schools. It aims to show boys and young men alternative communication strategies so that they do not use aggression to resolve conflict.

Youth Development and Training
We deliver an estate-based youth programme through two youth clubs. The programme provides structured activities, one to one support and holiday activities, with the aim of providing a safe space for young people to increase their opportunities and life chances, as well as divert them where necessary away from criminal activity. The project also, where appropriate, supports the parents and families of the young people attending. Restricted funds received for Youth work contribute to various aspects of running the club.

Community Development
The Westminster Foundation provide a grant towards Westminster based project work, and funding for core costs in support of our work.

Balances carried forward on restricted funds represent unspent funding and grants received in advance to be spent on project work in the next year.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the Trustees after allowing for all designated funds.

Designated funds: Represents funds brought forward of £40,000 set aside by the Trustees in relation to unrestricted grant received from Garfield Weston Foundation towards the end of the previous year intended to cover core wages costs of 2023/24. During this year £25,000 was set aside towards the Boys' Department costs for the academic year ended August 2025.

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	Unrestricted			2024
	General	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	15,597	-	-	15,597
Net current assets	216,681	25,000	777,546	1,019,227
	232,278	25,000	777,546	1,034,824

Analysis of fund balances between net assets comparative (2023):

	Unrestricted			2023
	General	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	-	-	-	-
Net current assets	255,124	40,000	668,921	964,045
	255,124	40,000	668,921	964,045

16. OPERATING LEASE COMMITMENTS

The charity has operating lease commitments relating to its property rental as shown below.

	2024	2023
	£	£
Rent		
Within 1 year	28,537	2,666
Within 2 - 5 years	106,174	-
	134,711	2,666

17. DEFERRED INCOME

	2024	2023
	£	£
Balance as at 1st April	95,639	67,332
Amount released to income in the year	(95,639)	(65,674)
Amount deferred in the year	181,480	93,981
Balance as at 31st March	181,480	95,639

	2024	2023
	£	£
Schools' (Boys' Development) contracts	24,121	28,194
Westminster City Council (Father's Development) contract	25,638	14,827
LB Lewisham (Father's Development) contract	53,846	12,627
LB Southwark (Father's Development) contract	77,875	-
The Grove Trust (Boys' Development) grant	-	8,333
John Armitage Charitable Trust (Core) grant	-	30,000
Other contracts	-	1,658
	181,480	95,639

Docusign Envelope ID: B99C176A-1A4C-4D83-8FC0-252F25278708

18. PENSIONS

The Charity operates a defined contribution pension plan for its employees. The amount of contributions recognised as an expense during the year was £27,794 (2023: £24,227). Contributions totalling £272 (2023: £33) were payable to the fund at the year end and are included in creditors. The pension expense has been charged to specific programmes where staff are engaged in particular activities. The pension expense included within support costs has been allocated across the activities in accordance with the accounting policy on page 20.

19. RELATED PARTY TRANSACTIONS

For the whole of the year, the charity was under the control of the Directors and Trustees as shown on page 10.

There were no related party transactions during 2024 (2023: None).

20. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2023)

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income					
Grants, donations and legacies	**2**	85,867	63,900	149,767	96,104
Income from charitable activities	**3**	207,488	822,626	1,030,114	1,023,678
Income from other trading activities	**4**	350	-	350	-
Investment income	**5**	1,964	-	1,964	-
Total incoming resources		295,669	886,526	1,182,195	1,119,782
Expenditure					
Cost of raising funds	**6**	36,620	-	36,620	23,975
Expenditure on charitable activities	**6**	304,139	755,256	1,059,395	1,173,134
Total Expenditure		340,759	755,256	1,096,015	1,197,109
Net income & net movement in funds for the year		(45,090)	131,270	86,180	(77,327)
Reconciliation of funds					
Total funds, brought forward		340,214	537,651	877,865	955,192
Total funds, carried forward		295,124	668,921	964,045	877,865

Future Men

England & Wales - Charity number 1102451

Accounts

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE tech

(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2023

Company No: 03443520
Charity No: 1102451

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)

REPORT AND ACCOUNTS

CONTENTS

STATUTORY INFORMATION

	Page
Directors' and Trustees' Report	2 - 15
Auditor's Report	16 - 18
Statement of Financial Activities	19
Balance Sheet	20
Statement of cash flows	21
Notes to the Accounts	22 - 36

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)
DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2023

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31st March 2023, which are also prepared to meet the requirements for a directors' report and Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OUR PURPOSE AND ACTIVITIES

The charity's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men, by such exclusively charitable means as the trustees shall from time to time determine.

Our Vision: is a better future for every boy, every man and everyone

Our Mission: is to support and inspire boys and men to become dynamic future men, by giving them the confidence to discover what it means to be a man.

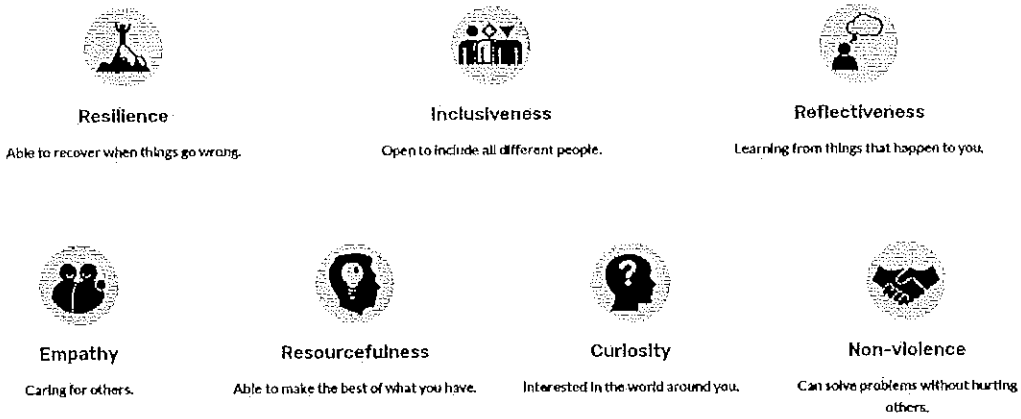
Future Men is a specialist charity that provides emotional and practical support for boys and young men. Through our practice-led services, we work with boys and men from childhood to 25 to help them become healthy, dynamic, future men. From structured school programmes and youth hubs, to individual one-to-one sessions and outreach work, we provide the vital support and advocacy that changes boys and young men's lives for the better. We focus our work with boys and men who face structural discrimination and disadvantage, including of race, income, and community.

We underpin our work with an understanding of positive masculinities, regardless of whether the issue is fatherhood, sexual health, underachievement, or criminality. We are interested in why boys and young men do what they do, and what we can do about it. We use an asset-based approach to all our work, focussing on the resources that boys and men bring, the contributions they make and the futures they aspire to. This approach includes a view that there are a variety of (sometimes competing) masculinities which are determined by race, class, sexuality, gender, disability, geography, religion and culture and we continue to grapple with these differences within our own work and encourage others to do the same.

The most useful gift we can give to young men individually and collectively is the gift of hope and self-belief that comes with finding the tools to foster resilience and navigate their own future. We work to enable boys and men to thrive rather than simply survive. This builds social and community capital and affects issues of poverty, violence, lack of education and aspiration for all.

Our seven characteristics of positive masculinity
We developed these characteristics based on the experience and evidence collected as an organisation over twenty years. These will be the areas we look to develop with boys and young men as the keys to physical and emotional wellness.

The seven characteristics are:



Theory of change
Our theory of change is based on the idea that if boys and young men disengage at critical transition points, joined together with other challenges in their lives such as poverty, poor housing, negative peer pressure, lack of positive parent/family support, there is an increased risk of them entering the criminal justice system, developing mental health issues, facing poverty, ultimately leading to a trajectory of negative experiences. Experience has shown us that these boys and young men are enormously resilient and possess an inner strength to be drawn upon. With the right support at the right time, they can overcome the above and change their lives, they can succeed and grow into future men with the characteristics to succeed in life.

We will build on the existing logic models for our programmes to develop an overarching logic model for our Theory of Change to guide our decisions about continued monitoring and measuring the impact of our work. This model will show how we work at key transition points, and how we use a mix of universal and targeted approaches to reach the most excluded and disadvantaged young men.

Strategic Aims
To build on the authenticity and impact of our services/programmes and evolve our organisation to tackle the root-cause of the structural and systemic inequalities faced by disadvantaged and vulnerable men and boys.

Boys Development Programme in schools
A whole school approach that creates a nurturing environment for boys' development and provides a space for boys and young men to grow, socially and emotionally, whilst achieving academic attainment.

Community, Engagement and Outreach
Working with the community to provide activities and spaces that keep boys and young men safe from harm, whilst also creating opportunities to develop new life skills, using teachable moments to help them achieve their true potential.

Fathers Development
To create opportunities for fathers to prepare and to have the tools to be actively involved and included in their children's lives. To create an inclusive space where parents can speak openly about their challenges whilst learning positive ways to engage with and raise their boys and young men.

Advocacy
To influence the public and policy makers so we can change hearts and minds.
Future Men act as secretariat for the All-Party Parliamentary Group (APPG) on Fatherhood, a chance to positively influence policy and services for Fathers and their families, we are also part of the steering group for the 1001 Days APPG and want to develop an APPG on School Exclusions, which we know contributes to the levels of serious youth violence we see through our Community and Outreach Work.

Our Volunteers/Pro Bono
During the year volunteers gave over 250 hours to help support the work of the paid staff in the areas of youth work, mentoring and administration. We were also fortunate to secure Pro Bono support to develop elements of our marketing resources/tools/structures, and support to develop our digital programmes and services.

FUTURE MEN
(A company limited by guarantee)
DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

ACHIEVEMENTS AND PERFORMANCE

Community Engagement Outreach

Service Area	Total service users	Number of contacts
Community Engagement and Outreach	**51**	**364**

Westminster and RBKC Street Outreach and engagement

It's been a tough time for the community especially with the fatalities that have happened in the last quarter in Westminster, FM staff attended a community vigil with members of the community and council representatives. "We were in tears" hearing from a mother who had lost her son previously. We were able to network with people and hope to deliver join work with young people and their families.

FM offer:
We are delivering "Ventoring" for young men not in education, training, or employment (NEET), living in the Church Street area, this project is delivering tailored holistic support and mentoring to young men on a 1:1 basis, to help them look at their lives, their behaviour, career development and future goals.

The project will focus on:

- Mentoring and 1:1 support – through our 'Ventoring' approach. We provide a safe
- space with our trained project coordinators for the young person to vent, eventually reaching a point ("teachable moment") where they are willing to accept mentoring and coaching to facilitate progress in their transition or difficult stage in life.
- Teaching emotional literacy, behaviour, communication, managing relationships & conflict resolution - to get the young men realistically ready for employment rather than being set up to fail by being sent in without the required motivation, personal and social skills.
- Employability - information, advice and guidance on employment, support with CV and job application preparation, broker relationships between local employers and participants, providing post placement support to both employee and employer. FM will be working with Paddington Development Trust who have assisted us for many years with employment and training support.

The project is adopting a public health approach to addressing youth violence. A public health approach is a multi-agency, whole system approach to Serious Youth Violence, looking at the root causes, wider and contextual influences of health and crime. Prevention and early intervention are key as well as working with a wide range of partners as part of a long-term, integrated multi-agency approach.

The Serious Youth Violence Task Group, a partnership of organisations, including the Council, Police and health partners, has decided to prioritise the Church Street ward in Westminster to pilot a Public Health approach to Serious Youth Violence, with a view to taking these lessons and seeing what can be adapted on a wider scale across Westminster.

Church Street is a young area as 26% of the population are under 18, which is greater than the borough average. Church Street is within 10% of the most deprived wards within the UK, based on the Vulnerable Localities Index which uses data on crime, deprivation and sociodemographic. The London average is 100 whereas Church Street scores at 119, the highest score for any ward in Westminster. In Church Street, violence against the person offences make up 40% of all crime (compared to 20% across Westminster.) There have been 46 incidences of knife crime in the last 12 months in Church Street. London Ambulance Service reported 55 assaults – 6 knife-related (3rd highest in Westminster) and 11 sexual. 21% of the Integrated Gangs and Exploitation cohort are from Church Street.

Future Men's outreach strategy:

We have continued to deliver our community outreach support as well as working through the youth hubs, using our ventoring' approach, to develop trusting relationships and engage with young men. We will identify them using our experience and knowledge gained over two decades working in partnership with agencies and on the streets, in the communities in which they exist Disconnected young people will re-engage with youth-focused activities and supporting services within the local community.

- To give higher visibility to Westminster youth clubs and what is on offer in the local community.
- To share learning amongst Westminster Youth Clubs on what works in attracting young people and discover if this is transferable.
- Build on the work and partnerships that FM existing Community Engagement and Outreach team has built and is delivering in Westminster.
- Get support from local relevant services - Police/IGXU/housing/councillors & parents
- Prioritise YP who are the most at risk
- Work in a trauma-informed approach which has been pioneered to work with gang members,
- Meet the young people on their ground, where they live, and where they're comfortable
- Have a presence throughout the day where possible, especially at night where we can target the invisible cohort.
- Provide drop-in services for parents, young people and partners who want to talk about our outreach efforts and plan at our office on Church Street.
- Disseminate our information throughout the church St ward targeting the estates' youth provisions sports clubs and faith groups.
- FM's Strategies to keep young people out of gangs through the schools in Church Street locality and beyond.
- Educate young people about the costs and consequences of gang involvement.
- Raise awareness among parents and students of the signs of gang activity
- Provide students with opportunities to practice refusal skills.
- Engage students in community service or service-learning projects

Alternative education provision (PRU) delivery.

Our work in Schools through the BDP has highlighted the need to try to engage young men as early in their journey as possible, because we have seen how difficult it can be for some young men to break the cycle once they become involved in certain behaviours and PRU's. PRU's are a challenging environment these days; conflict with teachers, conflict with peers, the pressure of studying, and, most importantly for us as an organisation, young men's ideas of masculinity and how they define themselves as young men; the actions and behaviours displayed as a young man and how they want to be seen by the rest of the world.

Of late our interventions have been focused on serious youth violence (SYV), youth violence is now considered a matter of public health concern, as young people's health and social outcomes are worsened through increased exposure to violence.

There has been a rise in SYV in RBKC and some of the young people we support have been caught up in the trouble and are seeking a way out or falling deeper into the roots and causes. By working with partner agencies, parents, schools and the young people themselves we are hoping to have an impact and some success.

Some benefits gained from Future Men's involvement:

- Creative thinking
- Critical thinking
- Effective communication
- Interpersonal relationship skills
- Self-awareness
- Empathy
- Improved ability to cope with stress and emotions
- Conflict resolution
- Gang intervention work
- Decision making and problem-solving
- Improved social capital

Service user and stakeholder Feedback

Client A
"I'm not interested in doing road anymore. I've been thinking about going to university. I need a change of scenery and I know it would make my Mum Proud"

Client B
"Thanks for linking me in with the lady from Construction youth trust, she has actually been helping me"

FM has established a strong presence within the local communities allowing us to build a positive rapport with the wider population of young people. As such we faced little resistance from young people accepting our support. This rapport has enabled FM to share information appropriately with local agencies, without elevating risks to individuals about anti-social behaviour, serious youth violence and other crime.

FM's evidence-based interventions have clearly demonstrated that when young people from North Kensington have been involved with our programme, there has been a clear improvement in their educational attainment, cognitive behaviour, life aspirations, and career development.

Teacher at Latimer
"we need you here, the kids love your sessions and they need role models like you that are going to be honest and real with them"

Fathers' Development

Service Area	Total service users	Number of contacts
Fathers	**108**	**1001**

Our *Fathers' Development* work provides practical and emotional support for young fathers who are struggling. We also offer training for fathers to-be through our Future Dads course, helping them become the parents we know they want to become and that their partners and families need them to be.

We underpin our work with an understanding of masculinities, regardless of whether the issue is fatherhood, sexual health, underachievement, or criminality. We are interested in why boys and young men do what they do, and what we can do to support or challenge aspects of it. This understanding of masculinity includes a view that there are a variety of (sometimes competing) masculinities which are determined by race, class, sexuality, disability, geography, religion and culture and we will grapple with these differences within our own work and encourage others to do the same.

Impact beyond service delivery
Although our frontline services are rooted in London, where we have been delivering and developing services for over 30 years. We continue to evolve our organisation to tackle the root-cause of many issues faced by men and boys today. For the past 4 years we have pioneered a new approach in partnership with local authorities in South London and the Home Office to support children affected by Domestic Abuse (CADA). We have been embedded alongside statutory services to deliver a whole family approach using existing and new approaches to tackle domestic abuse and violence. We also participate in an innovative Domestic Abuse hub where social workers and other key staff can come bring their cases and take advice form a range of professionals about how to handle these difficult cases to ensure children, women and other survivors of abuse are kept safe whilst also recognising that meaningfully engaging men improves the chances of better outcomes for all. This work includes advocating for the unpopular position that working with men who may be perpetrators of abuse is necessary and important. his work has been independently evaluated by the Anna Freud Centre and will inform new approaches nationally to DV/DA and inform local and national policy.

We also have a long history of working specifically with Young Fathers who face multiple disadvantages and are often deemed as 'feckless' and non-contributors to their children's lives, many have histories of statutory service engagement we directly make the case for continued specialist provision and gather evidence to do so locally and nationally. Through our Future Dads programme we also run specific Fathers-only Ante-Natal provisions in partnership with local NHS provisions and hospitals, we fight to ensure the needs of expectant Fathers and their families are met, directly offering safe spaces to explore how impending Fatherhood will affect their lives. This addresses various health inequalities and is in line with recent findings that supporting the partners of pregnant women helps improve the birth outcome particularly of those mothers from BAME backgrounds.

We also participate in research projects and sit on advisory boards of innovative approaches to changing systems policy and practice on a local and national level. These include:

- Research in Practice Change project – Looking at changing and challenging approaches to Domestic abuse and Violence.
- University of East Anglia – Nuffield funded research projects with 2014- 2022 - 'Up against it' - Understanding Recurrence, Working with Marginalised Fathers and Couples, Counting Fathers In' - Fathers' experience of child protection
- 'Following Young Fathers' - University of Leeds 2010 to 2015. Following Young Fathers Further 2019 2023 - funded by the Economic and Social Research Council.
- "New Pathways for Young Fathers' 2020 -2022" - Leeds Trinity university – supporting disseminating research findings locally and nationally.

Our history and evidence of impact have led to FM securing continued funding in several localities in London under the Reducing parental conflict strand of funding utilising various models of delivery to meet the needs of Fathers and share tools and strategies for reducing conflict, we have also received funding of be part of the new Family Hubs approach to supporting families, and the 0-2 years Start to Life project models. We also have successfully secured multiyear funding to support Young Dads across South London boroughs through the Mayor and London Funders Propel New deal for Young People mentoring programme.

Boys' Development

Service Area	Total service users	Number of contacts
Schools	**590**	**3219**

We have worked with boys from primary and secondary schools in Lambeth, Southwark, Sutton, RBKC, Westminster & Wandsworth. The boys who have been referred to the Boys' Development Programme at secondary schools have been those whose schools have recognized as struggling to deal with the transition from primary school and the more stringent behavioural polices within the secondary schools. The primary schools have been flagged by their primary school as boys who could struggle to make the transition due to poor behaviour, lack of emotional regulation or lack of engagement with school. We deliver group programmes (either 6-week or 12-week) and one to one sessions (lasting for at least 6 weeks, but often longer depending on the need of the service user) to support the boys that are referred.

With the Boys' Development Group Programme, we have worked to increase the boys' understanding of how to get the best out of their time at school, along with increased awareness of how societal expectations of them as young men can impact their attitudes to masculinity and their greater wellbeing. This has particularly been the case in secondary schools, where teachers and schools have been focused on what they perceive as a rise in misogynistic language and attitudes from boys across all year groups. We have been able to react to this and use our knowledge in the subject area to create more specific sessions looking at topics like sexualised behaviour and consent to form part of a more in-depth programme where needed.

With regards to the one-to-one sessions, we have been offering, we have provided reliable, stable support to help boys deal with a myriad of issues arising from and including additional learning needs, poverty, SEMH, domestic instability and peer pressure. With this support, we have seen improved wellbeing at school, as well as helping the boys to come up with strategies to cope with the social and emotional stress that they are under. We have seen a rise in the number of referees who are dealing with SEMH that we are having to support and that has and as with the group programme, we feel we have been able to respond quickly to this by developing our resources using the working experience we have within the team.

Service user and stakeholder Feedback

Lewis (name changed to protect identity)
Lewis is an example of a boy whom Future Men 1:1 sessions helped through a markedly difficult period by providing emotional support. It is evidence of the valuable contribution our interventions can play where thresholds for CAHMs are not met by boys who are facing emotional adversity.

Lewis was referred for Future Men 1:1 support in January 2023. He was still in year 5. His mother had terminal cancer and her condition was worsening and hospital stays becoming more frequent. When commencing 1:1 support with Lewis Ben spoke with Lewis's mum and shared ideas about how to support him within school and at home during this difficult time. For example, mum felt that him being near her whilst she was unwell or listless may be harmful to Lewis, but Ben advised that if he wished to be near her (just for the comfort of proximity) then this would more likely be helpful to him. For his part Lewis had not been told that his mums' condition was terminal or indeed that it was cancer. The family believed he was not ready to hear this or were not ready to tell him despite advice from the hospital that this information might help him prepare for grief. Lewis had no contact with his father and so was supported by his grandmother during him mothers' spells of incapacitation. She was to become his primary guardian after his mothers' death and was receiving support to improve her circumstances as she was without recourse to public funds.

In school Lewis was unenthusiastic about his work and his effort was intermittent despite having average ability across subjects. He could make unkind an inappropriate comments to other pupils. Within 1:1 sessions Lewis was willing to reflect on his feelings, experiences, and behaviours in a limited but thoughtful way. When asked, he would describe his experiences at home whilst his mum was and in plain terms describe his feelings about them. He seemed confused about the nature and meaning of her illness. He was highly physical and was driven to engage in competitive play with Ben during the sessions. Ben agreed to divide the session into a gentle check-in during which he and Lewis would discuss his week and then to go outside and play football for the latter half of the session. Lewis responded well to this and would disclose a little more of his thoughts and feelings to Ben before demonstrating skill and sportsmanship whilst playing football.

Gradually there was an improvement in Lewis's conduct around peers and commitment to his work. This seemed to be supported by the sessions but also by an increasing awareness of the fact that his mothers' condition was terminal. By summer term s mother had been moved to a hospice and Lewis had received a talk from the bereavement counsellors about death. However, in one of his sessions, Lewis said that after he had broken down crying following a recent visit to mum his grandma did not want him to visit her and provoke him to tears again, although, Lewis said, he did want to visit. Ben spoke with grandma who confessed that she herself was struggling to face the truth and that Lewis still has elements of disbelief that mums' condition was terminal. Ben encouraged her to facilitate visits saying that his tears were healthy and natural.
Ben and Lewis's teacher observed an improvement in Lewis around this time despite the difficult circumstances. For example, he began to persevere in numeracy where before he had had no resilience or confidence in that subject. It was Bens' opinion that Lewis's awareness of truth and the support he was receiving in sessions was giving him strength where before he had only fears and anxious suspicions. For example, he had confessed in early sessions that he had nightmares of his mother dying.

Ben was in school on the day in early July when the hospice called to say that Lewis's mother appeared to be in her final hours. After the FSO explained this and told him that his older sister would collect him and take him to the hospice, Lewis was given options of what to do whilst waiting and chose to spend tie with Ben. During this time, Ben asked if he knew what this meant, (yes), and how he felt, (sad). He was glad to be able to play a gentle game of football during the long wait for his sister.

Lewis and his family decided he would not return to school after his mums' passing since there were only three weeks left of term. However, his class had a circle time to explain the situation and Lewis visited school to see his teachers and friends who were mature and supportive in their greeting him and paying their respects.

CAMHs now offer support with grief and an application for a counsellor has been submitted by the school on Lewis's behalf. Since CAMHs do not offer this pre-bereavement Future Men have been able to provide more intimate emotional support and attention that will span the development of his loss and his transition from year 5 into year 6. Ben will continue to support Lewis next year as he proceeds through year 6 and approaches transition to secondary school.

Student Testimonies

- It's helped me control certain situations and to not get as rude to teachers.
- It's taught me about how to control my emotions and doing things I need to do in an appropriate way.
- It helps me in situations when I'm getting in trouble. I show non-violence whilst solving stuff now and don't get angry and punch someone.
- It has helped me to reflect and to keep calm and to not take things on first impression sometimes. We have also learnt good calming down techniques and not to get involved in other people's stuff.
- It has given me techniques on how to improve my emotional regulation and how I deal with other people teasing me. It has also helped me build better relationships with the teachers I used to dislike.
- I've learnt how to control emotions because I used to flip out and not think before I speak, but now I do. It has helped me be more mindful about what I say.
- I barely get in trouble now and went three months undefeated in school with no detentions.
- I learnt a lot of things that for some reason the lesson seems to match what is going on in my life. When we done joint enterprise and talked about "snitching" in that time i snitched on my friend and he was mad at me but now I know I did not snitch I protected myself. I would not have cut off that friendship and would feel pain depression everyday but thanks to you I know and feel better. Thank you so much.

Parent Testimonies

- He talks about what he discusses with you after, if he is angry, he talks about the advice you give him.
- He benefited enormously from your sessions. He is looking forward to them. You have done a great job with him! Pity that they are designed only for a term and a one-off session in the summer.
- I would highly recommend the Future Men project. I feel that my son benefitted from it greatly as it helped my son to navigate his transition from primary to secondary school because Ronan was conducting Future Men sessions at both establishments.
- I'm so proud of him, he has been really brave. Thank you for the work you have been doing with him.

Teacher Testimonies

- The programme links perfectly with our PSHE goals and encourages the children in engaging with all of their learning giving targets for classroom, playground and relationships.
- One of the focuses this year has been to provide a high standard of pastoral care and I feel [Future Men Project Coordinator] and the work he does with key students is a centre piece of this!
- The children often made reference to the discussions they had with [Future Men Project Coordinator] in the sessions and were keen to try strategies he had suggested to them.
- I would recommend Future Men to anyone. Future Men work with us to provide the best for the children.
- We have worked with [Future Men Project Coordinator] for a number of years and he has always been professional, friendly and open with all of the staff and children. There has been clear impact with the 1-1 children he has worked with, and everyone speaks very highly of him.
- The boys always come back into the classroom and positively share what has happened. Strategies, skills, and conversations had come back into the classroom and are used regularly.
- With the students he works with, we usually see a dip in the amount of behaviour points they receive.

Youth Development and Training

Service Area	Total service users	Number of contacts
Youth hubs	**325**	**3733**

Youth Hubs

This has been a difficult period engaging the young men with lots of changing themes which impacted our project delivery and our service users.

Local injunctions and banning letters (new approach), were of great concern to Future Men as the local authority had pushed for punitive measures to target our young people once again. We have been in constant communication with the local authority regarding individuals allegedly causing ASB issues and trying to find alternative approaches rather than penal measures. However, the council were steadfast in their approach to target those whom they felt are guilty, this position has changed and softened since the change in political leadership in this locality and we are now hopeful of a more joined up way of working that tries to include this cohort whilst also reminding Y/P of their role within the wider community and the needs of their neighbours and local residents.

Future Men have partnered with Partisan - A Black-led Community Interest Company; accessible and culturally sensitive mental health and well-being support, who have worked with our service users in the past and are currently engaged with us to tackle the measures put in place by the council. The hope is that thus work can once again engage the cohort in workshops and provide further guidance on how our staff can respond over the longer term.

Future Men continue to work with the police, Westminster City Council (WCC), the Integrated gangs and exploitation unit, and residents to reach an agreement which would give our service users the opportunity to attend our youth hub and engage with staff.

All the young people over 19 were offered the support of Future Men's Ventoring Programme - An activity/ support programme particularly for entrenched young people that aims to gain an understanding of the relationship between the individuals and the services available to them based on their own experiences. Our senior's comment that they have nowhere else to go, hang out, or congregate. Often the police will see them out and about, engage them, and then leave them as they're not causing any ASB issues.

We continue to work with our seniors offering support and guidance for the ones that want to engage.
Future Men also met councillor Cara Sanquest, who was interested in how we coordinated a joint up way of working with local partners to address the injunction issue, as an injunction was incoming in her constituency, she was keen for FM to attend one of her safety planning meetings and share our learning which we did, the network was grateful for our input and used some of our learning to make positive changes in the way they worked.

Community Developments

Service user and stakeholder Feedback

• *(Neighbourhood office manager)* – Having seen (FM outreach project coordinator) work over the last three years, he has made a big impact in the neighbourhood, especially with the young men he works with. He is a great asset to the community.

• (Church Street local resident) I think the work FM does with young men in this area is great, as most of them don't really have anyone to turn to for support or guidance, so often they go off on the wrong track and this is where Paul comes in by helping them better themselves and get back on the right track.

• *(Young person)* My experiences of services are that if I do not attend my appointments, no one calls or enquiries as to why I did not attend, but with the Ventoring Project, I will be called repeatedly until I answer.

• *(Local resident)* I used to work with (FM outreach project coordinator) years ago, and it's good to have him back in Church Street helping the young people, they definitely need his help as things here are going crazy. I want to help him too, however I can.

• (Cllr Abdul Aziz Toki) It has been a pleasure to see Future Men back in the Church Street office and working closely within the community. I see Kaji (FM transitions project staff) daily and we share local information on how best to serve the community. Kaji has years of experience in community development and being a qualified youth worker, I can see how he approaches and works with the young people in the drop-in sessions. FM were proactive after the tragic murder locally; they held sessions with the young people in the local primary schools and connected parents to various services in the Westminster area. FM staff worked very closely with me in referring and supporting parents to apply for the HAFS Academy food voucher scheme which has been a success. I hope to continue working with FM and support them as the local Cllr as well as a member of the community.

• (*Young person*) I was scared going out on my own after the murder but now I have learnt how to keep safe and what to look out for.

• *(Local Mother)* I would have never let my son come to the football sessions if Kaji had not spoken to me and made me feel safe in allowing my son to attend, I see him every week at the sessions and my sons love attending.

• *(Local Father)* FM staff have helped me to apply for the food vouchers this has helped me so much especially with the cost of living

Fundraising standards
Future men is committed to fundraising in a way that we believe to be best practice, learning from guidance issued by the Fundraising Regulator and in line with our values. Future men is registered with the Fundraising Regulator and adheres to the guidance issued by this body. Future men has procedures and policies in place which govern our approach to fundraising, including compliance with GDPR. Future men has received no complaints related to fundraising during this period. Future men makes a point of valuing all donors and prospective supporters, never pressuring anyone to give and ensuring all communication from Future men is consented to by recipient.

Public Benefit Statement
Future men's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men. As an agency our public benefits are varied. We use our knowledge and experience built up over the last 20 years to support boys and young men, with a particular focus on those who through life events are marginalised and disadvantaged, or at risk of being so. We have a theoretical understanding of masculinity that underpins our work, informed by how external factors, such as race and class affects 21st century males. We have developed services to reach our target group at key points in the life cycle.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

Modern Slavery
Although the charity is not obliged to make a statutory report pursuant to s 54 (Transparency in supply chains etc) of the Modern Slavery Act 2015 because its annual turnover does not exceed £36 million, the Trustees are conscious of the need to guard against slavery and human trafficking. Neither the charity, nor to the best of their knowledge and belief their suppliers, is involved in or uses the services of any third-party supplier involved in human exploitation or trafficking.

Financial review
The Statement of Financial Activities showed net surplus of £86,180 (2022 - £77,327 deficit) for the year and reserves stand at £964,045 (2022 - £877,865). The financial position at the year revealed by the Balance Sheet shows net current assets or working capital of £964,045 (2022 – £876,962). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £nil (2022 – £903).

The majority of our charitable activities are delivered through time-bound projects funded by grants and contracts. We adopt a flexible charitable spend model to match our expenditure to these income streams allowing us to adjust the shape of our expenditure to minimise our risk of exposure to unfunded liabilities and to maximise our impact by being responsive to changing needs. Our Future Dads courses and sales of resources have low initial investment costs and low indirect costs limiting the financial risks associated with these areas.

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

Reserves policy
FM requires an appropriate level of reserves in order to operative effectively. The Board of Trustees have considered the risks faced by FM through a risk analysis exercise. The level is set with regard to our aims, needs and objectives and the risks we face. These are sudden cessation or non-renewal of contracts and grants, delay in receipt of funding, and future essential maintenance of properties and IT infrastructure. The Trustees consider that a level equivalent to 3 months staffing and core running costs is sufficient to meet these risks should the need arise. This target level of reserves is £237,000.

At 31 March 2023 the unrestricted funds not designated or invested in tangible fixed assets (free reserves) held by the charity are £255,124 (2022: £299,311) which represents 3.23 months staffing and core running costs (2022: 3 months).

Towards the end of the year the Trustees received £40,000 (2022: £40,000) of unrestricted grants intended to cover core salary costs for the year ahead. The Trustees have set these funds aside as a designated fund to cover their intended purpose.

The charity additionally held £668,921 of restricted funds at 31 March 2023 (2022: £537,651) representing unspent funding and grants received in advance which are restricted for the specific purposes for which they were given and are not available for the general purposes of the charity.

Principal Funding Sources
Funding is obtained from local government, charitable trusts and foundations in addition to income from resources and other services. As an organisation we are currently looking at a number of ways in which we may generate further income from current resources in an effort to be as independently stable as possible going into the future. We have identified two areas of our present work which may prove useful as we establish future independence.

Investment policy and performance
The Board of Trustees have decided that at present, funds should be retained in Banks and Building Societies. Any change in such banking arrangements should be agreed by the Board of Trustees. As far as possible, funds will be retained in accounts bearing the best interest rates at that time

Future Activities

During the next twelve months we look forward to transitioning back to the face to face work that we know our service users need and appreciate. We will also try to future proof the charity against future lockdowns by making our services more easily adaptable and accessible through digital and other remote channels. We do not yet know the impact of the pandemic on the young people we support, and particularly how it will affect mental health and socialisation. As we have done successfully through lockdowns, we will adapt to rising and changing needs, but what does not change is the importance of the trusted and positive relationships that the Future Men team can build and maintain with young people.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
Future Men (FM) is a company limited by guarantee and not having a capital divided by shares. The company was incorporated on 2nd October 1997 and is a registered charity (registered 3rd March 2004) constituted as a Limited Company under the Memorandum and Articles of Association. The charity registration number is 1102451 and the company registration number is 03443520.

On 3 April 2019 Working with Men formally announced our change of name to Future Men. The charity remains the same legal entity with Company and Charity registration numbers remaining the same.

The name change was registered and approved at Companies House on 12 March 2019 and accepted and registered with the Charity Commission on 26 March 2019.

Recruitment and appointment of Trustees
New trustees are elected by existing trustees on the board in line with revised governance standards in which key areas and skill gaps are identified and addressed. Trustee posts are advertised in the local, national and voluntary newspapers and on websites through an open process. Trustees are then invited to meet with the Chief Executive and senior management team and meet with practitioners and beneficiaries. After an agreed probationary period they may then be appointed by the Board of Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years, renewable once by Board agreement.

The Directors in office in the year are set out on page 14. The Directors have no beneficial interest in the company other than as members and all guarantee to contribute £1 in the event of a winding up. The Board have unlimited investment powers.

Trustee induction and training
All new Board of Trustee members receive an induction on joining FM which includes:

- Roles and nature of the organisation and their role / responsibilities within it.
- Full understanding of the spirit/aim of FM's Equal Opportunities / Diversity commitment.
- Understanding of the practical day-to-day implications of what is expected of all workers.
- Contents of the FM Staff Handbook.

Organisation
The governance of the charity is undertaken by a Board of Trustees that meets bi-monthly and is responsible for overseeing the strategic direction and resulting policy of the charity. The Board bring expertise from a variety of professional backgrounds and have access to advice on the progress of the work from the Chief Executive, Operations Director, Finance Director, senior managers, individual project workers and project advisory groups/ forums.

The Trustees met during the year to monitor progress against our 3 year strategy, oversee financial and risk management and measure progress in capacity building, diversity, HR and staff development. The Board's governance is supported by sub-groups which meet regularly throughout the year and comprise chair trustees and members of the senior management team as well as the involvement of individual key staff.

During this year the work of the Board of Trustees was supported by the core team of full-time and part-time staff in addition to our excellent volunteers including mentors. The day-to-day strategic and operational responsibilities rest with the Chief Executive, Operations Director and Finance Director, who ensure that the charity delivers the strategy and services specified and that key performance indicators / work plans are met.

Related parties
During the year there were no related party transactions.

Pay policy for senior management staff
Senior management staff pay is set with reference to market rates for similar roles within similar sized charities in the sector. The pay of the Chief Executive is reviewed and approved by the Board. The pay of other senior management staff is reviewed and approved by the Chief Executive.

Risk management
The Board of Trustees has a risk management strategy that incorporates:

- An annual review of all risks the organisation may face prepared by the Chief Executive.
- The development of strategies and an action plan to reduce the impact of these risks.
- Mechanisms for monitoring the implementation and review of these strategies.

Innovation usually involves risk and the Board of Trustees accept this and, therefore, regularly monitor and manage risks. Risks are assessed in the following way:

1. Major risks that need to be monitored closely;
2. New, albeit minor, risks that requires processes to be established and monitored;
3. Minor risks that may become major at a later point, if something else occurs;
4. Risks within our control and those outside our control.

Organisations such as ours will always be vulnerable to changes in government policy and charitable trusts / funding bodies' priorities. As well as these external risks, internal organisation risks are also particularly important. If we expand too quickly, we are at risk of overstretching ourselves and the quality of what we do being lowered (this is a common problem in a range of smaller innovative charities). However, if we expand too slowly we are at risk of failing to generate resources to fund our small but growing core costs (management and office costs in particular).

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees
S Watson – Chair (Up to 23/12/2022)
N Samuda
S Bowes
M Gibson - Acting Chair (From 03/01/2023)
E Lewinson
R Akontoh
Y Rolston
A McDonald – appointed 22/11/2022 (resigned 01/07/2023)
Louise Carr – appointed 22/11/2022.

Key Management Personnel:

Chief Executive Officer:	S McFadden resigned 30/06/2022
Managing Director	O Thomas – appointed 18/06/2022
Finance Director:	H Bratter – resigned 11/10/2022
Operations Director:	A Cayenne – appointed 18/06/2022
Director of Marketing, Fundraising and Advocacy	C Stein – appointed 01/02/2023

Registered Office: The Foundry 17 Oval Way London SE11 5RR

Website: http://www.futuremen.org/

Auditors: SCB (Accountants) Limited, 31 Sackville Street, Manchester, M1 3LZ

Bankers: HSBC Bank Plc., 47 Rye Lane, London SE15 5ET
Santander, Customer Services Centre, Bootle, Merseyside G1R 0AA

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

Trustees' responsibilities in relation to the financial statement

The Trustees (who are also directors of Future Men for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors 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 company and of its income and expenditure for that period. In preparing these financial statements, the Directors 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 charitable company will continue in business.

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

The trustees are responsible for the maintenance and integrity of the Charity and the financial information included on the Charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

STATEMENT OF DISCLOSURE TO AUDITOR

So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that we ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

AUDITORS

A resolution was proposed and agreed at the Annual General Meeting that Future Men will seek competitive tenders before deciding on who to appoint for 2023-24 audit. Auditors will be selected and appointed by January 2024 to take on the process for the ensuing year.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

APPROVAL

This report was approved by the Board and signed on its behalf by:

Louise Carr
Trustee

DocuSigned by:
8803CA1F4F02400...

01/11/2023

Neville Samuda
Treasurer

DocuSigned by:
836D9AB567534D5...

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FUTURE MEN (A company limited by guarantee)

Opinion

We have audited the financial statements of The Future Men for the year ended 31st March 2023, which comprise the Statement of Financial Activities (Summary Income and Expenditure Account), Balance sheet, Cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 entity'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 directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements: and
- The directors' report has been prepared in accordance with applicable legal requirements.

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FUTURE MEN
(A company limited by guarantee)

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

As explained more fully in the directors' responsibilities statements set out on page 11, the directors 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 directors 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 directors are responsible for assessing the 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 directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud. We discussed with the Directors the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations and remained alert to any indications of non-compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, the Charity Act 2011, SORP 2019 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

Our procedures in relation to fraud included but were not limited to inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and appropriateness of other entries in the nominal ledger; reviewing transactions around the end of the reporting period; and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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

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

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

1 November 2023

Jeffrey Bor FCCA ACA (Senior Statutory Auditor)
for and on behalf of
SCB (Accountants) Limited
Chartered Accountants
Statutory Auditors

31 Sackville Street
Manchester
M1 3LZ

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2023

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income					
Grants and donations	2	85,867	63,900	149,767	96,104
Income from charitable activities	3	207,488	822,626	1,030,114	1,023,678
Income from other trading activities	4	350	-	350	-
Investment income	5	1,964	-	1,964	-
Total incoming resources		295,669	886,526	1,182,195	1,119,782
Expenditure					
Cost of raising funds	6	36,620	-	36,620	23,975
Expenditure on charitable activities	6	304,139	755,256	1,059,395	1,173,134
Total Expenditure		340,759	755,256	1,096,015	1,197,109
Net income & net movement in funds for the year		(45,090)	131,270	86,180	(77,327)
Reconciliation of funds					
Total funds, brought forward		340,214	537,651	877,865	955,192
Total funds, carried forward		295,124	668,921	964,045	877,865

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the charity's activities were acquired or discontinued during the above financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above financial periods.

The notes on pages 22 - 36 form part of these accounts.

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)

BALANCE SHEET AS AT 31ST MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	11		-		903
Current assets					
Debtors	12	119,969		47,284	
Cash at bank and in hand		1,019,556		957,573	
		1,139,525		1,004,857	
Liabilities					
Creditors falling due with in one year	13	175,480		127,895	
Net current assets			964,045		876,962
Net assets			964,045		877,865
The funds of the charity					
Unrestricted funds:					
General	14		255,124		300,214
Designated	14		40,000		40,000
Restricted funds	14		668,921		537,651
Total charity funds			964,045		877,865

The Trustees have prepared accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

These accounts were approved by the Board of Trustees on 1st November 2023 and were signed on its behalf by:

DocuSigned by:
8803CA1F4F02400...

..... Trustee

Louise Carr

DocuSigned by:
836D9AB567534D5...

..... Treasurer

Neville Samuda

Company Number 3443520

The notes on pages 22 - 36 form part of these accounts.

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)

CASH FLOW STATEMENT AS AT 31ST MARCH 2023

	2023 £	2022 £
Cash inflow from operating activities	60,019	13,163
Cash flows from investing activities		
Interest income	1,964	-
Cash provided by / (used in) investing activities	1,964	-
Increase in cash & cash equivalents in the year	61,983	13,163
Cash & cash equivalents at the beginning of the year	957,573	944,410
Total cash & cash equivalents at the end of the year	1,019,556	957,573

Reconciliation of net movements in funds to net cashflow from operating activities:

	2023 £	2022 £
Net movement in funds	86,180	(77,327)
Add back depreciation	903	985
Deduct interest income shown in investment activities	-	-
Deduct gains / add back losses on investment	(1,964)	-
(Increase) / decrease in debtors	(72,685)	17,198
Increase / (decrease) in creditors	47,585	72,307
Net cash inflow from operating activities	60,019	13,163

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2023

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

1.1 Basis of preparation of accounts

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) (effective 1 January 2019), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Future Men meets the definition of a public benefit entity under FRS 102.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts (financial statements) are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Preparation of accounts on a going concern basis

The Charity's Financial Statements show net income of £86,180 (2022: £77,327 deficit) for the year and free reserves of £255,124 (2022: £299,311).

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

Trustees will continue to monitor and ensure spending to be done in line with income in order to maintain target level of reserves for 3 months staff costs and core running costs. The review of cashflow for 12 months from the date of approval of the financial statements, the associated assumptions that underpin it, secured new income and the steps that could be taken to reduce expenditure should this be necessary.

Based on the information above, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future and will remain surplus in future periods. Therefore, the trustees have adopted the going concern basis in preparing these accounts.

1.3 Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

(a) Income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when received, unless they relate to a specified future period, in which case they are deferred.
(b) Legacies entitlement is taken as the earlier of the date on which either: the charity is aware that the probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that the distribution is made, or when a distribution is received from the estate. No legacies were received during the year.
(c) Income from charitable activities received by way of revenue grants and donations is credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.
(d) Grants and donations of general nature which are not conditional on delivering certain levels of service are included as part of Grants, Donations and Legacies as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
(e) Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Depreciation on the related fixed assets is charged against the restricted fund.
(f) Income from charitable activities includes income recognised as earned (as the related goods and services are provided) under contract, in the form of training income and sale of resources.
(g) Investment income is included when receivable.

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

1.4 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), time contributed by volunteers is not recognised. More information about their contribution is included in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

1.5 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

(a) Cost of raising funds comprises the cost of seeking donations and legacies by direct approach and other fundraising activities and their associated support costs.

(b) Expenditure on charitable activities include expenditure associated with the main objectives of the charity and include both directs costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 7.

1.7 Funds structure

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Board.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

1.8 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Individual fixed assets costing £1,000 or more are capitalised at cost.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases

Furniture and equipment	-	33.33% straight line

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short term cash deposits.

1.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

1.11 Financial instruments

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

1.12 Taxation

The charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1.13 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.14 Pension

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

2. GRANTS AND DONATIONS

	Unrestricted Funds	Restricted Funds	2023	2022
	£	£	£	£
Garfield Weston Foundation	40,000	-	40,000	40,000
John Armitage Charitable Trust	30,000	-	30,000	-
John Lyon's Charity	-	8,000	8,000	-
Westminster Foundation	-	54,400	54,400	50,000
Other donations	10,867	1,500	12,367	6,104
AxiCom - Donations in kind	5,000	-	5,000	-
Total income from grants and donations	85,867	63,900	149,767	96,104
2022	46,104	50,000	-	96,104

The charity is indebted to AxiCom for pro-bono advice service providing Public Relations agency support. The values placed on these contributions by AxiCom is recognised within income as donations, and corresponding charge included within support costs under Legal and professional costs.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2023	2022
Community Engagement Outreach:	£	£	£	£
Grants and service level agreements:				
Big Lottery Fund Grant: Reaching Communities	-	84,782	84,782	83,119
The Kensington + Chelsea Foundation	-	-	-	10,000
The London Community Fund	-	15,000	15,000	-
Royal Borough of Kensington & Chelsea	-	72,026	72,026	46,389
Westminster City Council	-	4,667	4,667	57,730
Westminster Foundation	-	5,000	5,000	-
Young Westminster Foundation	-	55,238	55,238	55,929
Other grants and contracts < £5,000	-	-	-	4,280
	-	236,713	236,713	257,447

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Totals Brought forward:	-	236,713	236,713	257,447
Fathers' Development:				
Grants and service level agreements:				
Best Beginning	-	5,000	5,000	-
Charles Hayward Foundation	-	15,000	15,000	-
London Borough of Lewisham	76,023	-	76,023	62,750
London Borough of Southwark	-	16,500	16,500	16,500
Pre-School Learning Alliance	-	-	-	19,665
Race Equality Foundation	-	20,872	20,872	-
Rayne Foundation	-	-	-	20,000
Westminster City Council	10,591	-	10,591	29,000
Other grants, contracts and donations < £5,000	2,600	885	3,485	2,241
Training and other income	50	-	50	6,466
	89,264	58,257	147,521	156,622
Boys' Development:				
Grants and service level agreements:				
Battersea Power Station Foundation	-	5,000	5,000	5,000
Gipsy Hill Federation	25,000	-	25,000	33,001
Grove Trust	-	11,667	11,667	-
Royal Borough of Kensington & Chelsea	-	13,369	13,369	21,273
The Alan & Babette Sainsbury Charitable Fund	-	15,000	15,000	-
The Fishmongers' Company	-	27,500	27,500	27,500
The Henry Smith Charity	-	-	-	56,500
The Kensington + Chelsea Foundation	-	27,000	27,000	-
The Progress Foundation	-	20,000	20,000	-
United St Saviours Charity	-	27,000	27,000	30,000
Walcot Foundation	-	25,000	25,000	25,000
West London Zone	24,358	-	24,358	11,865
Westminster Foundation	-	24,000	24,000	-
School contracts income	68,866	-	68,866	42,970
Other grants, contracts and donations < £5,000	-	3,054	3,054	4,606
	118,224	198,590	316,814	257,715
Youth Development and Training:				
Grants and service level agreements:				
John Lyon's Charity	-	40,000	40,000	40,000
Royal Borough of Kensington & Chelsea	-	-	-	3,611
St Giles & St George Education Charity	-	-	-	15,000
Westminster Amalgamated Charity	-	-	-	7,000
Westminster City Council	-	168,500	168,500	153,852
Westminster Foundation	-	22,600	22,600	50,000
Young Westminster Foundation	-	67,966	67,966	52,023
	-	299,066	299,066	321,486
Community Development:				
Grants and service level agreements:				
The Trusthouse Charitable Foundation	-	30,000	30,000	30,000
	-	30,000	30,000	30,000
Resources:				
Resources sales	-	-	-	408
	-	-	-	408
Total income from charitable activities	207,488	822,626	1,030,114	1,023,678
2022	120,194	903,484	-	1,023,678

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

4. OTHER TRADING INCOME

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Consultancy income	350	-	350	-
	350	-	350	-

5. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Bank interest	1,964	-	1,964	-
	1,964	-	1,964	-

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

6. ANALYSIS OF EXPENDITURE

	Cost of Raising funds £	Community Engagement Outreach £	Fathers' Development £	Boys' Development £	Youth Development & Training £	Community Development £	Resource sales £	2023 £	2022 £
Direct staff costs	10,451	119,446	79,803	182,806	168,427	27,512	-	588,445	724,952
Direct project costs	-	5,687	34,206	3,320	90,710	-	-	133,923	119,192
Costs of generating raising funds	14,158	-	-	-	-	-	-	14,158	5,695
Support costs (Note 7)	11,337	57,648	52,523	85,747	119,382	12,675	-	339,312	336,521
Governance costs (Note 7)	674	3,428	3,123	5,099	7,099	754	-	20,177	10,750
Total expenditure	36,620	186,209	169,655	276,972	385,618	40,941	-	1,096,015	1,197,109
2022	23,975	285,211	222,316	308,738	322,808	34,001	60	-	1,197,109

Of the £1,096,015 expenditure in 2023 (2022: £1,197,109), £340,759 was charged to unrestricted funds (2022: £195,809) and £755,256 to restricted funds (2022: £1,001,300). (See note 14).

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

7. ANALYSIS OF SUPPORT AND GOVENANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the charity's key activities undertaken (see note 6) in the year. All the general support and governance costs have been apportioned to the various charitable activities proportional to direct project expenditure.

	General support £	Governance function £	2023 £	2022 £
Management, Finance & Admin staff costs	200,599	5,515	206,114	222,363
Communication costs	2,921	-	2,921	7,201
Information Technology	12,470	-	12,470	12,111
Premises and equipment costs	28,192	-	28,192	39,753
Legal and professional costs	87,342	8,662	96,004	53,542
Sundry expenses	6,885	-	6,885	6,411
Depreciation	903	-	903	985
Auditor's remuneration	-	6,000	6,000	4,905
	339,312	20,177	359,489	347,271
2022	336,521	10,750	-	347,271

8. NET INCOMING RESOURCES

Net incoming resources is shown after charging:	2023 £	2022 £
Depreciation of tangible fixed assets owned by the charity	903	985
Auditor's remuneration – year end accounts	6,000	4,905
Operating lease rentals	11,067	19,261

9. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL

	2023 £	2022 £
Salaries	706,302	825,166
National Insurance	64,030	74,332
Pension	24,227	28,981
Redundancy	-	18,836
	794,559	947,315

None of the employee earned in excess of £60,000 in the year (2022: 1).

None of the Trustees received any remuneration during the year (2022: £nil) and no expenses were reimbursed (2022: £nil).

The key management personnel of the charity comprise the Chief Executive Officer, Managing Director, Operations Director, Finance Director, and Director of Marketing, Fundraising & Advocacy. The total wages and pensions of the key management personnel of the charity were £151,654 (2022 - £131,646).

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

10. STAFF NUMBERS

The average monthly head count was 23 staff (2022: 32) and the average monthly number of full-time equivalent employees (including sessional and part-time staff) during the year were as follows:

	2023 Number	2022 Number
Management	3	3
Community Outreach	3	6
Fathers' Development	2	2
Boys' Development	5	6
Youth Development and Training	5	6
Administrative work	2	2
	20	25

11. TANGIBLE FIXED ASSETS

	Furniture & Equipment £	Total £
COST		
As at 1st April 2022	44,583	44,583
Additions during year	-	-
Disposals	(31,765)	(31,765)
As at 31st March 2023	12,818	12,818
DEPRECIATION		
As at 1st April 2022	43,680	43,680
Charge for the year	903	903
Disposals	(31,765)	(31,765)
As at 31st March 2023	12,818	12,818
NET BOOK VALUES		
As at 31st March 2022	903	903
As at 31st March 2023	-	-

12. DEBTORS

	2023 £	2022 £
Grant, contract and fee income receivable	108,387	34,834
Other debtors	-	361
Prepayments	11,582	12,089
	119,969	47,284

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

13. CREDITORS: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	47,269	12,752
Social security and other taxes	11,382	20,903
Other creditors	1,194	6,025
Accruals	19,996	20,883
Deferred income (note 17)	95,639	67,332
	175,480	127,895

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

14. MOVEMENT IN FUNDS

	Balance 01.04.22	Income	Expenditure	Transfers	Balance 31.03.23
RESTRICTED FUNDS:	£	£	£	£	£
Voluntary Income:					
Esmée Fairbairn Foundation	-	-	-	-	-
Garfield Weston Foundation	-	-	-	-	-
John Lyon's Charity	-	8,000	-	-	8,000
Westminster Foundation	41,172	54,400	45,375	-	50,197
Other grant and donations income < £5,000	-	1,500	-	-	1,500
Community Engagement Outreach:					
Big Lottery Fund Grant: Reaching Communities	17,118	84,782	32,250	-	69,650
Royal Borough of Kensington & Chelsea	19,553	72,026	20,713	-	70,866
The Kensington & Chelsea Foundation	6,168	-	6,168		-
The Liam Seagar Memorial Fund	4,216	-	-	(4,216)	-
The London Community Fund	-	15,000	-		15,000
Westminster City Council	21,341	4,667	21,926		4,082
Westminster Foundation	-	5,000	10,179	5,179	-
Young Westminster Foundation	67,585	55,238	57,657		65,166
Other grant and donations income < £5,000	7,613	-	832	-	6,781
Fathers' Development:					
Best Beginning	-	5,000	-	-	5,000
Charles Hayward Foundation	-	15,000	10,846	-	4,154
London Borough of Lewisham	23,103	-	11,036	-	12,067
London Borough of Southwark	-	16,500	16,500	-	-
Race Equality Foundation	-	20,872	15,491		5,381
Rayne Foundation	7,868	-	7,868	-	-
Westminster City Council: Fathers for Futures	6,315	-	6,315	-	-
Other grant and donations income < £5,000	5,918	885	5,797	-	1,006
Boys' Development:					
Battersea Power Station Foundation	1,194	5,000	6,194	-	-
Gipsy Hill Federation	14,330	-	14,330	-	-
Grove Trust	738	11,667	12,405	-	-
Royal Borough of Kensington & Chelsea	7,303	13,369	6,097	-	14,575
The Alan & Babette Sainsbury Charitable Fund	-	15,000	2,448	-	12,552
The Fishmongers' Company	12,620	27,500	28,662		11,458
The Henry Smith Charity	18,331	-	18,331	-	-
The Kensington + Chelsea Foundation	-	27,000	18,748	-	8,252
The Liam Seagar Memorial Fund	-	1,969	-	4,216	6,185
The Progress Foundation	-	20,000	-		20,000
United St Saviours Charity	8,678	27,000	14,639	-	21,039
Walcot Foundation	875	25,000	17,542	-	8,333
Westminster Foundation	-	24,000	8,502	3,499	18,997
Other grant and donations income < £5,000	-	1,085	1,085	-	-
Youth Development and Training:					
Evening Standard Dispossessed Fund	-			-	-
John Lyon's Charity	9,269	40,000	39,269	-	10,000
St Giles & St George Education Charity	25,904	-	3,650	-	22,254
Westminster Amalgamated Charity	8,969	-	8,969	-	-
Westminster City Council	64,178	168,500	127,234		105,444
Westminster City Council Community Development	7,791	-	7,791	-	-
Westminster Foundation	84,443	22,600	51,598	(8,678)	46,767
Young Westminster Foundation	17,101	67,966	53,502	-	31,565
Other grant and donations income < £5,000	20,407	-	15,257	-	5,150
Organisational Development:					
The Trusthouse Charitable Foundation	7,550	30,000	30,050	-	7,500
Total restricted funds	537,651	886,526	755,256	-	668,921
UNRESTRICTED FUNDS					
General funds	300,214	295,669	300,759	(40,000)	255,124
Designated fund	40,000	-	40,000	40,000	40,000
Total unrestricted funds	340,214	295,669	340,759	-	295,124
Total funds	877,865	1,182,195	1,096,015	-	964,045

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

14. MOVEMENT IN FUNDS (continued)

Movement in funds comparative (2022)

	Balance 01.04.21	Income	Expenditure	Transfers	Balance 31.03.22
RESTRICTED FUNDS:	£	£	£	£	£
Voluntary income:					
Paul Hamlyn Foundation	30,946	-	30,946	-	-
The Tudor Trust	28,871	-	28,871	-	-
Westminster Foundation	52,798	50,000	61,626	-	41,172
Community Engagement Outreach:					
Big Lottery Fund Grant: Reaching Communities	34,702	83,119	100,703	-	17,118
Grenfell Young People's Fund	12,359	-	12,359	-	-
Royal Borough of Kensington & Chelsea	6,354	46,388	33,190	-	19,553
The Kensington & Chelsea Foundation	4,714	10,000	8,546		6,168
The Liam Seagar Memorial Fund	5,901	-	1,685	-	4,216
Westminster City Council	-	57,730	36,388	-	21,342
Young Westminster Foundation	59,059	55,929	47,403	-	67,586
Other grant income < £5,001	5,163	3,430	1,080	-	7,513
Donations < £5,001	100	-	-	-	100
Fathers' Development:					
Groundwork: London Community Response Fund	8,433	2,040	5,869	(4,604)	-
London Borough of Lewisham	15,304	62,750	54,951	-	23,103
London Borough of Southwark	-	16,500	16,500	-	-
Pre-School Learning Alliance	-	19,665	19,665	-	-
Rayne Foundation	15,329	20,000	27,461	-	7,868
Westminster City Council: Fathers for Futures	32,160	29,000	54,845	-	6,315
Other grant income < £5,001	5,277	150	50	-	5,377
Donations	490	51	-	-	541
Boys' Development:					
Alan & Babette Sainsbury Charitable Fund	2,052	-	2,052	-	-
Battersea Power Station Foundation	-	5,000	3,806	-	1,194
Gipsy Hill Federation	5,454	33,001	24,125	-	14,330
Grove Trust	25,275	-	24,537	-	738
Paul Hamlyn Foundation	14,035	-	14,035	-	-
Royal Borough of Kensington & Chelsea	13,608	21,273	27,578	-	7,303
The Fishmongers' Company	-	27,500	14,880		12,620
The Henry Smith Charity	8,652	56,500	46,821	-	18,331
United St Saviours Charity	-	30,000	21,322	-	8,678
Walcot Foundation	-	25,000	24,125	-	875
Windmill Cluster of Schools	3,384	6,800	10,184	-	-
Other grants and contracts < £5,001	-	4,607	4,607	-	-
Youth Development and Training:					
BBC Children in Need	8,485	-	8,485	-	-
Groundwork: London Community Response Fund	3,906	-	8,510	4,604	-
John Lyon's Charity	-	40,000	30,731	-	9,269
Royal Borough of Kensington & Chelsea	-	3,611	3,611		-
St Giles & St George Education Charity	15,000	15,000	4,096	-	25,904
Westminster Amalgamated Charity	3,067	7,000	1,098	-	8,969
Westminster City Council	62,410	89,417	87,649		64,178
Westminster City Council Community Development	7,791	-	-	-	7,791
Westminster Foundation	63,458	50,000	29,015		84,443
Young Westminster Foundation	-	52,023	34,922		17,101
Other grant income < £5,001	17,955	-	4,321	-	13,634
Donations and sale of fixed assets	6,774	-	-	-	6,774
Organisational Development:					
The Trusthouse Charitable Foundation	-	30,000	22,450	-	7,550
Global Fund for Children	6,202	-	6,202	-	-
Total restricted funds	585,467	953,484	1,001,300	-	537,651
UNRESTRICTED FUNDS					
General funds	285,725	166,298	111,809	(40,000)	300,214
Designated fund	84,000	-	84,000	40,000	40,000
Total unrestricted funds	369,725	166,298	195,809	-	340,214
Total funds	955,192	1,119,782	1,197,109	-	877,865

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

14. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach Engagement

Restricted funds received for this outreach work fund our 'Ventoring' project in different locations around London which is a support programme for NEET (not in education, employment, or training) boys and young men aged 13 to 25. The project engages these young men through street work and partnerships with other agencies and supports them into training and/or education, explore developing masculinities, address wider support needs including mental and physical health and key life transitions.

Fathers' Development
In Westminster, Lewisham, Greenwich, and Southwark we deliver a range of support services to all fathers, especially young fathers, and those from disadvantaged backgrounds. The aim is to support fathers take an active part in their children's upbringing and development. We train and supports others, to develop 'father friendly' accessible services. The work in Westminster has developed and delivered a series of group work, courses/workshops and one to one case work.

Boys' Development
Restricted funds received for our Boys' Development programme fund delivery to boys and young men at risk of school exclusion, criminal and/or antisocial behaviour and gang activity. This service is delivered often at transition between primary and secondary schools as well as to Year 8, 9 and 10 and mostly through schools. It aims to show boys and young men alternative communication strategies so that they do not use aggression to resolve conflict.

Youth Development and Training
We deliver an estate-based youth programme through two youth clubs. The programme provides structured activities, one to one support and holiday activities, with the aim of providing a safe space for young people to increase their opportunities and life chances, as well as divert them where necessary away from criminal activity. The project also, where appropriate, supports the parents and families of the young people attending. Restricted funds received for Youth work contribute to various aspects of running the club.

Community Development
The Westminster Foundation provide a grant towards Westminster based project work, and funding for core costs in support of our work.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the Trustees after allowing for all designated funds.

Designated funds: Represents funds set aside by the Trustees in relation to unrestricted grant received from Garfield Weston Foundation towards the end of the year intended to cover core wages costs for the year ahead.

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	Unrestricted			
	General	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	-	-	-	-
Net current assets	255,124	40,000	668,921	964,045
	255,124	40,000	668,921	964,045

Analysis of fund balances between net assets comparative (2022):

	Unrestricted			
	General	Designated	Restricted	Total
	£	£	£	£
Tangible fixed assets	903	-	-	903
Net current assets	299,311	40,000	537,651	876,962
	300,214	40,000	537,651	877,865

16. OPERATING LEASE COMMITMENTS

The charity has operating lease commitments relating to its property rental as shown below.

	2023	2022
	£	£
Rent		
Within 1 year	19,582	7,840
Within 2 - 5 years	120,071	4,573
Over 5 years	15,009	-
	154,662	12,413

DocuSign Envelope ID: 41E76D58-7E98-42CC-ACBC-3B6A4948BFFA

17. DEFERRED INCOME

	2023 £	2022 £
Balance as at 1st April	67,332	5,274
Amount released to income in the year	(65,674)	(3,616)
Amount deferred in the year	93,981	65,674
Balance as at 31st March	95,639	67,332

	2023 £	2022 £
Schools' (Boys' Development) contracts	28,194	5,000
Westminster City Council (Father's Development) contract	14,827	-
Westminster City Council (Youth Development) grant	-	42,708
LB Lewisham (Father's Development) contract	12,627	-
The Grove Trust (Boys' Development) grant	8,333	-
John Armitage Charitable Trust (Core) grant	30,000	-
Young Westminster Foundation (Youth Development) grant	-	17,966
Other contracts	1,658	1,658
	95,639	67,332

18. PENSIONS

The Charity operates a defined contribution pension plan for its employees. The amount of contributions recognised as an expense during the year was £24,227 (2022: £28,981). Contributions totalling £33 (2022: £4,457) were payable to the fund at the year end and are included in creditors. The pension expense has been charged to specific programmes where staff are engaged in particular activities. The pension expense included within support costs has been allocated across the activities in accordance with the accounting policy on page 23.

19. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year 2023 (2022: None).

20. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital divided by shares.

21. ULTIMATE CONTROLLING PARTY

For the whole of the year, the charity was under the control of the Directors and Trustees as shown on page 14.

Future Men

England & Wales - Charity number 1102451

Accounts

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN

(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2022

Company No: 03443520
Charity No: 1102451

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)

REPORT AND ACCOUNTS

CONTENTS

STATUTORY INFORMATION

	Page
Directors' and Trustees' Report	2 – 9
Auditor's Report	10-12
Statement of Financial Activities	13
Balance Sheet	14
Statement of cash flows	15
Notes to the Accounts	16-26

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)
DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2022

The trustees are pleased to present their annual directors' and trustees report including the strategic report together with the financial statements of the charity for the year ended 31st March 2022, which are also prepared to meet the requirements for a directors' report and Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OUR PURPOSE AND ACTIVITIES

The charity's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men, by such exclusively charitable means as the trustees shall from time to time determine.

Our Vision: is a better future for every boy, every man and everyone.

Our Mission: is to support and inspire boys and men to become dynamic future men, by giving them the confidence to discover what it means to be a man.

Future Men is a specialist charity that provides emotional and practical support for boys and young men. Through our practice-led services, we work with boys and men from childhood to 25 to help them become healthy, dynamic, future men. From structured school programmes and youth hubs to individual one-to-one sessions and outreach work, we provide the vital support and advocacy that changes boys and young men's lives for the better. We focus our work with boys and men who face structural discrimination and disadvantage, including of race, income, and community.

We underpin our work with an understanding of positive masculinities, regardless of whether the issue is fatherhood, sexual health, underachievement, or criminality. We are interested in why boys and young men do what they do, and what we can do about it. We use an asset-based approach to all our work, focussing on the resources that boys and men bring, the contributions they make and the futures they aspire to. This approach includes a view that there are a variety of (sometimes competing) masculinities which are determined by race, class, sexuality, gender, disability, geography, religion and culture and we continue to grapple with these differences within our own work and encourage others to do the same.

The most useful gift we can give to young men individually and collectively is the gift of hope and self-belief that comes with finding the tools to foster resilience and navigate their own future. We work to enable boys and men to thrive rather than simply survive. This builds social and community capital and affects issues of poverty, violence, lack of education and aspiration for all.

Our seven characteristics of positive masculinity
We developed these characteristics based on the experience and evidence collected as an organization over twenty years. These will be the areas we look to develop with boys and young men as the keys to physical and emotional wellness.
The seven characteristics are:

Resilience

Able to recover when things go wrong.

Inclusiveness

Open to include all different people.

Reflectiveness

Learning from things that happen to you.

Empathy

Caring for others.

Resourcefulness

Able to make the best of what you have.

Curiosity

Interested in the world around you.

Non-violence

Can solve problems without hurting others.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

Theory of change
Our theory of change is based on the idea that if boys and young men disengage at critical transition points, joined together with other challenges in their lives such as poverty, poor housing, negative peer pressure, lack of positive parent/family support, there is an increased risk of them entering the criminal justice system, developing mental health issues, facing poverty, ultimately leading to a trajectory of negative experiences. Experience has shown us that these boys and young men are enormously resilient and possess an inner strength to be drawn upon. With the right support at the right time, they can overcome the above and change their lives, they can succeed and grow into future men with the characteristics to succeed in life.

We will build on the existing logic models for our programmes to develop an overarching logic model for our Theory of Change to guide our decisions about continued monitoring and measuring the impact of our work. This model will show how we work at key transition points, and how we use a mix of universal and targeted approaches to reach the most excluded and disadvantaged young men.

Strategic Aims
To build on the authenticity and impact of our services/programmes and evolve our organisation to tackle the root-cause of the structural and systemic inequalities faced by disadvantaged and vulnerable men and boys.

Boys Development Program in schools
A whole school approach that creates a nurturing environment for boys' development and provides a space for boys and young men to grow, socially and emotionally, whilst achieving academic attainment.

Community, Engagement and Outreach
Working with the community to provide activities and spaces that keep boys and young men safe from harm, whilst also creating opportunities to develop new life skills, using teachable moments to help them achieve their true potential.

Fathers Development
To create opportunities for fathers to prepare and to have the tools to be actively involved and included in their children's lives. To create an inclusive space where parents can speak openly about their challenges whilst learning positive ways to engage with and raise their boys and young men.

Advocacy
To influence the public and policy makers so we can change hearts and minds.

Our Volunteers
During the year volunteers continued to offer help and support to our staff and service users staff in the areas of youth work, mentoring and administration.

The strategic Report included the following particular topics

1. ACHIEVEMENTS AND PERFORMANCE

The period covered in this report from April 2021 to the end of March in 2022 was another year of transition and uncertainty year for our cohort of service users as well as staff and the wider support services sector. Future Men continued to deliver our services and to evolve the support we offer to boys and young men facing disadvantage and discrimination. We can take pride in the way we were able to continue to be flexible and dynamic in responding to the needs of presented both to the changing economic climate reductions in statutory services and pressure on charitable funds we continue, providing the support our service users needed, focusing on returning to our core model of face to face in person service delivery whilst retaining elements of virtual delivery utilised during the heights of lockdown restrictions.

Community Engagement and Outreach

Ventoring Outreach Team
Our aim is to rebuild in person and service delivery that was interrupted by the pandemic and the lockdown periods resulting from it. Project Coordinators had to adapt service delivery to meet the needs of a cohort who were still feeling the effects of the disruption. Group work was resumed at PRU's in RBKC and Westminster and delivered during pockets of time when restrictions were relaxed, however attendance and visibility of our core cohort reduced and service users made it clear they prioritised one to one support as the rising tensions in some areas and higher rates of serious youth violence and Anti-social behaviours which stemmed from inequality and the effects on Mental health and wellbeing of extended lockdowns began to be felt in the communities where those most in need live. We began delivery of our

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

transitions and violence reduction work in the Church Street area of Westminster working in partnership with local schools and families supporting boys through group and one to one interventions, extra-curricular activity and sports.

Youth Hubs
For our two Youth Hubs at the Amberley and Churchill Gardens, our Youth Work continued to deliver aspects of the online 'virtual youth club', with activities and challenges engaging young people who had previously spent weeks and even months locked down. The team continued to reiterate the themes of Safety: in the home, online and in the community and introduced elements of self-care wellbeing and health both physical and mental. The Hubs themselves resumed face to face activities in earnest and was able to run again in person community events and summer provision which was a positive and hopeful time in what had been a tough couple of years. These projects were well attended and brought new Y/P into the clubs. The wider support for families which begun during lockdown where the hubs became distribution points for donated food, toys, and activity packs to families in need continues. We continue to offer our spaces for respite sessions for families and one to one session with young people who needed additional support. It was emotional to see how happy young people were to come back to the Hubs as restrictions lifted as once more, we got to see how important youth work is to young people we are maintaining a flexible approach to Youth work while the community we support, and the sector continues to face unknown and unprecedented challenges moving forward.

We ran over 220 sessions attended by 692 participants across both sites including: music, creative arts, cookery, healthy relationships, bike repair workshops and worked with numerous partner organizations both voluntary and statutory, all of whom added value to the work we were doing across the two Hubs.

The social impacts of the pandemic and the government response have not been felt equally and true picture of the long-term effects are still becoming clear. Many families supported by Future Men live in deprived conditions as represented at the beginning of this report by the statistic that 80% of service users hold postcodes in the three most deprived deciles. While each situation is unique, there were common themes that arose, including cramped housing conditions, loss of income either partly or entirely and insufficient information technology, be they connectivity or hardware. Each of these pressures added to the problematic picture faced and frequently they were compounded.

Boy's Development Programme
As a preventative programme, the Future Men Boys' Development Programme has seen at least 60% of the boys improving or maintaining in each category of self-assessment having gone through the group programme, with successes in how the boys perceive their *ability to process and manage their emotional responses,* how they *manage their behaviour in class* and *how confident they feel in making progress in school*. This has been the first full academic year completed in person for three years and from our work in both the primary and secondary schools we have anecdotal experience of pupils finding it hard to manage the rigours of the school system for the full period. In particular, the secondary schools have been keen to reinforce the school rules and sanctions systems. This goes some way to explain why we see that the *ability to get on with teachers* and *managing disagreements with others* has seen less improvement from the boys who took part in the group setting. We have also seen an increase in the amount of one-to-one support that schools were looking for to help pupils struggling the most with returning to school for the full academic year.
We have increased the number of schools that we have worked in and expanded in Lambeth, Southwark & RBKC to include more secondary schools.

We delivered the Boy's Development Programme in 50 schools during the year and supported 808 pupils through groupwork and one to one support.

Fathers' Development Team (FDT)
The Fathers' Development Team returned to in person service delivery and moved away from the level of remote contact and support we had to adopt as lockdown dragged on. The team responded to increasing requests from stakeholders around issues with domestic violence, therefore we had to work more with Men and Fathers who cause harm and or are perpetrators and alleged perpetrators of domestic abuse, they have also continued to work closely with partner agencies and stakeholders in the statutory sector to reach families where there were Child protection concerns; the Fathers' Development Team has refocussed on work with Young Fathers in Southwark. Our work in this area also led to Future Men being commissioned to work as part of a pilot project responding to the needs of Children affected by Domestic abuse and offering support to frontline staff through a domestic abuse Hub advising on approaches to engage and work effectively with Fathers in Lewisham as part of a multi-disciplinary approach to supporting families where domestic violence was a concern. We continued delivering the fathers for Futures and/or Strengthening Families and/or Communities parenting course, in partnership with the Race Equality Foundation, in Westminster Overall, the Team provided mentoring support to 90 fathers during the year.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

Another continued positive development has been the success of the Future Dads course online delivery. The funding from Local Maternity System commissioning group which comprises hospitals in South London, enabled us to deliver a further course during 2020/21 course to expectant fathers, 120 expectant Dads completed the training. It was not the same as face-to-face delivery, which we have begun to re-establish in selected locations however the continued pressure on the NHS and hospital estates have made this process slow and focussed on risk and resource that are more pressured than ever. We continue to work to highlight and evidence the impact of this important resource for expectant fathers working with advocacy groups and others in the sector grow awareness of the benefits of supporting Fathers during the Ante-Natal period and beyond.

We have also continued our advocacy directly highlighting the challenges our service users have faced during and moving back to the 'new normal' reviewing the pressures on fathers and their families and as they move out of lockdown and ensuring a fairer picture of Fathers during this period has been shared countering an often overly negative view of Men and Fathers during this time and offering practical tools to help Fathers cope with the various challenges in lockdowns. We have also supported the remote running of the All-Party Parliamentary Group on Fatherhood and contributed to various research projects and strategic pieces of work including the launch of the Royal Foundation's Centre for Research in the Early Years. The intersecting effects of COVID the awareness of how race and cultural issues disproportionately affect BAME families and Men and how those form economically deprived groups are feeling the effects of the end of furlough and the beginning of a serious cost of living crisis support means pressures.

Public Benefit Statement
Future men's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men. As an agency our public benefits are varied. We use our knowledge and experience built up over the last 20 years to support boys and young men, with a particular focus on those who through life events are marginalised and disadvantaged, or at risk of being so. We have a theoretical understanding of masculinity that underpins our work, informed by how external factors, such as race and class affects 21st century males. We have developed services to reach our target group at key points in the life cycle.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

Modern Slavery
Although the charity is not obliged to make a statutory report pursuant to s 54 (Transparency in supply chains etc) of the Modern Slavery Act 2015 because its annual turnover does not exceed £36 million, the Trustees are conscious of the need to guard against slavery and human trafficking. Neither the charity, nor to the best of their knowledge and belief their suppliers, is involved in or uses the services of any third-party supplier involved in human exploitation or trafficking.

2. FINANCIAL REVIEW

The Statement of Financial Activities showed net expenditure of deficit £77,327 (2021 - £362,267 surplus) for the year and reserves stand at £877,865 (2021 - £955,192). The financial position at the year revealed by the Balance Sheet shows net current assets or working capital of £876,962 (2021 – £953,304). The net book value of fixed assets held, all of which are used directly for charitable purposes, amounted to £903 (2021 – £1,888).

The majority of our charitable activities are delivered through time-bound projects funded by grants and contracts. We adopt a flexible charitable spend model to match our expenditure to these income streams allowing us to adjust the shape of our expenditure to minimise our risk of exposure to unfunded liabilities and to maximise our impact by being responsive to changing needs. Our Future Dads courses and sales of resources have low initial investment costs and low indirect costs limiting the financial risks associated with these areas.

Reserves policy
Future men requires an appropriate level of reserves in order to operative effectively. The Board of Trustees have considered the risks faced by FM through a risk analysis exercise. The level is set with regard to our aims, needs and objectives and the risks we face. These are sudden cessation or non-renewal of contracts and grants, delay in receipt of funding, and future essential maintenance of properties and IT infrastructure. The Trustees consider that a level equivalent to 3 months staffing and core running costs is sufficient to meet these risks should the need arise. This target level of reserves is £270,000.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

At 31 March 2022 the unrestricted funds not designated or invested in tangible fixed assets (free reserves) held by the charity are £299,311 (2021: £283,837) which represents 3 months staffing and core running costs (2021: 2.9 months).

Towards the end of the year the Trustees received £40,000 (2021: £84,000) of unrestricted grants intended to cover core salary costs for the year ahead. The Trustees have set these funds aside as a designated fund to cover their intended purpose.

The charity additionally held £537,651 of restricted funds on 31 March 2022 (2021: £585,467) representing unspent funding and grants received in advance which are restricted for the specific purposes for which they were given and are not available for the general purposes of the charity.

Principal Funding Sources
Funding is obtained from local government, charitable trusts, and foundations in addition to income from resources and other services. As an organisation we are currently looking at a number of ways in which we may generate further income from current resources in an effort to be as independently stable as possible going into the future. We have identified two areas of our present work which may prove useful as we establish future independence.

Investment policy and performance
The Board of Trustees have decided that at present, funds should be retained in Banks and Building Societies. Any change in such banking arrangements should be agreed by the Board of Trustees. As far as possible, funds will be retained in accounts bearing the best interest rates at that time.

3. FUTURE ACTIVITIES

During the next twelve months we look forward to continuing the transition back to the face-to-face work that we know our service users need and appreciate. We will also try to future proof the charity against the longer-term impacts of COVID and the Cost-of-living crisis by making our services more easily adaptable and accessible through digital and other remote channels. We do not yet know the full impact of the pandemic on the young people we support, and particularly how it will affect mental health and socialisation. The added pressure on both the environment for the voluntary and charitable sector and the Service users we support grow due to the Cost-of-Living crisis and wider financial societal pressures as we have done successfully through lockdowns, we will adapt to rising and changing needs, but what does not change is the importance of the trusted and positive relationships that the Future Men team can build and maintain with young people.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
Future Men (FM) is a company limited by guarantee and not having a capital divided by shares. The company was incorporated on 2nd October 1997 and is a registered charity (registered 3rd March 2004) constituted as a Limited Company under the Memorandum and Articles of Association. The charity registration number is 1102451 and the company registration number is 03443520.

On 3 April 2019 Working with Men formally announced our change of name to Future Men. The charity remains the same legal entity with Company and Charity registration numbers remaining the same.

The name change was registered and approved at Companies House on 12 March 2019 and accepted and registered with the Charity Commission on 26 March 2019.

Recruitment and appointment of Trustees
New trustees are elected by existing trustees on the board in line with revised governance standards in which key areas and skill gaps are identified and addressed. Trustee posts are advertised in the local, national and voluntary newspapers and on websites through an open process. Trustees are then invited to meet with the Chief Executive and senior management team and meet with practitioners and beneficiaries. After an agreed probationary period they may then be appointed by the Board of Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years, renewable once by Board agreement.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

The Directors in office in the year are set out on page 8. The Directors have no beneficial interest in the company other than as members and all guarantee to contribute £1 in the event of a winding up. The Board have unlimited investment powers.

Trustee induction and training
All new Board of Trustee members receive an induction on joining FM which includes:

- Roles and nature of the organisation and their role/responsibilities within it.
- Full understanding of the spirit/aim of FM's Equal Opportunities/Diversity commitment.
- Understanding of the practical day-to-day implications of what is expected of all workers.
- Contents of the FM Staff Handbook.

Organisation
The governance of the charity is undertaken by a Board of Trustees that meets bi-monthly and is responsible for overseeing the strategic direction and resulting policy of the charity. The Board bring expertise from a variety of professional backgrounds and have access to advice on the progress of the work from the Chief Executive, Operations Director, Finance Director, senior managers, individual project workers and project advisory groups/forums.

The Trustees met during the year to monitor progress against our 3-year strategy, oversee financial and risk management and measure progress in capacity building, diversity, HR and staff development. The Board's governance is supported by sub-groups which meet regularly throughout the year and comprise chair trustees and members of the senior management team as well as the involvement of individual key staff.

During this year the work of the Board of Trustees was supported by the core team of full-time and part-time staff in addition to our excellent volunteers including mentors. The day-to-day strategic and operational responsibilities rest with the Chief Executive, Operations Director and Finance Director, who ensure that the charity delivers the strategy and services specified and that key performance indicators/work plans are met.

Related parties
During the year there were no related party transactions.

Pay policy for senior management staff
Senior management staff pay is set with reference to market rates for similar roles within similar sized charities in the sector. The pay of the Chief Executive is reviewed and approved by the Board. The pay of other senior management staff is reviewed and approved by the Chief Executive.

Risk management
The Board of Trustees has a risk management strategy that incorporates:

- An annual review of all risks the organisation may face prepared by the Chief Executive.
- The development of strategies and an action plan to reduce the impact of these risks.
- Mechanisms for monitoring the implementation and review of these strategies.

Innovation usually involves risk, and the Board of Trustees accept this and, therefore, regularly monitor and manage risks. Risks are assessed in the following way:

1. Major risks that need to be monitored closely.
2. New, albeit minor, risks that requires processes to be established and monitored.
3. Minor risks that may become major at a later point, if something else occurs.
4. Risks within our control and those outside our control.

Organisations such as ours will always be vulnerable to changes in government policy and charitable trusts/funding bodies' priorities. As well as these external risks, internal organisation risks are also particularly important. If we expand too quickly, we are at risk of overstretching ourselves and the quality of what we do being lowered (this is a common problem in a range of smaller innovative charities). However, if we expand too slowly, we are at risk of failing to generate resources to fund our small but growing core costs (management and office costs in particular).

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees

S Watson - Chair
N Samuda - appointed 24/11/2021 (appointed as Treasurer 24/11/2022)
S Bowes
M Gibson - Acting Chair
E Lewinson
R Akontoh
Y Rolston
J Simpson - resigned 17/05/2022
C Hix - resigned 24/11/2021
E Benjafield - resigned 24/11/2021

Secretary: R Jordan – resigned 18/03/2022

Key Management Personnel:

Chief Executive Officer:	S McFadden	- resigned 31/6/2022
Managing Director	O.Thomas	- appointed 18/6/2022
Operations Director:	A.Cayenne	- appointed 18/06/2022
Finance Director:	R Jordan	– resigned 18/03/2022

Registered Office: 37, Clements Road, London, SE16 4EE

Auditors: SKS Audit LLP, 3 Sheen Road, Richmond, TW9 1AD

Bankers: HSBC Bank Plc., 47 Rye Lane, London SE15 5ET
Santander, Customer Services Centre, Bootle, Merseyside G1R 0AA

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

Trustees' responsibilities in relation to the financial statement

The Trustees (who are also directors of Future Men for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors 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 company and of its income and expenditure for that period. In preparing these financial statements, the Directors 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 charitable company will continue in business.

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

STATEMENT OF DISCLOSURE TO AUDITOR

So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that we ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

AUDITORS

A resolution will be proposed and agreed at the Annual General Meeting that SKS Audit LLP be re-appointed as auditors of the Charity for the ensuing year.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

APPROVAL

This report was approved by the Board and signed on its behalf by:

DocuSigned by:
Mary Gibson
507246A76F684C3...

Mary Gibson
Acting Chair

DocuSigned by:
836D9AB567534D5...

Neville Samuda
Treasurer

30th January 2023

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FUTURE MEN

(A company limited by guarantee)

Opinion

We have audited the financial statements of Future Men for the year ended 31st March 2022, which comprise the Statement of Financial Activities (Summary Income and Expenditure Account), balance sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

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 directors are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements: and
- The directors' report has been prepared in accordance with applicable legal requirements.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

As explained more fully in the directors' responsibilities statements set out on page 9, the directors 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 directors 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 directors are responsible for assessing the 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 directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud. We discussed with the Directors the policies and procedures in place regarding compliance with laws and regulations. We discussed amongst the audit team the identified laws and regulations and remained alert to any indications of non-compliance.

During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, the Charity Act 2011, SORP 2019 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

Our procedures in relation to fraud included but were not limited to inquires of management whether they have any knowledge of any actual, suspected or alleged fraud, and discussions amongst the audit team regarding risk of fraud such as opportunities for fraudulent manipulation of financial statements. We determined that the principal risks related to posting manual journal entries to manipulate financial performance and management bias through judgements in accounting estimates. We also addressed the risk of management override of internal controls, including testing journals and appropriateness of other entries in the nominal ledger; reviewing transactions around the end of the reporting period; and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

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

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

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

JAMES FOSKETT (Senior Statutory Auditor)
for and on behalf of SKS Audit LLP
CHARTERED ACCOUNTANTS
STATUTORY AUDITOR

3 Sheen Road,
Richmond, TW9 1AD

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2022

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income					
Grants, donations and legacies	**2**	46,104	50,000	96,104	341,783
Income from charitable activities	**3**	120,194	903,484	1,023,678	1,028,148
Total incoming resources		166,298	953,484	1,119,782	1,369,931
Expenditure					
Cost of raising funds	**4**	23,975	-	23,975	14,058
Expenditure on charitable activities	**4**	171,834	1,001,300	1,173,134	993,606
Total Expenditure		195,809	1,001,300	1,197,109	1,007,664
Net income & net movement in funds for the year		(29,511)	(47,816)	(77,327)	362,267
Reconciliation of funds					
Total funds, brought forward		369,725	585,467	955,192	592,925
Total funds, carried forward		340,214	537,651	877,865	955,192

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the charity's activities were acquired or discontinued during the above financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above financial periods.

The notes on pages 16-26 form part of these accounts.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)

BALANCE SHEET AS AT 31ST MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	**9**		903		1,888
Current assets					
Debtors	**10**	47,284		64,482	
Cash at bank and in hand		957,573		944,410	
		1,004,857		1,008,892	
Liabilities					
Creditors falling due with in one year	**11**	127,895		55,588	
Net current assets			876,962		953,304
Net assets			877,865		955,192
The funds of the charity					
Unrestricted funds:					
General	**12**		300,214		285,725
Designated	**12**		40,000		84,000
Restricted funds	**12**		537,651		585,467
Total charity funds			877,865		955,192

The Trustees have prepared accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

These accounts were approved by the Board of Trustees on 30th January 2023 and were signed on its behalf by:

DocuSigned by:
Mary Gibson
507246A76F684C3...

..... Acting Chair

Mary Gibson

DocuSigned by:
Neville Samuda
836D9AB567534D5...

..... Treasurer

Neville Samuda

Company Number 3443520

The notes on pages 16-26 form part of these accounts.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)

CASH FLOW STATEMENT AS AT 31ST MARCH 2022

	2022 £	2021 £
Cash inflow from operating activities	13,163	365,525
Increase in cash & cash equivalents in the year	13,163	365,525
Cash & cash equivalents at the beginning of the year	944,410	578,885
Total cash & cash equivalents at the end of the year	957,573	944,410

Reconciliation of net movements in funds to net cashflow from operating activities:

	2022 £	2021 £
Net movement in funds	(77,327)	362,267
Add back depreciation	985	985
Deduct interest income shown in investment activities	-	-
Deduct gains / add back losses on investment	-	-
Decrease / (increase) in stock	-	-
(Increase) / decrease in debtors	17,198	2,755
Increase / (decrease) in creditors	72,307	(482)
Net cash inflow from operating activities	13,163	365,525

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2022

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

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) (effective 1 January 2019), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Future Men meets the definition of a public benefit entity under FRS 102.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts (financial statements) are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Preparation of accounts on a going concern basis

The Charity's Financial Statements show net expenditure of £77,327 (2021: £362,267 surplus) for the year and free reserves of £299,311 (2021: £283,837). Based on this level of reserves and the trustees' projections, for the next twelve months the Trustees' believe that the Charity is a going concern.

1.3 Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and amount can be measured reliably.

(a) Income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when received, unless they relate to a specified future period, in which case they are deferred.
(b) Legacies entitlement is taken as the earlier of the date on which either: the charity is aware that the probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that the distribution is made, or when a distribution is received from the estate. No legacies were received during the year.
(c) Income from charitable activities received by way of revenue grants and donations is credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.
(d) Grants and donations of general nature which are not conditional on delivering certain levels of service are included as part of Grants, Donations and Legacies as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
(e) Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Depreciation on the related fixed assets is charged against the restricted fund.
(f) Income from charitable activities includes income recognised as earned (as the related goods and services are provided) under contract, in the form of training income and sale of resources.
(g) Investment income is included when receivable.

1.4 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), time contributed by volunteers is not recognised. More information about their contribution is included in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

1.5 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

(a) Cost of raising funds comprises the cost of seeking donations and legacies by direct approach and other fundraising activities and their associated support costs.

(b) Expenditure on charitable activities include expenditure associated with the main objectives of the charity and include both directs costs and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 5.

1.7 Fund's structure

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Board.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor-imposed conditions.

1.8 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Individual fixed assets costing £1,000 or more are capitalised at cost.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases

Furniture and equipment	-	33.33% straight line

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term cash deposits.

1.10 Debtors and prepayments

Debtors are recognised when the charity has right to receive the amount as a result of past event. Prepayments are recognised when charity benefits from the payments made in the past.

1.11 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.12 Financial instruments

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

1.13 Taxation

The charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

1.14 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.15 Pension

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

2. GRANTS, DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2022	2021
	£	£	£	£
Esmée Fairbairn Foundation	-	-	-	144,000
Garfield Weston Foundation	40,000	-	40,000	10,000
John Armitage Charitable Trust	-	-	-	30,000
John Ellerman Foundation	-	-	-	30,000
Paul Hamlyn Foundation	-	-	-	30,000
The Tudor Trust	-	-	-	32,000
Westminster Foundation (see also note 3)	-	50,000	50,000	53,578
Job retention scheme grants	-	-	-	4,561
Other donations	6,104	-	6,104	7,644
Total income from Grants, donations and legacies	46,104	50,000	96,104	341,783
2021	150,336	191,447	-	341,783

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2022	2021
Community Engagement Outreach:	£	£	£	£
Grants and service level agreements:				
Big Lottery Fund Grant: Reaching Communities	-	83,119	83,119	81,961
City of Westminster Charitable Trust	-	-	-	6,250
Grenfell Young People's fund	-	-	-	14,990
The Kensington & Chelsea Foundation	-	10,000	10,000	10,000
Royal Borough of Kensington & Chelsea	-	46,389	46,389	-
Westminster City Council	-	57,730	57,730	-
Young Westminster Foundation	-	55,929	55,929	102,415
Other grants and contracts < £5,001	850	3,430	4,280	-
	850	256,597	257,447	215,616

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

	Unrestricted Funds £	Restricted Funds £	2022 £	2021 £
Totals Brought forward:	850	256,597	257,447	215,616
Fathers' Development:				
Grants and service level agreements:				
Groundwork: London Community Response Fund	-	2,040	2,040	22,686
London Borough of Lewisham	-	62,750	62,750	72,375
London Borough of Southwark	-	16,500	16,500	16,000
Pre-School Learning Alliance	-	19,665	19,665	6,555
Rayne Foundation	-	20,000	20,000	20,000
Westminster City Council	-	29,000	29,000	30,337
Other grants and contracts < £5,001	-	150	150	-
Other donations < £5,001	-	51	51	-
Training and other income	6,466	-	6,466	13,288
	6,466	150,156	156,622	181,241
Boys' Development:				
Grants and service level agreements:				
Alan & Babette Sainsbury Charitable Fund	-		-	5,000
Battersea Power Station Foundation	-	5,000	5,000	-
City of London Academy	5,234	-	5,234	-
Gipsy Hill Federation	-	33,001	33,001	48,668
Grove Trust	-	-	-	15,000
Oasis Academy South Bank	5,710	-	5,710	-
Paul Hamlyn Foundation	-	-	-	20,000
Royal Borough of Kensington & Chelsea	-	21,273	21,273	55,707
St John Bosco College	6,667	-	6,667	10,000
The Fishmongers' Company	-	27,500	27,500	-
The Henry Smith Charity	-	56,500	56,500	54,400
United St Saviours Charity	-	30,000	30,000	10,000
Walcot Foundation	-	25,000	25,000	-
West London Zone	11,865	-	11,865	7,920
Windmill Cluster of Schools	-	6,800	6,800	13,200
Other grants and contracts < £5,001	18,560	4,606	23,166	5,100
	48,036	209,680	257,716	244,995
Youth Development and Training:				
Grants and service level agreements:				
BBC Children in Need	-	-	-	46,308
Groundwork: London Community Response Fund	-	-	-	16,074
John Lyon's Charity	-	40,000	40,000	-
Royal Borough of Kensington & Chelsea	-	3,611	3,611	-
St Giles & St George Education Charity	-	15,000	15,000	15,000
Westminster Amalgamated Charity	-	7,000	7,000	-
Westminster City Council	-	89,417	89,417	120,149
Westminster City Council Community Development	64,435	-	64,435	68,533
Westminster Foundation	-	50,000	50,000	50,000
Young Westminster Foundation	-	52,023	52,023	17,400
Other grants and donations < £5,001	-	-	-	5,020
	64,435	257,051	321,486	338,484
Organisational Development:				
Grants and service level agreements:				
Global Fund for Children	-	-	-	28,000
The Trusthouse Charitable Foundation	-	30,000	30,000	-
Westminster Foundation: London Community Response	-	-	-	19,400
	-	30,000	30,000	47,400
Resources:				
Resources sales	408	-	408	412
	408	-	408	412
Total income from charitable activities	120,194	903,484	1,023,678	1,028,148
2021	80,873	947,275	-	1,028,148

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

4. ANALYSIS OF EXPENDITURE

	Cost of Raising funds £	Community Engagement Outreach £	Fathers' Development £	Boys' Development £	Youth Development & Training £	Community Development £	Resource sales £	2022 £	2021 £
Direct staff costs	11,325	191,555	113,111	215,565	184,061	9,335	-	724,952	658,937
Direct project costs	-	10,917	44,714	3,612	45,103	14,803	43	119,191	64,432
Costs of generating raising funds	5,695	-	-	-	-	-	-	5,695	397
Support costs (Note 5)	6,740	80,176	62,496	86,789	90,745	9,558	17	336,521	278,993
Governance costs (Note 5)	215	2,563	1,996	2,772	2,899	305	-	10,750	4,905
Total expenditure	23,975	285,211	222,316	308,738	322,808	34,001	60	1,197,109	1,007,664
2021	14,058	278,080	158,010	269,599	268,935	18,556	426	-	1,007,664

Of the £1,197,109 expenditure in 2022 (2021: £1,007,664), £195,809 was charged to unrestricted funds (2021: £101,889) and £1,001,300 to restricted funds (2021: £905,775).

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

5. ANALYSIS OF SUPPORT AND GOVENANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the charity's key activities undertaken (see note 4) in the year. All the general support and governance costs have been apportioned to the various charitable activities proportional to direct project expenditure.

	General support £	Governance function £	2022 £	2021
Management, Finance & Admin staff costs	216,518	5,845	222,363	221,898
Communication costs	7,201	-	7,201	5,139
Equipment hire and rental	-	-	-	-
Information Technology	12,111	-	12,111	5,715
Premises costs	39,753	-	39,753	25,862
Insurance	2,486	-	2,486	2,310
Legal and professional costs	53,542	-	53,542	3,648
Sundry expenses	3,925	-	3,925	13,436
Depreciation	985	-	985	985
Trustees' expenses	-	-	-	-
Auditor's remuneration	-	4,905	4,905	4,905
	336,521	10,750	347,271	283,898
2021	278,993	4,905	-	283,898

6. NET INCOMING RESOURCES

Net incoming resources is shown after charging:	2022 £	2021 £
Depreciation of tangible fixed assets owned by the charity	985	985
Auditor's remuneration – year end accounts	4,905	4,905
Operating lease rentals	19,261	20,393

7. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL

	2022 £	2021 £
Salaries	825,166	781,563
National Insurance	74,332	68,294
Pension	28,981	27,903
Redundancy	18,836	3,075
	947,315	880,835

There was 1 employee who earned in excess of £60,000 in the year (2021: 1).

The redundancy payments during the year represents statutory redundancy paid to three members of staff.

None of the Trustees received any remuneration during the year (2021: £nil) and no expenses were reimbursed (2021: £nil).

The key management personnel of the charity comprise the Chief Executive Officer, Operations Director and Finance Director. The total wages and pensions of the key management personnel of the charity were £131,646 (2021 - £143,880).

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

8. STAFF NUMBERS

The average monthly head count was 32 staff (2021: 32) and the average monthly number of full-time equivalent employees (including sessional and part-time staff) during the year were as follows:

	2022 Number	2021 Number
Management	3	3
Community Outreach	6	6
Fathers' Development	3	2
Boys' Development	5	6
Youth Development and Training	6	6
Administrative work	2	2
	25	25

9. TANGIBLE FIXED ASSETS

	Furniture & Equipment	Total
COST	**£**	**£**
As at 1st April 2021	44,583	44,583
Additions during year	-	-
Disposals	-	-
As at 31st March 2022	44,583	44,583
DEPRECIATION		
As at 1st April 2021	42,695	42,695
Charge for the year	985	985
Disposals	-	-
As at 31st March 2022	43,680	43,680
NET BOOK VALUES		
As at 31st March 2021	1,888	1,888
As at 31st March 2022	903	903

10. DEBTORS

	2022 £	2021 £
Grant, contract and fee income receivable	34,834	53,237
Other debtors	361	2,654
Prepayments	12,089	8,591
	47,284	64,482

11. CREDITORS: amounts falling due within one year

	2022 £	2021 £
Trade creditors	12,752	7,270
Social security and other taxes	20,903	19,823
Other creditors	6,025	6,416
Accruals	20,883	16,805
Deferred income (note 15)	67,332	5,274
	127,895	55,588

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

12. MOVEMENT IN FUNDS

RESTRICTED FUNDS:	Balance 31.03.21 £	Income £	Expenditure £	Transfers £	Balance 31.03.22 £
Voluntary income:					
Paul Hamlyn Foundation	30,946	-	30,946	-	-
The Tudor Trust	28,871	-	28,871	-	-
Westminster Foundation	52,798	50,000	61,626	-	41,172
Community Outreach:					
Big Lottery Fund Grant: Reaching Communities	34,702	83,119	100,703	-	17,118
Grenfell Young People's Fund	12,359	-	12,359	-	-
The Kensington & Chelsea Foundation	4,714	10,000	8,546	-	6,168
The Liam Seagar Memorial Fund	5,901	-	1,685	-	4,216
Royal Borough of Kensington & Chelsea	6,354	46,389	33,190	-	19,553
Westminster City Council	-	57,730	36,388	-	21,342
Young Westminster Foundation	59,059	55,929	47,403	-	67,585
Other grant income < £5,001	5,163	3,430	1,080	-	7,513
Donations < £5,001	100	-	-	-	100
Fathers' Development:					
Groundwork: London Community Response Fund	8,433	2,040	5,869	(4,604)	-
London Borough of Lewisham	15,304	62,750	54,951	-	23,103
London Borough of Southwark	-	16,500	16,500	-	-
Pre-School Learning Alliance	-	19,665	19,665	-	-
Rayne Foundation	15,329	20,000	27,461	-	7,868
Westminster City Council: Fathers for Futures	32,160	29,000	54,845	-	6,315
Other grant income < £5,001	5,277	150	50	-	5,377
Donations	490	51	-	-	541
Boys' Development:					
Alan & Babette Sainsbury Charitable Fund	2,052	-	2,052	-	-
Battersea Power Station Foundation	-	5,000	3,806	-	1,194
Gipsy Hill Federation	5,454	33,001	24,125	-	14,330
Grove Trust	25,275	-	24,537	-	738
Paul Hamlyn Foundation	14,035	-	14,035	-	-
Royal Borough of Kensington & Chelsea	13,608	21,273	27,578	-	7,303
The Fishmongers' Company	-	27,500	14,880		12,620
The Henry Smith Charity	8,652	56,500	46,821	-	18,331
United St Saviours Charity	-	30,000	21,322	-	8,678
Walcot Foundation	-	25,000	24,125	-	875
Windmill Cluster of Schools	3,384	6,800	10,184	-	-
Other grants and contracts < £5,001	-	4,606	4,606	-	-
Youth Development and Training:					
BBC Children in Need	8,485	-	8,485	-	-
Groundwork: London Community Response Fund	3,906	-	8,510	4,604	-
John Lyon's Charity	-	40,000	30,731	-	9,269
Royal Borough of Kensington & Chelsea	-	3,611	3,611	-	-
St Giles & St George Education Charity	15,000	15,000	4,096	-	25,904
Westminster Amalgamated Charity	3,067	7,000	1,098	-	8,969
Westminster City Council	62,410	89,417	87,649	-	64,178
Westminster City Council Community Development	7,791	-	-	-	7,791
Westminster Foundation	63,458	50,000	29,015	-	84,443
Young Westminster Foundation	-	52,023	34,922	-	17,101
Other grant income < £5,001	17,955	-	4,321	-	13,634
Donations and sale of fixed assets	6,774	-	-	-	6,774
Organisational Development:					
The Trusthouse Charitable Foundation	-	30,000	22,450	-	7,550
Global Fund for Children	6,202	-	6,202	-	-
Total restricted funds	585,467	953,484	1,001,300	-	537,651
UNRESTRICTED FUNDS					
General funds	285,725	166,298	111,809	(40,000)	300,214
Designated fund	84,000	-	84,000	40,000	40,000
Total unrestricted funds	369,725	166,298	195,809	-	340,214
Total funds	955,192	1,119,782	1,197,109	-	877,865

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

12. MOVEMENT IN FUNDS (continued)

Movement in funds for the previous year was as follows:

	Balance 01.04.20	Income	Expenditure	Transfers	Balance 31.03.21
RESTRICTED FUNDS:	£	£	£	£	£
Voluntary income:					
Esmée Fairbairn Foundation	607	60,000	60,607	-	-
Garfield Weston Foundation	8,975	10,000	18,975	-	-
Paul Hamlyn Foundation	25,901	30,000	24,955	-	30,946
The Tudor Trust	23,448	32,000	26,577	-	28,871
Westminster Foundation	28,276	53,578	29,056	-	52,798
Community Outreach:					
Big Lottery Fund Grant: Reaching Communities	6,464	81,961	53,723	-	34,702
Grenfell Young People's Fund	12,594	14,990	15,225	-	12,359
The Kensington & Chelsea Foundation	4,377	10,000	9,663		4,714
The Liam Seagar Memorial Fund	15,014	5,521	14,634	-	5,901
Royal Borough of Kensington & Chelsea	12,389	22,283	28,318	-	6,354
Westminster Outreach	16,250	6,250	22,500		-
Young Westminster Foundation	41,783	119,815	102,539	-	59,059
Other grant income < £5,001	5,163	-	-	-	5,163
Donations < £5,001	100	-	-	-	100
Fathers' Development:					
Groundwork: London Community Response Fund	-	22,686	14,253	-	8,433
London Borough of Lewisham	-	72,375	57,071	-	15,304
London Borough of Southwark	-	16,000	16,000	-	-
Pre-School Learning Alliance	-	6,555	6,555	-	-
Rayne Foundation	-	20,000	4,671	-	15,329
Westminster City Council: Fathers for Futures	21,480	30,337	19,657	-	32,160
Other grant income < £5,001	-	5,380	103	-	5,277
Donations	335	148	(7)	-	490
Boys' Development:					
Alan & Babette Sainsbury Charitable Fund	2,093	5,000	5,041	-	2,052
Gipsy Hill Federation	-	48,668	43,214	-	5,454
Grove Trust	31,799	15,000	21,524	-	25,275
Paul Hamlyn Foundation	-	20,000	5,965	-	14,035
Royal Borough of Kensington & Chelsea	131	33,424	19,947	-	13,608
St John Bosco College	-	10,000	10,000	-	-
The Henry Smith Charity	4,458	54,400	50,206	-	8,652
United St Saviours Charity	8,366	10,000	18,366	-	-
Walcot Foundation	5,977	-	5,977	-	-
Windmill Cluster of Schools	-	13,200	9,816	-	3,384
Other grants and contracts < £5,001	-	5,000	5,000	-	-
Youth Development and Training:					
BBC Children in Need	214	46,308	38,037	-	8,485
Groundwork: London Community Response Fund	-	16,074	12,168	-	3,906
London Borough of Westminster	32,208	120,149	89,947	-	62,410
St Giles & St George Education Charity	-	15,000	-	-	15,000
Westminster Amalgamated Charity	3,067	-	-	-	3,067
Westminster City Council Community Development	3,844	4,000	53	-	7,791
Westminster Foundation	21,959	50,000	8,501		63,458
Other grant income < £5,001	12,985	5,020	50	-	17,955
Donations and sale of fixed assets	6,774	200	200	-	6,774
Organisational Development:					
Global Fund for Children	-	28,000	21,798	-	6,202
Westminster Foundation (London Funders)	(4,510)	19,400	14,890	-	-
Total restricted funds	352,520	1,138,722	905,775	-	585,467
UNRESTRICTED FUNDS					
General funds	240,405	231,209	101,889	(84,000)	285,725
Designated fund	-	-	-	84,000	84,000
Total unrestricted funds	240,405	231,209	101,889	-	369,725
Total funds	592,925	1,369,931	1,007,664	-	955,192

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

12. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach Engagement (CEO): formerly Training, Employment and Health
Restricted funds received for this outreach work fund our 'Vectoring' project in different locations around London which is a support programme for NEET (not in education, employment or training) boys and young men aged 13 to 25. The project engages these young men through street work and partnerships with other agencies and supports them into training and/or education.

Youth Development and Training (CEO)
We deliver an estate-based youth programme through two youth clubs. The programme provides structured activities, one to one support and holiday activities, with the aim of providing a safe space for young people to increase their opportunities and life chances, as well as divert them where necessary away from criminal activity. The project also, where appropriate, supports the parents and families of the young people attending. Restricted funds received for Youth work contribute to various aspects of running the club.

Fathers' Development (FDT)
In Westminster, Lewisham and Southwark we deliver a range of support services to all fathers, especially young fathers and those from disadvantaged backgrounds. The aim is to support fathers take an active part in their children's upbringing and development. We train and supports others, to develop 'father friendly' accessible services. The work in Westminster has developed and delivered a series of group work courses workshops titled 'Fathers for Futures'.

Boys' Development (BDT)
Restricted funds received for our Boys' Development programme fund delivery to boys and young men at risk of school exclusion, criminal and/or antisocial behaviour and gang activity. This service is delivered often at transition between primary and secondary schools as well as to Year 8, 9 and 10 and mostly through schools. It aims to show boys and young men alternative communication strategies so that they do not use aggression to resolve conflict.

Community Development
During the year we received funding towards investment in infrastructure in order to work remotely effectively and safely for our staff, as well as organisational development and support to enable programme changes to enable us to continue our work post Covid-19 pandemic.

Staff and other core costs
The Tudor Trust, Esmée Fairbairn Foundation and Paul Hamlyn Foundation grants are restricted to Senior Management and fundraising roles and support. The Garfield Weston grant is restricted to building capacity at Senior Management level over the 3 years from October 2017. The Westminster Foundation provide a grant towards the rent of our previous offices at 34, Grosvenor Gardens, and funding for core costs in support of our work.

Balances carried forward on restricted funds represent unspent funding and grants received in advance to be spent on project work in the next year.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the Trustees after allowing for all designated funds.

Designated funds: Represents funds set aside by the Trustees in relation to unrestricted grant received from Garfield Weston Foundation towards the end of the year intended to cover core wages costs for the year ahead.

DocuSign Envelope ID: 1101263F-DF96-4D12-B4C1-3628845F8ABE

13. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	Unrestricted General £	Designated £	Restricted £	Total £
Tangible fixed assets	903	-	-	903
Net current assets	299,311	40,000	537,651	876,962
	300,214	40,000	537,651	877,865

Analysis of fund balances between net assets for the previous year was as follows:

	Unrestricted General £	Designated £	Restricted £	Total £
Tangible fixed assets	1,888	-	-	1,888
Net current assets	283,837	84,000	585,467	953,304
	285,725	84,000	585,467	955,192

14. OPERATING LEASE COMMITMENTS

The charity has operating lease commitments relating to its property rental as shown below.

	2022 £	2021 £
Rent		
Within 1 year	7,840	9,871
Within 2 - 5 years	4,573	7,840
	12,413	17,711

15. DEFERRED INCOME

	2022 £	2021 £
Balance as at 1st April	5,274	16,167
Amount released to income in the year	(3,616)	(14,509)
Amount deferred in the year	65,674	3,616
Balance as at 31st March	67,332	5,274

£67,332 of deferred income relates to payments in advance on contracts to deliver services in the following year.

16. PENSION

The pension cost charge represents contributions payable by the charity to the fund and amounted to £28,981 (2021: £27,903). Contributions totalling £4,457 (2021: £4,455) were payable to the fund at the year end and are included in creditors.

17. Related Party Transactions

There are no related party transactions to report during the period.

Future Men

England & Wales - Charity number 1102451

Accounts

FUTURE MEN

(Formerly WORKING WITH MEN)
(A company limited by guarantee)

DIRECTORS' AND TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2021

Company No: 03443520
Charity No: 1102451

FUTURE MEN
(A company limited by guarantee)

REPORT AND ACCOUNTS

CONTENTS

STATUTORY INFORMATION

	Page
Directors' and Trustees' Report	2 – 9
Auditor's Report	10-12
Statement of Financial Activities	13
Balance Sheet	14
Statement of cash flows	15
Notes to the Accounts	16-27

FUTURE MEN
(A company limited by guarantee)
DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ended 31st March 2021, which are also prepared to meet the requirements for a directors' report and Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OUR PURPOSE AND ACTIVITIES

The charity's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men, by such exclusively charitable means as the trustees shall from time to time determine.

Our Vision: is a better future for every boy, every man and everyone

Our Mission: is to support and inspire boys and men to become dynamic future men, by giving them the confidence to discover what it means to be a man.

Future Men is a specialist charity that provides emotional and practical support for boys and young men. Through our practice-led services, we work with boys and men from childhood to 25 to help them become healthy, dynamic, future men. From structured school programmes and youth hubs, to individual one-to-one sessions and outreach work, we provide the vital support and advocacy that changes boys and young men's lives for the better. We focus our work with boys and men who face structural discrimination and disadvantage, including of race, income, and community.

We underpin our work with an understanding of positive masculinities, regardless of whether the issue is fatherhood, sexual health, underachievement, or criminality. We are interested in why boys and young men do what they do, and what we can do about it. We use an asset-based approach to all our work, focussing on the resources that boys and men bring, the contributions they make and the futures they aspire to. This approach includes a view that there are a variety of (sometimes competing) masculinities which are determined by race, class, sexuality, gender, disability, geography, religion and culture and we continue to grapple with these differences within our own work and encourage others to do the same.

The most useful gift we can give to young men individually and collectively is the gift of hope and self-belief that comes with finding the tools to foster resilience and navigate their own future. We work to enable boys and men to thrive rather than simply survive. This builds social and community capital and affects issues of poverty, violence, lack of education and aspiration for all.

Our seven characteristics of positive masculinity
We developed these characteristics based on the experience and evidence collected as an organisation over twenty years. These will be the areas we look to develop with boys and young men as the keys to physical and emotional wellness.

The seven characteristics are:

Resilience

Able to recover when things go wrong.

Inclusiveness

Open to include all different people.

Reflectiveness

Learning from things that happen to you.

Empathy

Caring for others.

Resourcefulness

Able to make the best of what you have.

Curiosity

Interested in the world around you.

Non-violence

Can solve problems without hurting others.

Theory of change
Our theory of change is based on the idea that if boys and young men disengage at critical transition points, joined together with other challenges in their lives such as poverty, poor housing, negative peer pressure, lack of positive parent/family support, there is an increased risk of them entering the criminal justice system, developing mental health issues, facing poverty, ultimately leading to a trajectory of negative experiences. Experience has shown us that these boys and young men are enormously resilient and possess an inner strength to be drawn upon. With the right support at the right time, they can overcome the above and change their lives, they can succeed and grow into future men with the characteristics to succeed in life.

We will build on the existing logic models for our programmes to develop an overarching logic model for our Theory of Change to guide our decisions about continued monitoring and measuring the impact of our work. This model will show how we work at key transition points, and how we use a mix of universal and targeted approaches to reach the most excluded and disadvantaged young men.

Strategic Aims
To build on the authenticity and impact of our services/programmes and evolve our organisation to tackle the root-cause of the structural and systemic inequalities faced by disadvantaged and vulnerable men and boys.

Boys Development Programme in schools
A whole school approach that creates a nurturing environment for boys' development and provides a space for boys and young men to grow, socially and emotionally, whilst achieving academic attainment.

Community, Engagement and Outreach
Working with the community to provide activities and spaces that keep boys and young men safe from harm, whilst also creating opportunities to develop new life skills, using teachable moments to help them achieve their true potential.

Fathers Development
To create opportunities for fathers to prepare and to have the tools to be actively involved and included in their children's lives. To create an inclusive space where parents can speak openly about their challenges whilst learning positive ways to engage with and raise their boys and young men.

Advocacy
To influence the public and policy makers so we can change hearts and minds.

ACHIEVEMENTS AND PERFORMANCE

The period covered in this report from April 2020 to the end of March in 2021 was a strange and difficult year for everyone, but Future Men continued to deliver our services and to evolve the support we offer to boys and young men facing disadvantage and discrimination. We can take pride in the way we were able to adapt and to make ourselves useful, providing the support our service users needed, even when we were unable to see them face to face.

Youth Hubs
For our two Youth Hubs at the Amberley and Churchill Gardens, this gave our Youth Work team the chance to create an amazing online 'virtual youth club', with daily activities and challenges engaging and delighting young people who had to stay at home for weeks and even months. The team designed a programme around the theme of Safety: in the home, online and in the community. The Hubs themselves became community hubs, providing advice, emergency food parcels and toys and activity packs to families in need. Later we were able to offer our spaces for respite sessions for families and one to one sessions with young people who needed additional support. It was emotional to see how happy young people were to come back to the Hubs as restrictions lifted as once more we got to see how important youth work is to young people.

Despite restrictions we ran over 200 sessions including: music, creative arts, cookery, healthy relationships, bike repair workshops and worked with numerous partner organisations both voluntary and statutory, all of whom added value to the work we were doing across the two Hubs, and 327 young people took part in activities.

Ventoring Outreach Team
Service delivery was interrupted by the pandemic and the lockdown periods resulting from it. Project Coordinators had to adapt service delivery in-line with government guidance and health and safety protocols. Group work was reduced to a minimum (23 groups delivered) and only delivered during pockets of time when restrictions were relaxed, and as we prioritised one to one support for those most in need.

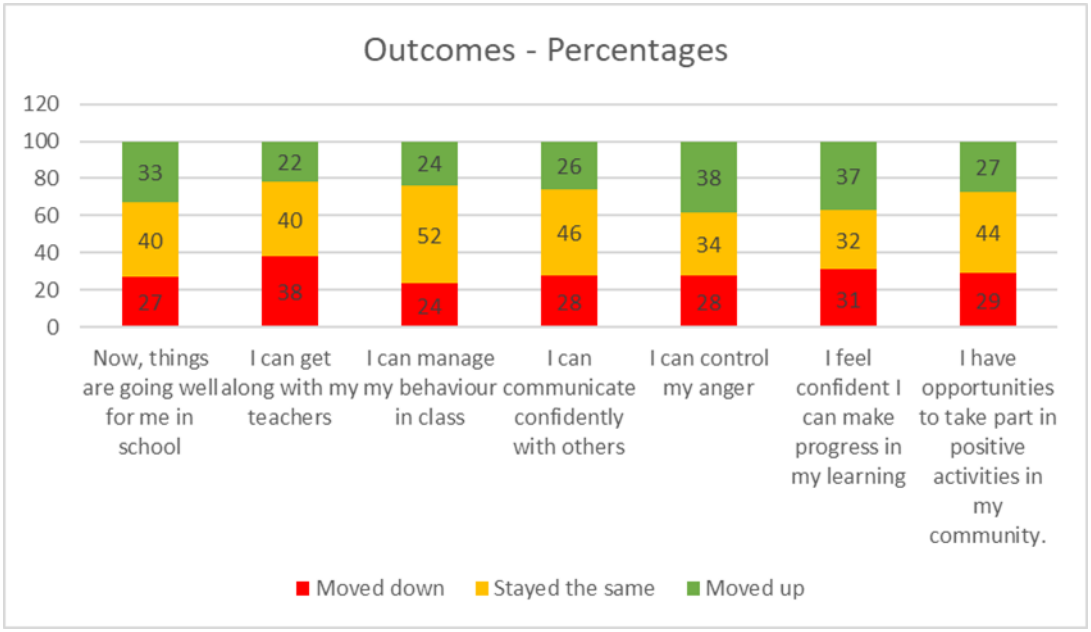
The social impacts of the pandemic and the government response have not been felt equally. Many families supported by Future Men live in deprived conditions as represented at the beginning of this report by the statistic that 80% of service users hold postcodes in the three most deprived deciles. While each situation is unique, there were common themes that arose, including cramped housing conditions, loss of income either partly or entirely and insufficient information technology, be they connectivity or hardware. Each of these pressures added to the problematic picture faced and frequently they were compounded.

Many families that we support faced new challenges as young people were sent home from education, training or employment settings. With young people in the house for longer periods than normal - some having the pressures of homeschooling, some losing employment and income, others losing opportunities as they were in their final year of school, college or university – some parents/carers expressed challenges with their children and project coordinators had to support the parents with parenting skills around boundary setting, communication and supporting their children.

Boy's Development Programme
Our schools based programme: the Boys Development Programme responded well through lockdown. Initially we weren't able to deliver group work, but we were able to provide regular support to the most vulnerable young people on the programme through regular phone calls and online support. Another one of the positives we take from lockdown was that those regular calls also involved speaking to parents and carers and we learned a lot about the boys and their circumstances through those interactions. This has helped us shape the Programme going forward and to look at creating content that will also support families, particularly those facing school exclusions, which continued even through lockdowns.

We delivered the Boy's Development Programme in 30 schools during the year and supported 837 pupils through groupwork and one to one support.

BDP: the impact we make
In order to monitor and evaluate the outcomes of the work, Future Men use pre- and post-questionnaires. They were designed with the seven characteristics in mind and with significant input from young people to ensure clarity and understanding. Questionnaires are tailored depending on whether the work was delivered to small groups or one-to-one cases. Across all schools, the following outcomes were realised:



By each metric, participants have improved or maintained in 7 out of 10 instances with some metrics recording outcomes as high as 85%.

Fathers' Development Team
The Fathers' Development Team increasingly moved to remote regular contact and support and as lockdown dragged on, however direct one to one and group work continued in a COVID safe way. The team responded to increasing requests from stakeholders around issues with domestic violence, therefore we had to work more with perpetrators and alleged perpetrators of domestic abuse and with families where there were Child protection concerns; working in partnership to make sure families were safe during a difficult time for many of them. Across the organisation, the common theme through lockdown was about making Future Men useful, responding to changing needs, and the Fathers' Development Team exemplified this. Our work in this area also led to Future Men being commissioned to work in Lewisham as part of a multi-disciplinary approach to supporting families where domestic violence was a concern. We also continued delivering the Fathers for Futures/Strengthening Families Strengthening Communities parenting course, in partnership with the Race Equality Foundation, in Westminster. We were also able to recruit for a new Co-ordinator to support younger Dads in Southwark. Overall, the Team provided mentoring support to 48 fathers during the year.

Another positive development has been the success of the Future Dads course online delivery. Some funding from Local Maternity System commissioning group which comprises hospitals in South London, enabled us to deliver a bi-weekly course to expectant fathers, with the courses booked out for weeks in advance. 70 expectant Dads completed the training. It was not the same as face-to-face delivery, which we hope to be able to return to soon, but it has been an important resource for expectant fathers during this difficult time.

We have also continued our advocacy directly highlighting the challenges our service users have faced during lockdown and ensuring a fairer picture of Fathers during this period has been shared countering an often overly negative view of Men and Fathers during this time and offering practical tools to help Fathers cope with the various challenges lockdowns. We have also supported the remote running of the All Party Parliamentary Group on Fatherhood and contributed to various research projects and strategic pieces of work including the launch of the Royal Foundation's Centre for Research in the Early Years.

Our Volunteers
During the year volunteers gave over 500 hours to help support the work of the paid staff in the areas of youth work, mentoring and administration.

Public Benefit Statement
Future men's objects are to advance the education of and promote the physical and mental health of adults and young people particularly (but not exclusively) boys and men. As an agency our public benefits are varied. We use our knowledge and experience built up over the last 20 years to support boys and young men, with a particular focus on those who through life events are marginalised and disadvantaged, or at risk of being so. We have a theoretical understanding of masculinity that underpins our work, informed by how external factors, such as race and class affects 21st century males. We have developed services to reach our target group at key points in the life cycle.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

Modern Slavery
Although the charity is not obliged to make a statutory report pursuant to s 54 (Transparency in supply chains etc) of the Modern Slavery Act 2015 because its annual turnover does not exceed £36 million, the Trustees are conscious of the need to guard against slavery and human trafficking. Neither the charity, nor to the best of their knowledge and belief their suppliers, is involved in or uses the services of any third-party supplier involved in human exploitation or trafficking.

Financial review
Income raised increased in the year by of 37% on previous year (2020 increase 1%). The Statement of Financial Activities showed a net surplus for the year of £362,267 (2020 – £42,975), of which £129,320 is an unrestricted surplus (2020 – £22,122). The Trustees have designated £84,000 of the unrestricted surplus relating to grants received towards the end of the year intended to cover core salary costs for the year ahead. Total reserves stand at £955,192 (2020 – £592,925).

The majority of our charitable activities are delivered through time-bound projects funded by grants and contracts. We adopt a flexible charitable spend model to match our expenditure to these income streams allowing us to adjust the shape of our expenditure to minimise our risk of exposure to unfunded liabilities and to maximise our impact by being responsive to changing needs. Our Future Dads courses and sales of resources have low initial investment costs and low indirect costs limiting the financial risks associated with these areas.

Reserves policy
FM requires an appropriate level of reserves in order to operative effectively. The Board of Trustees have considered the risks faced by FM through a risk analysis exercise. The level is set with regard to our aims, needs and objectives and the risks we face. These are sudden cessation or non-renewal of contracts and grants, delay in receipt of funding, and future essential maintenance of properties and IT infrastructure. The Trustees consider that a level equivalent to 3 months staffing and core running costs is sufficient to meet these risks should the need arise. This target level of reserves is £293,250.

At 31 March 2021 the unrestricted funds not designated or invested in tangible fixed assets (free reserves) held by the charity are £283,837 (2020: £237,532) which represents 2.9 months staffing and core running costs (2020: 2.6 months).

Towards the end of the year the Trustees received £84,000 of unrestricted grants intended to cover core salary costs for the year ahead. The Trustees have set these funds aside as a designated fund to cover their intended purpose.

The charity additionally held £585,467 of restricted funds at 31 March 2021 (2020: £352,520) representing unspent funding and grants received in advance which are restricted for the specific purposes for which they were given and are not available for the general purposes of the charity.

Principal Funding Sources
Funding is obtained from local government, charitable trusts and foundations in addition to income from resources and other services. As an organisation we are currently looking at a number of ways in which we may generate further income from current resources in an effort to be as independently stable as possible going into the future. We have identified two areas of our present work which may prove useful as we establish future independence.

Investment policy and performance
The Board of Trustees have decided that at present, funds should be retained in Banks and Building Societies. Any change in such banking arrangements should be agreed by the Board of Trustees. As far as possible, funds will be retained in accounts bearing the best interest rates at that time.

Future Activities

During the next twelve months we look forward to transitioning back to the face to face work that we know our service users need and appreciate. We will also try to future proof the charity against future lockdowns by making our services more easily adaptable and accessible through digital and other remote channels. We do not yet know the impact of the pandemic on the young people we support, and particularly how it will affect mental health and socialisation. As we have done successfully through lockdowns, we will adapt to rising and changing needs, but what does not change is the importance of the trusted and positive relationships that the Future Men team can build and maintain with young people.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
Future Men (FM) is a company limited by guarantee and not having a capital divided by shares. The company was incorporated on 2nd October 1997 and is a registered charity (registered 3rd March 2004) constituted as a Limited Company under the Memorandum and Articles of Association. The charity registration number is 1102451 and the company registration number is 03443520.

On 3 April 2019 Working with Men formally announced our change of name to Future Men. The charity remains the same legal entity with Company and Charity registration numbers remaining the same.

The name change was registered and approved at Companies House on 12 March 2019 and accepted and registered with the Charity Commission on 26 March 2019.

Recruitment and appointment of Trustees
New trustees are elected by existing trustees on the board in line with revised governance standards in which key areas and skill gaps are identified and addressed. Trustee posts are advertised in the local, national and voluntary newspapers and on websites through an open process. Trustees are then invited to meet with the Chief Executive and senior management team and meet with practitioners and beneficiaries. After an agreed probationary period they may then be appointed by the Board of Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of three years, renewable once by Board agreement.

The Directors in office in the year are set out on page 8. The Directors have no beneficial interest in the company other than as members and all guarantee to contribute £1 in the event of a winding up. The Board have unlimited investment powers.

Trustee induction and training
All new Board of Trustee members receive an induction on joining FM which includes:

- Roles and nature of the organisation and their role / responsibilities within it.
- Full understanding of the spirit/aim of FM's Equal Opportunities / Diversity commitment.
- Understanding of the practical day-to-day implications of what is expected of all workers.
- Contents of the FM Staff Handbook.

Organisation
The governance of the charity is undertaken by a Board of Trustees that meets bi-monthly and is responsible for overseeing the strategic direction and resulting policy of the charity. The Board bring expertise from a variety of professional backgrounds and have access to advice on the progress of the work from the Chief Executive, Operations Director, Finance Director, senior managers, individual project workers and project advisory groups/ forums.

The Trustees met during the year to monitor progress against our 3 year strategy, oversee financial and risk management and measure progress in capacity building, diversity, HR and staff development. The Board's governance is supported by sub-groups which meet regularly throughout the year and comprise chair trustees and members of the senior management team as well as the involvement of individual key staff.

During this year the work of the Board of Trustees was supported by the core team of full-time and part-time staff in addition to our excellent volunteers including mentors. The day-to-day strategic and operational responsibilities rest with the Chief Executive, Operations Director and Finance Director, who ensure that the charity delivers the strategy and services specified and that key performance indicators / work plans are met.

Related parties
During the year there were no related party transactions.

Pay policy for senior management staff
Senior management staff pay is set with reference to market rates for similar roles within similar sized charities in the sector. The pay of the Chief Executive is reviewed and approved by the Board. The pay of other senior management staff is reviewed and approved by the Chief Executive.

Risk management
The Board of Trustees has a risk management strategy that incorporates:

- An annual review of all risks the organisation may face prepared by the Chief Executive.
- The development of strategies and an action plan to reduce the impact of these risks.
- Mechanisms for monitoring the implementation and review of these strategies.

Innovation usually involves risk and the Board of Trustees accept this and, therefore, regularly monitor and manage risks. Risks are assessed in the following way:

1. Major risks that need to be monitored closely;
2. New, albeit minor, risks that requires processes to be established and monitored;
3. Minor risks that may become major at a later point, if something else occurs;
4. Risks within our control and those outside our control.

Organisations such as ours will always be vulnerable to changes in government policy and charitable trusts / funding bodies' priorities. As well as these external risks, internal organisation risks are also particularly important. If we expand too quickly, we are at risk of overstretching ourselves and the quality of what we do being lowered (this is a common problem in a range of smaller innovative charities). However, if we expand too slowly we are at risk of failing to generate resources to fund our small but growing core costs (management and office costs in particular).

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees
A Richardson (Chair) – resigned 13/01/2021
S Watson - appointed as Chair 13/01/2021
C Hix - resigned as Treasurer 24/11/2021
N Samuda – appointed 24/11/2021 (appointed as Treasurer 24/11/2021)
E Benjafield – resigned 24/11/2021
M Gibson
E Lewinson
S Mullin – resigned 13/05/2020
R Akontoh - appointed 13/05/2020
Y Rolston
J Simpson

Secretary: R Jordan

Key Management Personnel:

Chief Executive Officer:	S McFadden
Operations Director:	L Edington – resigned 31/05/2021
Finance Director:	R Jordan

Registered Office: 37, Clements Road, London, SE16 4EE

Auditors: SKS Audit LLP, 3 Sheen Road, Richmond, TW9 1AD

Bankers: HSBC Bank Plc., 47 Rye Lane, London SE15 5ET
Santander, Customer Services Centre, Bootle, Merseyside G1R 0AA

Trustees' responsibilities in relation to the financial statement

The Trustees (who are also directors of Future Men for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors 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 company and of its income and expenditure for that period. In preparing these financial statements, the Directors 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 charitable company will continue in business.

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

STATEMENT OF DISCLOSURE TO AUDITOR

So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that we ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

AUDITORS

A resolution was proposed and agreed at the Annual General Meeting that SKS Audit LLP be re-appointed as auditors of the Charity for the ensuing year.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

APPROVAL

This report was approved by the Board and signed on its behalf by:

Neville Samuda
Treasurer **19 January 2022**

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FUTURE MEN

(A company limited by guarantee)

Opinion

We have audited the financial statements of Future Men for the year ended 31st March 2021, which comprise the Statement of Financial Activities (Summary Income and Expenditure Account), balance sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

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 directors are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements: and
- The directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

As explained more fully in the directors' responsibilities statements set out on page 9, the directors 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 directors 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 directors are responsible for assessing the 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 directors either intend to liquidate the 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.

Discussions were held with, and enquiries made of, management and those charged with governance with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Company Law, Tax and Pensions legislation, and distributable profits legislation.
- It is considered that there are specific laws and regulations concerning food and health for which non-compliance may be fundamental to the operating aspects of the business.

Informed management has taken appropriate steps to ensure that all parties involved in the operations from point of supply to delivery to the end users are conducted in such a manner that there are no breach of regulations as applicable in this industry. The quality of the products, product integrity, food safety and the involvement of product and service providers are continually being assessed to ensure that they have the protocols in place to deliver a consistently high-quality product every time.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

James Foskett

JAMES FOSKETT (Senior Statutory Auditor)
for and on behalf of SKS Audit LLP
CHARTERED ACCOUNTANTS
STATUTORY AUDITOR

3 Sheen Road,
Richmond, TW9 1AD

19 January 2022

FUTURE MEN
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2021

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income					
Grants, donations and legacies	**2**	150,336	191,447	341,783	233,589
Income from charitable activities	**3**	80,873	947,275	1,028,148	767,372
Total incoming resources		231,209	1,138,722	1,369,931	1,000,961
Expenditure					
Cost of raising funds	**4**	14,058	-	14,058	15,128
Expenditure on charitable activities	**4**	87,831	905,775	993,606	942,858
Total Expenditure		101,889	905,775	1,007,664	957,986
Net income & net movement in funds for the year		129,320	232,947	362,267	42,975
Reconciliation of funds					
Total funds, brought forward		240,405	352,520	592,925	549,950
Total funds, carried forward		369,725	585,467	955,192	592,925

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the charity's activities were acquired or discontinued during the above financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains or losses other than the above movement in funds for the above financial periods.

The notes on pages 16-27 form part of these accounts.

FUTURE MEN
(A company limited by guarantee)

BALANCE SHEET AS AT 31ST MARCH 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	**9**		1,888		2,873
Current assets					
Debtors	**10**	64,482		67,237	
Cash at bank and in hand		944,410		578,885	
		1,008,892		646,122	
Liabilities					
Creditors falling due with in one year	**11**	55,588		56,070	
Net current assets			953,304		590,052
Net assets			955,192		592,925
The funds of the charity					
Unrestricted funds:					
General	**12**		285,725		240,405
Designated	**12**		84,000		-
Restricted funds	**12**		585,467		352,520
Total charity funds			955,192		592,925

The Trustees have prepared accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

These accounts were approved by the Board of Trustees on 19 January 2022 and were signed on its behalf by:

…… Chair

Sasha Watson

…… Treasurer

Neville Samuda

Company Number 3443520

The notes on pages 16-27 form part of these accounts.

FUTURE MEN
(A company limited by guarantee)

CASH FLOW STATEMENT AS AT 31ST MARCH 2021

	Notes	2021 £	2020 £
Cash inflow from operating activities	**14**	365,525	128,860
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(2,955)
Cash provided by / (used in) investing activities		-	(2,955)
Increase in cash & cash equivalents in the year		365,525	125,905
Cash & cash equivalents at the beginning of the year		578,885	452,980
Total cash & cash equivalents at the end of the year		944,410	578,885

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

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) (effective 1 January 2019), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Future Men meets the definition of a public benefit entity under FRS 102.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts (financial statements) are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Preparation of accounts on a going concern basis

The Charity's Financial Statements show net income of £362,267 (2020: £42,975) for the year and free reserves of £283,837 (2020: £237,532). The trustees are of the view that these results have secured the immediate future of the Charity for the next 12 to 18 months and on this basis the Charity is a going concern.

1.3 Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

(a) Income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when received, unless they relate to a specified future period, in which case they are deferred.
(b) Legacies entitlement is taken as the earlier of the date on which either: the charity is aware that the probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that the distribution is made, or when a distribution is received from the estate. No legacies were received during the year.
(c) Income from charitable activities received by way of revenue grants and donations is credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.
(d) Grants and donations of general nature which are not conditional on delivering certain levels of service are included as part of Grants, Donations and Legacies as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.
(e) Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Depreciation on the related fixed assets is charged against the restricted fund.
(f) Income from charitable activities includes income recognised as earned (as the related goods and services are provided) under contract, in the form of training income and sale of resources.
(g) Investment income is included when receivable.

1.4 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), time contributed by volunteers is not recognised. More information about their contribution is included in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

1.5 Expenditure recognition and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

(a) Cost of raising funds comprises the cost of seeking donations and legacies by direct approach and other fundraising activities and their associated support costs.

(b) Expenditure on charitable activities includes costs directly related to developing project materials and resources, providing support and advice to participants on our projects and activities and direct running costs of the youth centre and their associated support costs in furtherance of the purposes of the Charity.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Allocation of support costs

Support costs relate to those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and administration personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 5.

1.7 Funds structure

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Board.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

1.8 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Individual fixed assets costing £1,000 or more are capitalised at cost.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases

Furniture and equipment	-	33.33% straight line

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short term cash deposits.

1.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.11 Financial instruments

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

1.12 Taxation

The charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1.13 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.14 Pension

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

2. GRANTS, DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2021	2020
	£	£	£	£
Esmée Fairbairn Foundation	84,000	60,000	144,000	60,000
Garfield Weston Foundation	-	10,000	10,000	20,000
John Armitage Charitable Trust	30,000	-	30,000	-
John Ellerman Foundation	30,000	-	30,000	30,000
Paul Hamlyn Foundation	-	30,000	30,000	30,000
The Tudor Trust	-	32,000	32,000	50,000
Westminster Foundation (see also note 3)	-	53,578	53,578	29,368
Job retention scheme grants	4,561	-	4,561	-
Other donations	1,775	5,869	7,644	14,221
	150,336	191,447	341,783	233,589

The donations and legacies in 2020, totalling £233,589, were attributed £32,631 to unrestricted funds and £200,957 to restricted funds.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2021	2020
Training, Employment and Health:	£	£	£	£
Grants and service level agreements:				
Big Lottery Fund Grant: Reaching Communities	-	81,961	81,961	82,714
City of Westminster Charitable Trust	-	6,250	6,250	6,250
Grenfell Young People's fund	-	14,990	14,990	15,000
The Kensington & Chelsea Foundation	-	10,000	10,000	10,000
Ladbrokes Fund	-	-	-	10,000
Royal Borough of Kensington & Chelsea: Ventoring	-	-	-	42,046
Women and Girls Network	-	-	-	3,500
Young Westminster Foundation	-	102,415	102,415	44,841
	-	215,616	215,616	214,351

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

	Unrestricted Funds	Restricted Funds	2021	2020
	£	£	£	£
Totals Brought forward:	-	215,616	215,616	214,351
Fathers' Development:				
Grants and service level agreements:				
Groundwork: London Community Response Fund	-	22,686	22,686	-
London Borough of Lewisham	-	72,375	72,375	70,500
London Borough of Southwark	-	16,000	16,000	16,000
Pre-School Learning Alliance	-	6,555	6,555	-
Rayne Foundation	-	20,000	20,000	-
Westminster City Council	-	30,337	30,337	30,337
Training and other income	7,908	5,380	13,288	9,740
	7,908	173,333	181,241	126,577
Boys' Development:				
Grants and service level agreements:				
Alan & Babette Sainsbury Charitable Fund	-	5,000	5,000	5,000
Gipsy Hill Federation	-	48,668	48,668	47,668
Grove Trust	-	15,000	15,000	23,500
Paul Hamlyn Foundation	-	20,000	20,000	-
Royal Borough of Kensington & Chelsea	-	55,707	55,707	9,534
St John Bosco College	-	10,000	10,000	-
The Henry Smith Charity	-	54,400	54,400	52,900
United St Saviours Charity	-	10,000	10,000	20,000
West London Zone	7,920	-	7,920	9,480
Windmill Cluster of Schools	-	13,200	13,200	-
Other grants and contracts < £5,001	100	5,000	5,100	-
	8,020	236,975	244,995	168,082
Youth Development and Training:				
Grants and service level agreements:				
BBC Children in Need		46,308	46,308	34,497
Groundwork: London Community Response Fund	-	16,074	16,074	-
London Borough of Westminster		120,149	120,149	84,375
St Giles & St George Education Charity		15,000	15,000	-
Westminster Amalgamated Charity		-	-	10,000
Westminster City Council Community Development	64,533	4,000	68,533	86,881
Westminster Foundation		50,000	50,000	35,000
Young Westminster Foundation		17,400	17,400	-
Other grants and donations < £5,001		5,020	5,020	7,576
	64,533	273,951	338,484	258,329
Organisational Development:				
Grants and service level agreements:				
Global Fund for Children	-	28,000	28,000	-
Westminster Foundation: London Community Response	-	19,400	19,400	-
	-	47,400	47,400	-
Resources:				
Resources sales	412	-	412	34
	412	-	412	34
Total income from charitable activities	80,873	947,275	1,028,148	767,372

The income from charitable activities in 2020, totalling £767,372, was attributed £97,937 to unrestricted funds and £669,435 to restricted funds.

4. ANALYSIS OF EXPENDITURE

	Cost of Raising funds £	Community Outreach £	Fathers' Development £	Boys' Development £	Youth Development & Training £	Community Development £	Resource sales £	2021 £	2020 £
Direct staff costs	9,700	191,862	90,584	187,615	174,349	4,615	212	658,937	615,727
Direct project costs	-	7,872	22,909	6,028	18,817	8,714	92	64,432	68,882
Advertising and promotion costs	-	-	-	-	-	-	-	-	-
Costs of generating raising funds	397	-	-	-	-	-	-	397	1,192
Support costs (Note 5)	3,893	76,992	43,748	74,644	74,460	5,137	119	278,993	267,267
Governance costs (Note 5)	68	1,354	769	1,312	1,309	90	3	4,905	4,918
	14,058	278,080	158,010	269,599	268,935	18,556	426	1,007,664	957,986

Of the £1,007,664 expenditure in 2021 (2020: £957,986), £101,889 was charged to unrestricted funds (2020: £108,446) and £905,775 to restricted funds (2020: £849,540).

5. ANALYSIS OF SUPPORT AND GOVENANCE COSTS

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the charity's key activities undertaken (see note 4) in the year. All the general support and governance costs have been apportioned to the various charitable activities proportional to direct project expenditure.

	General support £	Governance function £	2021 £	2020 £
Management, Finance & Admin staff costs	221,898	-	221,898	189,103
Communication costs	5,139	-	5,139	10,718
Information Technology	5,715	-	5,715	13,008
Premises costs	25,862	-	25,862	36,465
Insurance	2,310	-	2,310	1,953
Legal and professional costs	3,648	-	3,648	3,815
Sundry expenses	13,436	-	13,436	12,123
Depreciation	985	-	985	82
Trustees' expenses	-	-	-	13
Auditor's remuneration	-	4,905	4,905	4,905
	278,993	4,905	283,898	272,185

6. NET INCOMING RESOURCES

Net incoming resources is shown after charging:	2021 £	2020 £
Depreciation of tangible fixed assets owned by the charity	985	82
Auditor's remuneration – year end accounts	4,905	4,905
Operating lease rentals	20,393	31,409

7. ANALYSIS OF STAFF COSTS, TRUSTEES REMUNERATION AND EXPENSES, AND COST OF KEY MANAGEMENT PERSONNEL

	2021 £	2020 £
Salaries	781,563	714,910
National Insurance	68,294	61,471
Pension	27,903	23,724
Redundancy	3,075	4,725
	880,835	804,830

There was 1 employee who earned in excess of £60,000 in the year (2020: no employees).

None of the Trustees received any remuneration during the year (2020: £nil) and no expenses were reimbursed (2020: £nil).

The key management personnel of the charity comprise the Chief Executive Officer, Operations Director and Finance Director. The total wages and pensions of the key management personnel of the charity were £143,880 (2020 - £135,240).

8. STAFF NUMBERS

The average monthly head count was 32 staff (2020: 34) and the average monthly number of full-time equivalent employees (including sessional and part-time staff) during the year were as follows:

	2021 Number	2020 Number
Management	3	3
Community Outreach	6	5
Fathers' Development	2	2
Boys' Development	6	4
Youth Development and Training	6	7
Administrative work	2	2
	25	23

9. TANGIBLE FIXED ASSETS

	Furniture & Equipment	Total
COST	£	£
As at 1st April 2020	47,387	47,387
Additions during year	-	-
Disposals	(2,804)	(2,804)
As at 31st March 2021	44,583	44,583
DEPRECIATION		
As at 1st April 2020	44,514	44,514
Charge for the year	985	985
Disposals	(2,804)	(2,804)
As at 31st March 2021	42,695	42,695
NET BOOK VALUES		
As at 31st March 2021	1,888	1,888
As at 31st March 2020	2,873	2,873

10. DEBTORS

	2021 £	2020 £
Grant, contract and fee income receivable	53,237	59,110
Other debtors	2,654	978
Prepayments	8,591	7,149
	64,482	67,237

11. CREDITORS: amounts falling due within one year

	2021 £	2020 £
Trade creditors	7,270	5,014
Social security and other taxes	19,823	16,975
Other creditors	6,416	6,038
Accruals	16,805	11,876
Deferred income (note 17)	5,274	16,167
	55,588	56,070

12. MOVEMENT IN FUNDS

	Balance 01.04.20	Income	Expenditure	Transfers	Balance 31.03.21
RESTRICTED FUNDS:	**£**	**£**	**£**	**£**	**£**
Voluntary income:					
Esmée Fairbairn Foundation	607	60,000	60,607	-	-
Garfield Weston Foundation	8,975	10,000	18,975	-	-
Paul Hamlyn Foundation	25,901	30,000	24,955	-	30,946
The Tudor Trust	23,448	32,000	26,577	-	28,871
Westminster Foundation	28,276	53,578	29,056	-	52,798
Community Outreach:					
Big Lottery Fund Grant: Reaching Communities	6,464	81,961	53,723	-	34,702
Grenfell Young People's Fund	12,594	14,990	15,225	-	12,359
The Kensington & Chelsea Foundation	4,377	10,000	9,663		4,714
The Liam Seagar Memorial Fund	15,014	5,521	14,634	-	5,901
Royal Borough of Kensington & Chelsea	12,389	22,283	28,318	-	6,354
Westminster Outreach	16,250	6,250	22,500		-
Young Westminster Foundation	41,783	119,815	102,539	-	59,059
Other grant income < £5,001	5,163	-	-	-	5,163
Donations < £5,001	100	-	-	-	100
Fathers' Development:					
Groundwork: London Community Response Fund	-	22,686	14,253	-	8,433
London Borough of Lewisham	-	72,375	57,071	-	15,304
London Borough of Southwark	-	16,000	16,000	-	-
Pre-School Learning Alliance	-	6,555	6,555	-	-
Rayne Foundation	-	20,000	4,671	-	15,329
Westminster City Council: Fathers for Futures	21,480	30,337	19,657	-	32,160
Other grant income < £5,001	-	5,380	103	-	5,277
Donations	335	148	(7)	-	490
Boys' Development:					
Alan & Babette Sainsbury Charitable Fund	2,093	5,000	5,041	-	2,052
Gipsy Hill Federation	-	48,668	43,214	-	5,454
Grove Trust	31,799	15,000	21,524	-	25,275
Paul Hamlyn Foundation	-	20,000	5,965	-	14,035
Royal Borough of Kensington & Chelsea	131	33,424	19,947	-	13,608
St John Bosco College	-	10,000	10,000	-	-
The Henry Smith Charity	4,458	54,400	50,206	-	8,652
United St Saviours Charity	8,366	10,000	18,366	-	-
Walcot Foundation	5,977	-	5,977	-	-
Windmill Cluster of Schools	-	13,200	9,816	-	3,384
Other grants and contracts < £5,001	-	5,000	5,000	-	-
Youth Development and Training:					
BBC Children in Need	214	46,308	38,037	-	8,485
Groundwork: London Community Response Fund	-	16,074	12,168	-	3,906
London Borough of Westminster	32,208	120,149	89,947	-	62,410
St Giles & St George Education Charity	-	15,000	-	-	15,000
Westminster Amalgamated Charity	3,067	-	-	-	3,067
Westminster City Council Community Development	3,844	4,000	53	-	7,791
Westminster Foundation	21,959	50,000	8,501		63,458
Other grant income < £5,001	12,985	5,020	50	-	17,955
Donations and sale of fixed assets	6,774	200	200	-	6,774
Organisational Development:					
Global Fund for Children	-	28,000	21,798	-	6,202
Westminster Foundation (London Funders)	(4,510)	19,400	14,890	-	-
Total restricted funds	352,520	1,138,722	905,775	-	585,467
UNRESTRICTED FUNDS					
General funds	240,405	231,209	101,889	(84,000)	285,725
Designated fund	-	-	-	84,000	84,000
Total unrestricted funds	240,405	231,209	101,889	-	369,725
Total funds	592,925	1,369,931	1,007,664	-	955,192

12. MOVEMENT IN FUNDS (continued)

Movement in funds for the previous year was as follows:

	Balance 01.04.19 £	Income £	Expenditure £	Transfers £	Balance 31.03.20 £
RESTRICTED FUNDS:					
Voluntary income:					
Esmée Fairbairn Foundation	-	60,000	59,393	-	607
Garfield Weston Foundation	10,577	20,000	21,602	-	8,975
Paul Hamlyn Foundation	-	30,000	4,099	-	25,901
The Tudor Trust	25,888	50,000	52,440	-	23,448
Westminster Foundation	3,276	29,368	4,368	-	28,276
Community Outreach:					
Battersea Power Station Foundation	28,245	-	28,245	-	-
Big Lottery Fund Grant: Reaching Communities	36,460	82,714	112,710	-	6,464
Grenfell Young People's Fund	12,817	15,000	15,223	-	12,594
The Kensington & Chelsea Foundation	-	10,000	5,623		4,377
The Liam Seagar Memorial Fund	11,911	11,153	8,050	-	15,014
Royal Borough of Kensington & Chelsea	8,510	42,046	38,167	-	12,389
Wandsworth Council Grant Fund	3,720	-	3,720	-	-
Women and Girls Network	1,278	3,500	1,615		3,163
Westminster Outreach	-	16,250	-	-	16,250
Young Westminster Foundation	5,234	44,841	8,292	-	41,783
Other grant income < £5,001	9,230	-	7,230	-	2,000
Donations < £5,001	100	-	-	-	100
Fathers' Development:					
London Borough of Lewisham	-	70,500	70,500	-	-
London Borough of Southwark	-	16,000	16,000	-	-
Westminster City Council: Fathers for Futures	10,094	30,337	18,951	-	21,480
Other grant income < £5,001	3,510	-	3,510	-	-
Donations	-	436	101	-	335
Boys' Development:					
Alan & Babette Sainsbury Charitable Fund	-	5,000	2,907	-	2,093
Battersea Power Station Foundation	47,776	-	47,776	-	-
The Grove Trust	23,500	23,500	15,201	-	31,799
Royal Borough of Kensington & Chelsea	8,344	9,534	17,747	-	131
Gipsy Hill Federation	4,315	-	4,315	-	-
The Henry Smith Charity	(600)	52,900	47,842	-	4,458
United St Saviours Charity	-	20,000	11,634	-	8,366
Walcot Foundation	-	47,668	41,691	-	5,977
Youth Development and Training:					
BBC Children in Need	2,608	34,497	36,891	-	214
City West Homes	3,228	9,198	8,582	-	3,844
John Lyon's Charity	32,110	-	32,110	-	-
Westminster Amalgamated Charity	-	10,000	6,934	-	3,067
Westminster City Council	-	84,375	52,167	-	32,208
Westminster Foundation	-	35,000	13,042		21,959
Other grant income < £5,001	14,973	6,576	8,564	-	12,985
Donations and sale of fixed assets	6,774	-	-	-	6,774
Community Development:					
London Community Foundation: Covid-19	-	-	4,510	-	(4,510)
Donation: Future strategic Development	17,789	-	17,789	-	-
Total restricted funds	331,667	870,393	849,540	-	352,520
UNRESTRICTED FUNDS					
General funds	218,283	130,568	108,446	-	240,405
Total unrestricted funds	218,283	130,568	108,446	-	240,405
Total funds	549,950	1,000,961	957,986	-	592,925

12. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach: formerly Training, Employment and Health
Restricted funds received for this outreach work fund our 'Ventoring' project in different locations around London which is a support programme for NEET (not in education, employment or training) boys and young men aged 13 to 25. The project engages these young men through street work and partnerships with other agencies and supports them into training and/or education.

Fathers' Development
In Lewisham and Southwark we deliver a range of support services to all fathers, especially young fathers and those from disadvantaged backgrounds. The aim is to support fathers take an active part in their children's upbringing and development. We train and supports others, to develop 'father friendly' accessible services. The work in Westminster has developed and delivered a series of workshops titled 'Fathers for Futures'.

Boys' Development
Restricted funds received for our Boys' Development programme fund delivery to boys and young men at risk of school exclusion, criminal and/or antisocial behaviour and gang activity. This service is delivered often at transition between primary and secondary schools as well as to Year 8, 9 and 10 and mostly through schools. It aims to show boys and young men alternative communication strategies so that they do not use aggression to resolve conflict.

Youth Development and Training
We deliver an estate based youth programme through two youth clubs. The programme provides structured activities, one to one support and holiday activities, with the aim of providing a safe space for young people to increase their opportunities and life chances, as well as divert them where necessary away from criminal activity. The project also, where appropriate, supports the parents and families of the young people attending. Restricted funds received for Youth work contribute to various aspects of running the club.

Community Development
During the year we received funding towards investment in infrastructure in order to work remotely effectively and safely for our staff, as well as organisational development and support to enable programme changes to enable us to continue our work during the Covid-19 pandemic.

Staff and other core costs
The Tudor Trust, Esmée Fairbairn Foundation and Paul Hamlyn Foundation grants are restricted to Senior Management and fundraising roles and support. The Garfield Weston grant is restricted to building capacity at Senior Management level over the 3 years from October 2017. The Westminster Foundation provide a grant towards the rent of our offices at 34, Grosvenor Gardens, and funding for core costs in support of our work.

Balances carried forward on restricted funds represent unspent funding and grants received in advance to be spent on project work in the next year.

Description, nature and purpose of unrestricted funds:

General funds: General fund represents funds available to spend at the discretion of the Trustees after allowing for all designated funds.

Designated funds: Represents funds set aside by the Trustees in relation to unrestricted grants received towards the end of the year intended to cover core salary costs for the year ahead.

13. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	1,888	-	1,888
Net current assets	283,837	585,467	953,304
	285,725	585,467	955,192

Analysis of fund balances between net assets for the previous year was as follows:

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	2,873	-	2,873
Net current assets	237,532	352,520	590,052
	240,405	352,520	592,925

14. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASHFLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net movement in funds	362,267	42,975
Add back depreciation	985	82
(Increase) / decrease in debtors	2,755	111,931
Increase / (decrease) in creditors	(482)	(26,128)
Net cash inflow from operating activities	365,525	128,860

15. OPERATING LEASE COMMITMENTS

The charity has operating lease commitments relating to its property rental as shown below.

	2021 £	2020 £
Rent		
Within 1 year	9,871	8,040
Within 2 - 5 years	7,840	13,444
	17,711	14,392

16. DEFERRED INCOME

	2021		2020
	£		£
Balance as at 1st April	16,167		33,369
Amount released to income in the year	(14,509)		(20,517)
Amount deferred in the year	3,616		3,315
Balance as at 31st March	5,274		16,167

£5,274 of deferred income relates to payments in advance on contracts to deliver services in the following year (2020: £6,167), and £nil in relation to future periods of the grant received from Garfield Weston to be spread over the 3 year period starting from 1 October 2017 and ending in 30 September 2020 (2020: £10,000).

17. PENSION

The pension cost charge represents contributions payable by the charity to the fund and amounted to £27,903 (2020: £23,724). Contributions totalling £4,455 (2020: £3,677) were payable to the fund at the year end and are included in creditors.