



(A company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT
AND ACCOUNTS**

FOR THE YEAR ENDED 31ST MARCH 2023

**Company No: 03443520
Charity No: 1102451**

FUTURE MEN
(A company limited by guarantee)

REPORT AND ACCOUNTS

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

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

OUR PURPOSE AND ACTIVITIES

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

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

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

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

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

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

Our seven characteristics of positive masculinity

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

The seven characteristics are:



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.

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

Our Volunteers/Pro Bono

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

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ACHIEVEMENTS AND PERFORMANCE

Community Engagement Outreach

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

Westminster and RBKC Street Outreach and engagement

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

FM offer:

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

The project will focus on:

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

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

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

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

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Future Men's outreach strategy:

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

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

Alternative education provision (PRU) delivery.

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

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

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

Some benefits gained from Future Men's involvement:

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

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Service user and stakeholder Feedback

Client A

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

Client B

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

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

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

Teacher at Latimer

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

Fathers' Development

Service Area	Total service users	Number of contacts
Fathers	108	1001

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

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

Impact beyond service delivery

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

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

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

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

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

Boys' Development

Service Area	Total service users	Number of contacts
Schools	590	3219

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

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

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

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Service user and stakeholder Feedback

Lewis (name changed to protect identity)

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

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

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

Gradually there was an improvement in Lewis's conduct around peers and commitment to his work. This seemed to be supported by the sessions but also by an increasing awareness of the fact that his mothers' condition was terminal. By summer term his mother had been moved to a hospice and Lewis had received a talk from the bereavement counsellors about death. However, in one of his sessions, Lewis said that after he had broken down crying following a recent visit to mum his grandma did not want him to visit her and provoke him to tears again, although, Lewis said, he did want to visit. Ben spoke with grandma who confessed that she herself was struggling to face the truth and that Lewis still has elements of disbelief that mums' condition was terminal. Ben encouraged her to facilitate visits saying that his tears were healthy and natural.

Ben and Lewis's teacher observed an improvement in Lewis around this time despite the difficult circumstances. For example, he began to persevere in numeracy where before he had had no resilience or confidence in that subject. It was Ben's opinion that Lewis's awareness of truth and the support he was receiving in sessions was giving him strength where before he had only fears and anxious suspicions. For example, he had confessed in early sessions that he had nightmares of his mother dying.

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

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

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

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Student Testimonies

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

Parent Testimonies

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

Teacher Testimonies

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

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Youth Development and Training

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

Youth Hubs

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

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

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

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

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

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

Community Developments

Service user and stakeholder Feedback

- *(Neighbourhood office manager)* – Having seen (FM outreach project coordinator) work over the last three years, he has made a big impact in the neighbourhood, especially with the young men he works with. He is a great asset to the community.
- *(Church Street local resident)* I think the work FM does with young men in this area is great, as most of them don't really have anyone to turn to for support or guidance, so often they go off on the wrong track and this is where Paul comes in by helping them better themselves and get back on the right track.
- *(Young person)* My experiences of services are that if I do not attend my appointments, no one calls or enquiries as to why I did not attend, but with the Ventoring Project, I will be called repeatedly until I answer.
- *(Local resident)* I used to work with (FM outreach project coordinator) years ago, and it's good to have him back in Church Street helping the young people, they definitely need his help as things here are going crazy. I want to help him too, however I can.

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- (Cllr Abdul Aziz Toki) It has been a pleasure to see Future Men back in the Church Street office and working closely within the community. I see Kaji (FM transitions project staff) daily and we share local information on how best to serve the community. Kaji has years of experience in community development and being a qualified youth worker, I can see how he approaches and works with the young people in the drop-in sessions. FM were proactive after the tragic murder locally; they held sessions with the young people in the local primary schools and connected parents to various services in the Westminster area. FM staff worked very closely with me in referring and supporting parents to apply for the HAFS Academy food voucher scheme which has been a success. I hope to continue working with FM and support them as the local Cllr as well as a member of the community.
- (Young person) I was scared going out on my own after the murder but now I have learnt how to keep safe and what to look out for.
- (Local Mother) I would have never let my son come to the football sessions if Kaji had not spoken to me and made me feel safe in allowing my son to attend, I see him every week at the sessions and my sons love attending.
- (Local Father) FM staff have helped me to apply for the food vouchers this has helped me so much especially with the cost of living

Fundraising standards

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

Public Benefit Statement

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

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

Modern Slavery

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

Financial review

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

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

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

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 £237,000.

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

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

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

Principal Funding Sources

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

Investment policy and performance

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

Future Activities

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

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

Recruitment and appointment of Trustees

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

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

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

Trustee Induction and training

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

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

Organisation

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

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

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

Related parties

During the year there were no related party transactions.

Pay policy for senior management staff

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

Risk management

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

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

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

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

Organisations such as ours will always be vulnerable to changes in government policy and charitable trusts / funding bodies' priorities. As well as these external risks, internal organisation risks are also particularly important. If we expand too quickly, we are at risk of overstressing 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).

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

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees

S Watson – Chair (Up to 23/12/2022)

N Samuda

S Bowes

M Gibson - Acting Chair (From 03/01/2023)

E Lewinson

R Akontoh

Y Rolston

A McDonald – appointed 22/11/2022 (resigned 01/07/2023)

Louise Carr – appointed 22/11/2022.

Key Management Personnel:

Chief Executive Officer: S McFadden resigned 30/06/2022

Managing Director O Thomas – appointed 18/06/2022

Finance Director: H Bratter – resigned 11/10/2022

Operations Director: A Cayenne – appointed 18/06/2022

Director of Marketing,

Fundraising and Advocacy C Stein – appointed 01/02/2023

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

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

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

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

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

Trustees' responsibilities in relation to the financial statement

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

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its income and expenditure for that period. In preparing these financial statements, the Directors are required to:

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

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

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

STATEMENT OF DISCLOSURE TO AUDITOR

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

AUDITORS

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

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

APPROVAL

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

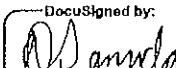
Louise Carr
Trustee

DocuSigned by:

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01/11/2023

Neville Samuda
Treasurer

DocuSigned by:

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

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

As explained more fully in the directors' responsibilities statements set out on page 11, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE FUTURE MEN
(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.

Use of our report

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



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

1 November 2023

31 Sackville Street
Manchester
M1 3LZ

FUTURE MEN
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2023

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income					
Grants and donations	2	85,867	63,900	149,767	96,104
Income from charitable activities	3	207,488	822,626	1,030,114	1,023,678
Income from other trading activities	4	350	-	350	-
Investment income	5	1,964	-	1,964	-
Total Incoming resources		<u>295,669</u>	<u>886,526</u>	<u>1,182,195</u>	<u>1,119,782</u>
Expenditure					
Cost of raising funds	6	36,620	-	36,620	23,975
Expenditure on charitable activities	6	304,139	755,256	1,059,395	1,173,134
Total Expenditure		<u>340,759</u>	<u>755,256</u>	<u>1,096,015</u>	<u>1,197,109</u>
Net income & net movement in funds for the year		(45,090)	131,270	86,180	(77,327)
<i>Reconciliation of funds</i>					
Total funds, brought forward		340,214	537,651	877,865	955,192
Total funds, carried forward		<u>295,124</u>	<u>668,921</u>	<u>964,045</u>	<u>877,865</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 22 - 36 form part of these accounts.

FUTURE MEN
(A company limited by guarantee)

BALANCE SHEET AS AT 31ST MARCH 2023

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

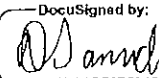
The Trustees have prepared accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts 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 1st November 2023 and were signed on its behalf by:

DocuSigned by:

8803CA1F4F02400

..... Trustee
Louise Carr

DocuSigned by:

836D9AB567534D5

..... Treasurer
Neville Samuda

Company Number 3443520

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

FUTURE MEN
(A company limited by guarantee)

CASH FLOW STATEMENT AS AT 31ST MARCH 2023

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

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

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

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

1. ACCOUNTING POLICIES

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

1.1 Basis of preparation of accounts

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

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

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

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

1.2 Preparation of accounts on a going concern basis

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

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

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

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

1.3 Income

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

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

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

1.4 Volunteers and donated services and facilities

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

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

1.5 Expenditure recognition and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

- (a) Cost of raising funds comprises the cost of seeking donations and legacies by direct approach and other fundraising activities and their associated support costs.
- (b) Expenditure on charitable activities include expenditure associated with the main objectives of the charity and include both 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 7.

1.7 Funds structure

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

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

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

1.8 Tangible fixed assets

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

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

Furniture and equipment	-	33.33% straight line
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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 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.

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NOTES TO THE ACCOUNTS (Cont/d)
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1.11 Financial instruments

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

1.12 Taxation

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

1.13 Judgement and key sources of estimation uncertainty

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

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

1.14 Pension

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

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

2. GRANTS AND DONATIONS

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

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

3. INCOME FROM CHARITABLE ACTIVITIES

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

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FOR THE YEAR ENDED 31ST MARCH 2023

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

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

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

4. OTHER TRADING INCOME

	Unrestricted Funds	Restricted Funds	2023	2022
	£	£	£	£
Consultancy income	350	-	350	-
	<u>350</u>	<u>-</u>	<u>350</u>	<u>-</u>

5. INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	2023	2022
	£	£	£	£
Bank interest	1,964	-	1,964	-
	<u>1,964</u>	<u>-</u>	<u>1,964</u>	<u>-</u>

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NOTES TO THE ACCOUNTS (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2023

6. ANALYSIS OF EXPENDITURE

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

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

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NOTES TO THE ACCOUNTS (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2023

7. 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 6) in the year. All the general support and governance costs have been apportioned to the various charitable activities proportional to direct project expenditure.

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

8. NET INCOMING RESOURCES

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

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

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

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

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

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

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2023

10. STAFF NUMBERS

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

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

11. TANGIBLE FIXED ASSETS

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

12. DEBTORS

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

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13. CREDITORS: amounts falling due within one year

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

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NOTES TO THE ACCOUNTS (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2023

14. MOVEMENT IN FUNDS

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

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NOTES TO THE ACCOUNTS (Cont'd)
FOR THE YEAR ENDED 31ST MARCH 2023

14. MOVEMENT IN FUNDS (continued)

Movement in funds comparative (2022)

	Balance 01.04.21	Income	Expenditure	Transfers	Balance 31.03.22
	£	£	£	£	£
RESTRICTED FUNDS:					
<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
<i>Community Engagement Outreach:</i>					
Big Lottery Fund Grant: Reaching Communities	34,702	83,119	100,703	-	17,118
Grenfell Young People's Fund	12,359	-	12,359	-	-
Royal Borough of Kensington & Chelsea	6,354	46,388	33,190	-	19,553
The Kensington & Chelsea Foundation	4,714	10,000	8,546	-	6,168
The Liam Seagar Memorial Fund	5,901	-	1,685	-	4,216
Westminster City Council	-	57,730	36,388	-	21,342
Young Westminster Foundation	59,059	55,929	47,403	-	67,586
Other grant income < £5,001	5,163	3,430	1,080	-	7,513
Donations < £5,001	100	-	-	-	100
<i>Fathers' Development:</i>					
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
<i>Boys' Development:</i>					
Alan & Babette Sainsbury Charitable Fund	2,052	-	2,052	-	-
Battersea Power Station Foundation	-	5,000	3,806	-	1,194
Gipsy Hill Federation	5,454	33,001	24,125	-	14,330
Grove Trust	25,275	-	24,537	-	738
Paul Hamlyn Foundation	14,035	-	14,035	-	-
Royal Borough of Kensington & Chelsea	13,608	21,273	27,578	-	7,303
The Fishmongers' Company	-	27,500	14,880	-	12,620
The Henry Smith Charity	8,652	56,500	46,821	-	18,331
United St Saviours Charity	-	30,000	21,322	-	8,678
Walcot Foundation	-	25,000	24,125	-	875
Windmill Cluster of Schools	3,384	6,800	10,184	-	-
Other grants and contracts < £5,001	-	4,607	4,607	-	-
<i>Youth Development and Training:</i>					
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
<i>Organisational Development:</i>					
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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14. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach Engagement

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

Fathers' Development

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

Boys' Development

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

Youth Development and Training

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

Community Development

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

Description, nature and purpose of unrestricted funds:

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

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

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FOR THE YEAR ENDED 31ST MARCH 2023

15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

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

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

	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>

16. OPERATING LEASE COMMITMENTS

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

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

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

17. DEFERRED INCOME

	2023	2022
	£	£
Balance as at 1st April	67,332	5,274
Amount released to income in the year	(65,674)	(3,616)
Amount deferred in the year	93,981	65,674
	<u>95,639</u>	<u>67,332</u>
Balance as at 31st March		
	2023	2022
	£	£
Schools' (Boys' Development) contracts	28,194	5,000
Westminster City Council (Father's Development) contract	14,827	-
Westminster City Council (Youth Development) grant	-	42,708
LB Lewisham (Father's Development) contract	12,627	-
The Grove Trust (Boys' Development) grant	8,333	-
John Armitage Charitable Trust (Core) grant	30,000	-
Young Westminster Foundation (Youth Development) grant	-	17,966
Other contracts	1,658	1,658
	<u>95,639</u>	<u>67,332</u>

18. PENSIONS

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

19. RELATED PARTY TRANSACTIONS

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

20. SHARE CAPITAL

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

21. ULTIMATE CONTROLLING PARTY

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