

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

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FUTURE MEN
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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.

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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.

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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.

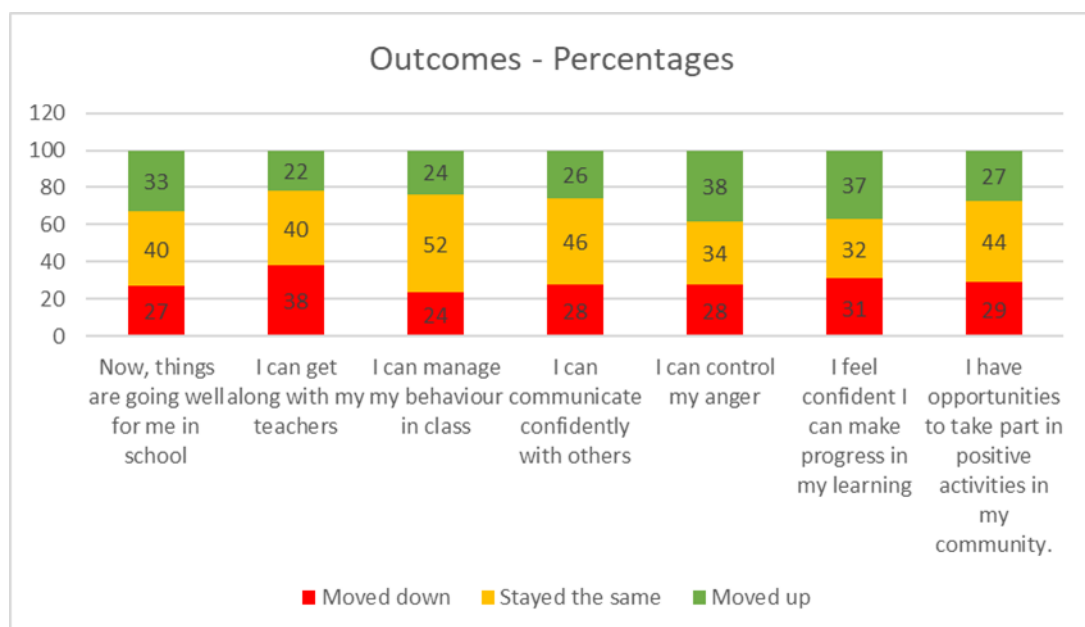
Boy's Development Programme

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%.

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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.

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Reserves policy

FM requires an appropriate level of reserves in order to operate 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.

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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).

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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

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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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
FUTURE MEN (Cont/d)
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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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
FUTURE MEN (Cont/d)
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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		<u>231,209</u>	<u>1,138,722</u>	<u>1,369,931</u>	<u>1,000,961</u>
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		<u>101,889</u>	<u>905,775</u>	<u>1,007,664</u>	<u>957,986</u>
Net income & net movement in funds for the year		129,320	232,947	362,267	42,975
<i>Reconciliation of funds</i>					
Total funds, brought forward		240,405	352,520	592,925	549,950
Total funds, carried forward		<u>369,725</u>	<u>585,467</u>	<u>955,192</u>	<u>592,925</u>

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		
		<u>1,008,892</u>			<u>646,122</u>		
Liabilities							
Creditors falling due with in one year	11	55,588			56,070		
					<u></u>		
Net current assets				953,304			590,052
Net assets				<u>955,192</u>			<u>592,925</u>
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				<u>955,192</u>			<u>592,925</u>

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		<u>-</u>	<u>(2,955)</u>
Increase in cash & cash equivalents in the year		<u>365,525</u>	<u>125,905</u>
Cash & cash equivalents at the beginning of the year		578,885	452,980
Total cash & cash equivalents at the end of the year		<u><u>944,410</u></u>	<u><u>578,885</u></u>

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 included 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.

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2021

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.

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2021

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
	<u>150,336</u>	<u>191,447</u>	<u>341,783</u>	<u>233,589</u>

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:				
<i>Grants and service level agreements:</i>				
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
Ladbroke's 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
	<u>-</u>	<u>215,616</u>	<u>215,616</u>	<u>214,351</u>

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2021

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

	Unrestricted Funds £	Restricted Funds £	2021 £	2020 £
<i>Totals Brought forward:</i>	-	215,616	215,616	214,351
<i>Fathers' Development:</i>				
<i>Grants and service level agreements:</i>				
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
	<u>7,908</u>	<u>173,333</u>	<u>181,241</u>	<u>126,577</u>
<i>Boys' Development:</i>				
<i>Grants and service level agreements:</i>				
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	-
	<u>8,020</u>	<u>236,975</u>	<u>244,995</u>	<u>168,082</u>
<i>Youth Development and Training:</i>				
<i>Grants and service level agreements:</i>				
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
	<u>64,533</u>	<u>273,951</u>	<u>338,484</u>	<u>258,329</u>
<i>Organisational Development:</i>				
<i>Grants and service level agreements:</i>				
Global Fund for Children	-	28,000	28,000	-
Westminster Foundation: London Community Response	-	19,400	19,400	-
	<u>-</u>	<u>47,400</u>	<u>47,400</u>	<u>-</u>
<i>Resources:</i>				
Resources sales	412	-	412	34
	<u>412</u>	<u>-</u>	<u>412</u>	<u>34</u>
Total income from charitable activities	<u>80,873</u>	<u>947,275</u>	<u>1,028,148</u>	<u>767,372</u>

The income from charitable activities in 2020, totalling £767,372, was attributed £97,937 to unrestricted funds and £669,435 to restricted funds.

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2021

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
	<u>14,058</u>	<u>278,080</u>	<u>158,010</u>	<u>269,599</u>	<u>268,935</u>	<u>18,556</u>	<u>426</u>	<u>1,007,664</u>	<u>957,986</u>

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).

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2021

5. ANALYSIS OF SUPPORT AND GOVERNANCE 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
	<u>278,993</u>	<u>4,905</u>	<u>283,898</u>	<u>272,185</u>

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	<u>20,393</u>	<u>31,409</u>

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
	<u>880,835</u>	<u>804,830</u>

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).

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2021

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
	<u>25</u>	<u>23</u>

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	<u>44,583</u>	<u>44,583</u>
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	<u>42,695</u>	<u>42,695</u>
NET BOOK VALUES		
As at 31st March 2021	<u>1,888</u>	<u>1,888</u>
As at 31st March 2020	<u>2,873</u>	<u>2,873</u>

10. DEBTORS

	2021 £	2020 £
Grant, contract and fee income receivable	53,237	59,110
Other debtors	2,654	978
Prepayments	8,591	7,149
	<u>64,482</u>	<u>67,237</u>

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
	<u>55,588</u>	<u>56,070</u>

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2021

12. MOVEMENT IN FUNDS

	Balance 01.04.20 £	Income £	Expenditure £	Transfers £	Balance 31.03.21 £
RESTRICTED FUNDS:					
<i>Voluntary income:</i>					
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
<i>Community Outreach:</i>					
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
<i>Fathers' Development:</i>					
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
<i>Boys' Development:</i>					
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	-	-
<i>Youth Development and Training:</i>					
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
<i>Organisational Development:</i>					
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

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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:					
<i>Voluntary income:</i>					
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
<i>Community Outreach:</i>					
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
<i>Fathers' Development:</i>					
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
<i>Boys' Development:</i>					
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
<i>Youth Development and Training:</i>					
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
<i>Community Development:</i>					
London Community Foundation: Covid-19	-	-	4,510	-	(4,510)
Donation: Future strategic Development	17,789	-	17,789	-	-
Total restricted funds	<u>331,667</u>	<u>870,393</u>	<u>849,540</u>	<u>-</u>	<u>352,520</u>
UNRESTRICTED FUNDS					
General funds	218,283	130,568	108,446	-	240,405
Total unrestricted funds	<u>218,283</u>	<u>130,568</u>	<u>108,446</u>	<u>-</u>	<u>240,405</u>
Total funds	<u>549,950</u>	<u>1,000,961</u>	<u>957,986</u>	<u>-</u>	<u>592,925</u>

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FOR THE YEAR ENDED 31ST MARCH 2021

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.

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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
	<u>285,725</u>	<u>585,467</u>	<u>955,192</u>

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
	<u>240,405</u>	<u>352,520</u>	<u>592,925</u>

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	<u>365,525</u>	<u>128,860</u>

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
	<u>17,711</u>	<u>14,392</u>

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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	<u>5,274</u>	<u>16,167</u>

£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.