

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**

FUTURE MEN
(A company limited by guarantee)

REPORT AND ACCOUNTS

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FUTURE MEN
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DIRECTORS' AND TRUSTEES' REPORT
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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.

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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 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

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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.

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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 from 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 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 £270,000.

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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.

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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

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

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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.

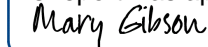
AUDITORS

A resolution 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

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


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Mary Gibson
Acting Chair

DocuSigned by:

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Neville Samuda
Treasurer

30th January 2023

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.

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

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

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**

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
<i>Reconciliation of funds</i>					
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.

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
		<u>1,004,857</u>	<u>1,008,892</u>
Liabilities			
Creditors falling due with in one year	11	127,895	55,588
		<u> </u>	<u> </u>
Net current assets		876,962	953,304
Net assets		<u>877,865</u>	<u>955,192</u>
 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		<u>877,865</u>	<u>955,192</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 30th January 2023 and were signed on its behalf by:

DocuSigned by:

Mary Gibson
507246A76F684C3...

..... **Acting Chair**

Mary Gibson

DocuSigned by:

N Samuda
836D9AB567534D5...

..... **Treasurer**

Neville Samuda

Company Number 3443520

The notes on pages 16-26 form part of these accounts.

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	<u>13,163</u>	<u>365,525</u>
Cash & cash equivalents at the beginning of the year	944,410	578,885
Total cash & cash equivalents at the end of the year	<u><u>957,573</u></u>	<u><u>944,410</u></u>

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	<u><u>13,163</u></u>	<u><u>365,525</u></u>

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 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 2022

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 direct 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
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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.

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

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:				
<i>Grants and service level agreements:</i>				
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

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

	Unrestricted Funds £	Restricted Funds £	2022 £	2021 £
<i>Totals Brought forward:</i>	850	256,597	257,447	215,616
<i>Fathers' Development:</i>				
<i>Grants and service level agreements:</i>				
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
<i>Boys' Development:</i>				
<i>Grants and service level agreements:</i>				
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
<i>Youth Development and Training:</i>				
<i>Grants and service level agreements:</i>				
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
<i>Organisational Development:</i>				
<i>Grants and service level agreements:</i>				
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
<i>Resources:</i>				
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

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).

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

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 £	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
	<u>336,521</u>	<u>10,750</u>	<u>347,271</u>	<u>283,898</u>
2021	<u>278,993</u>	<u>4,905</u>	<u>-</u>	<u>283,898</u>

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	<u>19,261</u>	<u>20,393</u>

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
	<u>947,315</u>	<u>880,835</u>

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).

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

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	2021
	Number	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
	<u>25</u>	<u>25</u>

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	<u>44,583</u>	<u>44,583</u>
DEPRECIATION		
As at 1st April 2021	42,695	42,695
Charge for the year	985	985
Disposals	-	-
As at 31st March 2022	<u>43,680</u>	<u>43,680</u>
NET BOOK VALUES		
As at 31st March 2021	<u>1,888</u>	<u>1,888</u>
As at 31st March 2022	<u>903</u>	<u>903</u>

10. DEBTORS

	2022	2021
	£	£
Grant, contract and fee income receivable	34,834	53,237
Other debtors	361	2,654
Prepayments	12,089	8,591
	<u>47,284</u>	<u>64,482</u>

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
	<u>127,895</u>	<u>55,588</u>

FUTURE MEN
(A company limited by guarantee)
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2022

12. MOVEMENT IN FUNDS

	Balance 31.03.21 £	Income £	Expenditure £	Transfers £	Balance 31.03.22 £
RESTRICTED FUNDS:					
<i>Voluntary income:</i>					
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

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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:					
<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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FOR THE YEAR ENDED 31ST MARCH 2022

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.

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FOR THE YEAR ENDED 31ST MARCH 2022

13. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

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

Analysis of fund balances between net assets for the previous year was as follows:

	Unrestricted		Restricted	Total
	General	Designated		
	£	£	£	£
Tangible fixed assets	1,888	-	-	1,888
Net current assets	283,837	84,000	585,467	953,304
	<u>285,725</u>	<u>84,000</u>	<u>585,467</u>	<u>955,192</u>

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
	<u>12,413</u>	<u>17,711</u>

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	<u>67,332</u>	<u>5,274</u>

£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.