



(A company limited by guarantee)

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

FOR THE YEAR ENDED 31ST MARCH 2024

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

FUTURE MEN
(A company limited by guarantee)

REPORT AND ACCOUNTS

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FUTURE MEN
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DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2024

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

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

OUR PURPOSE AND ACTIVITIES

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

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

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

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

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

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

Our seven characteristics of positive masculinity

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

The seven characteristics are:



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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.

Our Volunteers/Pro Bono

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

CEO note

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

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

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

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

Alastair Smith-Agbaje, CEO

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Chair of Trustees note

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

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

Bernie Hollywood OBE JP
Chair of Trustees

ACHIEVEMENTS AND PERFORMANCE

Fundraising, Marketing and Advocacy

Fundraising

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

Marketing

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

Advocacy

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

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Community, Engagement and Outreach team

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

Program Details

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

Challenges and Observations

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

Positive Impacts and Outcomes

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

Case Study: A Young Person's Journey

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

Reflections

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

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

Fathers Development Team Activities

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

Key Outcomes

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

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

Highlights and Challenges

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

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

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

BDP Annual Report

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

Amberley Youth Club and Churchill Gardens Youth Hubs

Service Overview

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

Challenges Faced

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

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Strategies for Improvement

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

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

Public Benefit Statement

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

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

Modern Slavery

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

Financial review

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

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

Income

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

Expenditure

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

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

Reserves policy

FM requires an appropriate level of reserves in order to 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 £294,144.

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

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

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

Future Activities

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

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

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

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

Principal Funding Sources

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

Investment policy and performance

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

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

Recruitment and appointment of Trustees

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

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

Trustee induction and training

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

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

Organisation

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

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

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

Related parties

During the year there were no related party transactions.

Pay policy for senior management staff

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

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Risk management

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

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

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

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

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

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees

R Akontoh

S Bowes - resigned 27/09/24

L Carr

M Gibson - Acting Chair - resigned 24/01/24

B Hollywood - Chair - appointed 26/04/24

E Lewinson

K Lewis - appointed 24/07/24

A McDonald - resigned 14/07/23

D Reed - appointed 24/07/24

Y Rolston

N Samuda

S Watson - resigned 24/01/24

Key Management Personnel:

Chief Executive Officer: A Smith-Agbaje - appointed 05/02/24

Managing Director: O Thomas - secondment ended 31/03/24

Operations Director: A Cayenne - secondment ended 29/02/24

Director of Marketing,

Fundraising & Advocacy: C Stein

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

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

Bankers: HSBC Bank Plc., 47 Rye Lane, London SE15 5ET

CAF Bank Ltd. 25Kings Avenue, Kings Hill, West Maling ME19 4JQ

Santander, Customer Services Centre, Bootle, Merseyside G1R 0AA

Website: www.futuremen.org

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
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Trustees' responsibilities in relation to the financial statement

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

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

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

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

The trustees are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

STATEMENT OF DISCLOSURE TO AUDITOR

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

AUDITORS

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

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

APPROVAL

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

Signed by:

3485407F3C64419...

Bernie Hollywood
Chair

21 November 2024

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

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

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

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

Other information

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

FUTURE MEN (Cont/d) (A company limited by guarantee)

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

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

Auditor's responsibilities for the audit of the financial statements

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

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

- Discussions were held with, and enquiries made of, management and those charged with governance with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.
- During the audit we focussed on laws and regulations which could reasonably be expected to give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, the Charity Act 2011, SORP 2019 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

FUTURE MEN (Cont/d) **(A company limited by guarantee)**

- Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the charitable company complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.
- No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

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

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

Signed by:

78A8AA7A44214FD...

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

31 Sackville Street
Manchester
M1 3LZ

21 November 2024

FUTURE MEN
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024
SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income					
Grants, donations and legacies	2	63,881	92,700	156,581	149,767
Income from charitable activities	3	192,715	1,049,778	1,242,493	1,030,114
Income from other trading activities	4	4,071	-	4,071	350
Investment income	5	14,968	-	14,968	1,964
Total incoming resources		<u>275,635</u>	<u>1,142,478</u>	<u>1,418,113</u>	<u>1,182,195</u>
Expenditure					
Cost of raising funds	6	34,420	-	34,420	36,620
Expenditure on charitable activities	6	279,061	1,033,853	1,312,914	1,059,395
Total Expenditure		<u>313,481</u>	<u>1,033,853</u>	<u>1,347,334</u>	<u>1,096,015</u>
Net income & net movement in funds for the year		(37,846)	108,625	70,779	86,180
<i>Reconciliation of funds</i>					
Total funds, brought forward		295,124	668,921	964,045	877,865
Total funds, carried forward		<u>257,278</u>	<u>777,546</u>	<u>1,034,824</u>	<u>964,045</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 18-30 form part of these accounts.

FUTURE MEN
(A company limited by guarantee)

BALANCE SHEET AS AT 31ST MARCH 2024

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

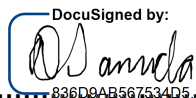
The Trustees have prepared financial statements in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute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

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

Signed by:

3485407F3C64419...

..... Chair
Bernie Hollywood

DocuSigned by:

836D9AB567534D5...

..... Treasurer
Neville Samuda

Company Number 3443520

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

FUTURE MEN
(A company limited by guarantee)

CASH FLOW STATEMENT AS AT 31ST MARCH 2024

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

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

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

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31ST MARCH 2024

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

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

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

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

1.2 Preparation of accounts on a going concern basis

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

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

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

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

1.3 Income

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

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

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

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 £500 or more are capitalised at cost.

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

Furniture and equipment	-	33.33% straight line
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1.9 Debtors

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

1.10 Cash at bank and in hand

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

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

1.11 Creditors and provisions

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

1.12 Financial instruments

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

1.13 Taxation

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

1.14 Operating Leases

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

1.15 Judgement and key sources of estimation uncertainty

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

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

1.16 Pension

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

2. GRANTS, DONATIONS, AND LEGACIES

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

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

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

3. INCOME FROM CHARITABLE ACTIVITIES

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

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

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

4. OTHER TRADING INCOME

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

5. INVESTMENT INCOME

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

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

6. ANALYSIS OF EXPENDITURE

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

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

FUTURE MEN
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

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

8. NET INCOMING RESOURCES

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

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

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

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

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

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

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

10. STAFF NUMBERS

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

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

11. TANGIBLE FIXED ASSETS

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

12. DEBTORS

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

13. CREDITORS: amounts falling due within one year

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

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NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 31ST MARCH 2024

14. MOVEMENT IN FUNDS

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

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NOTES TO THE ACCOUNTS (Cont/d)

FOR THE YEAR ENDED 31ST MARCH 2024

14. MOVEMENT IN FUNDS (continued)

Movement in funds comparative (2023)

	Balance 01.04.2022 £	Income £	Expenditure £	Transfers £	Balance 31.03.2023 £
RESTRICTED FUNDS:					
<i>Voluntary income:</i>					
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>					
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 2024

14. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach Engagement

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

Fathers' Development

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

Boys' Development

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

Youth Development and Training

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

Community Development

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

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

Description, nature and purpose of unrestricted funds:

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

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

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

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

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

	Unrestricted		Restricted	2023
	General	Designated		Total
	£	£	£	£
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>

16. OPERATING LEASE COMMITMENTS

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

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

17. DEFERRED INCOME

	2024	2023
	£	£
Balance as at 1st April	95,639	67,332
Amount released to income in the year	(95,639)	(65,674)
Amount deferred in the year	181,480	93,981
Balance as at 31st March	<u>181,480</u>	<u>95,639</u>
	2024	2023
	£	£
Schools' (Boys' Development) contracts	24,121	28,194
Westminster City Council (Father's Development) contract	25,638	14,827
LB Lewisham (Father's Development) contract	53,846	12,627
LB Southwark (Father's Development) contract	77,875	-
The Grove Trust (Boys' Development) grant	-	8,333
John Armitage Charitable Trust (Core) grant	-	30,000
Other contracts	-	1,658
	<u>181,480</u>	<u>95,639</u>

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NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31ST MARCH 2024

18. PENSIONS

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

19. RELATED PARTY TRANSACTIONS

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

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

20. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2023)

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income					
Grants, donations and legacies	2	85,867	63,900	149,767	96,104
Income from charitable activities	3	207,488	822,626	1,030,114	1,023,678
Income from other trading activities	4	350	-	350	-
Investment income	5	1,964	-	1,964	-
Total incoming resources		<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>