



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

FOR THE YEAR ENDED 31ST MARCH 2025

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

FUTURE MEN

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FUTURE MEN

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

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

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

OUR PURPOSE AND ACTIVITIES

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

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

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

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

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

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

Our seven characteristics of positive masculinity

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

The seven characteristics are:



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.

FUTURE MEN

DIRECTORS' AND TRUSTEES' REPORT (Cont/d) FOR THE YEAR ENDED 31ST MARCH 2025

Theory of change

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

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

Strategic Aims

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

Boys Development Programme in schools

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

Community, Engagement and Outreach

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

Fathers Development

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

Advocacy

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

Our Volunteers/Pro Bono

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

Chair's Annual Report

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

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

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

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

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

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d) FOR THE YEAR ENDED 31ST MARCH 2025

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

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

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

Bernie Hollywood OBE JP
Chair of the Board of Trustees

Chief Executive Officer's Annual Report

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

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

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

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

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

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

Alastair Smith-Agbaje,
Chief Executive Officer

ACHIEVEMENTS AND PERFORMANCE

Community, Engagement and Outreach Department:

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

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d) FOR THE YEAR ENDED 31ST MARCH 2025

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

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

Fathers' Department:

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

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

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

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

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

Boys' Department:

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

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

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

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d) FOR THE YEAR ENDED 31ST MARCH 2025

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

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

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

Amberley Youth Club and Churchill Gardens Youth Hubs:

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

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

During the reporting period, 2,153 service users engaged with the hubs. Future Men delivered 107 activities, including external trips, mental health workshops, knife crime awareness sessions, tournaments, and a variety of physical and personal development activities. Through these activities, Future Men supported the personal growth, mental health, and physical well-being of young people in Westminster.

Fundraising, Marketing and Advocacy:

Fundraising

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

Marketing

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

Advocacy

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

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d) FOR THE YEAR ENDED 31ST MARCH 2025

Future Activities

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

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

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

Our strategic priorities for the coming year are:

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

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

Public Benefit Statement

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

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

Modern Slavery

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

FINANCIAL REVIEW

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

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

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DIRECTORS' AND TRUSTEES' REPORT (Cont'd) FOR THE YEAR ENDED 31ST MARCH 2025

Income

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

Expenditure

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

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

Reserves policy

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

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

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

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

Principal Funding Sources

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

Investment policy and performance

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

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DIRECTORS' AND TRUSTEES' REPORT (Cont'd) FOR THE YEAR ENDED 31ST MARCH 2025

Recruitment and appointment of Trustees

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

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

Trustee induction and training

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

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

Organisation

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

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

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

Related parties

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

Pay policy for senior management staff

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

Risk management

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

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

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

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

FUTURE MEN

DIRECTORS' AND TRUSTEES' REPORT (Cont/d) FOR THE YEAR ENDED 31ST MARCH 2025

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

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 03443520

Charity Number: 1102451

Directors / Trustees

R A Akontoh

S Bowes - resigned 27/09/24

L C Carr

B Hollywood - Chair - appointed 26/04/24

E Lewinson - resigned 24/11/24

K H Lewis - appointed 24/07/24

D Reed - appointed 24/07/24

Y Rolston

N Samuda

D G Bonner – appointed 14/05/2024

Key Management Personnel:

Chief Executive Officer: A Smith-Agbaje

Director of Operations: C Stain – Appointed 01/02/2025

Director of Marketing,

Fundraising and Advocacy: C Stein – Resigned 31/01/2025

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

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

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

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

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

Website: www.futuremen.org

Trustees' responsibilities in relation to the financial statement

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

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

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

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DIRECTORS' AND TRUSTEES' REPORT (Cont/d) FOR THE YEAR ENDED 31ST MARCH 2025

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

STATEMENT OF DISCLOSURE TO AUDITOR

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

AUDITORS

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

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

APPROVAL

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

A handwritten signature in dark ink, appearing to read 'Bernie Hollywood', written in a cursive style.

Bernie Hollywood
Chair

Date: 03/12/2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FUTURE MEN

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of directors

As explained more fully in the directors' responsibilities statements set out on page 10 and 11, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness,
- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.
- We reviewed minutes of Trustee Board meetings, any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.

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

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

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

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

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

Use of our report

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



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

Date: 03/12/2025

FUTURE MEN

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31ST MARCH 2025

SUMMARY INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income					
Grants, donations and legacies	2	49,384	140,000	189,384	156,581
Income from charitable activities	3	403,722	548,542	952,264	1,242,493
Income from other trading activities	4	2,639	-	2,639	4,071
Investment income	5	23,066	-	23,066	14,968
Total income		<u>478,811</u>	<u>688,542</u>	<u>1,167,353</u>	<u>1,418,113</u>
Expenditure					
Cost of raising funds	6	37,360	-	37,360	34,420
Expenditure on charitable activities	6	193,228	1,108,533	1,301,761	1,312,914
Total Expenditure		<u>230,588</u>	<u>1,108,533</u>	<u>1,339,121</u>	<u>1,347,334</u>
Net income & net movement in funds for the year		248,223	(419,991)	(171,768)	70,779
<i>Reconciliation of funds</i>					
Total funds, brought forward		257,278	777,546	1,034,824	964,045
Total funds, carried forward		<u>505,501</u>	<u>357,555</u>	<u>863,056</u>	<u>1,034,824</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 18-29 form part of these accounts.

FUTURE MEN


BALANCE SHEET AS AT 31ST MARCH 2025

	Notes	2025	2024
		£	£
Fixed assets			
Tangible assets	11	10,972	15,597
Current assets			
Debtors	12	66,253	90,914
Cash at bank and in hand		951,786	1,193,757
		<u>1,018,039</u>	<u>1,284,671</u>
Liabilities			
Creditors falling due with in one year	13	165,955	265,444
		<u></u>	<u></u>
Net current assets		852,084	1,019,227
Net assets		<u>863,056</u>	<u>1,034,824</u>
The funds of the charity			
Unrestricted funds:			
General	14	315,791	232,278
Designated	14	189,710	25,000
Restricted funds	14	357,555	777,546
Total charity funds		<u>863,056</u>	<u>1,034,824</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 03rd December 2025 and were signed on its behalf by:


 Chair
Bernie Hollywood


 Treasurer
Neville Samuda

Company Number 3443520

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

FUTURE MEN

CASH FLOW STATEMENT AS AT 31ST MARCH 2025

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

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

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

Analysis of cash and cash equivalents and of net debt

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

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

1. ACCOUNTING POLICIES

1.1 Basis of preparation of accounts

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

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

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

1.2 Preparation of accounts on a going concern basis

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

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

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

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

1.3 Income

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

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

1.4 Volunteers and donated services and facilities

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

FUTURE MEN

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

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 Cash at bank and in hand

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

1.10 Creditors and provisions

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

1.11 Financial instruments

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

FUTURE MEN

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

1.12 Judgement and key sources of estimation uncertainty

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

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

1.13 Pension

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

2. GRANTS, DONATIONS, AND LEGACIES

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

3. INCOME FROM CHARITABLE ACTIVITIES

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

FUTURE MEN

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

3. INCOME FROM CHARITABLE ACTIVITIES (Cont/d)

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

4. OTHER TRADING INCOME

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

5. INVESTMENT INCOME

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

FUTURE MEN

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

6. ANALYSIS OF EXPENDITURE

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

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

7. ANALYSIS OF SUPPORT AND 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.

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

FUTURE MEN

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

8. NET INCOMING RESOURCES

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

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

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

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

	2025	2024
	Number	Number
£60,000 - £69,999	-	-
£70,000 - £79,999	<u>1</u>	<u>-</u>

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

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

10. STAFF NUMBERS

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

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

FUTURE MEN

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

11. TANGIBLE FIXED ASSETS

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

12. DEBTORS

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

13. CREDITORS: amounts falling due within one year

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

FUTURE MEN

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

14. MOVEMENT IN FUNDS

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

FUTURE MEN

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

14. MOVEMENT IN FUNDS (continued)

Movement in funds comparative (2024)

	Balance 01.04.23 £	Income £	Expenditure £	Transfers £	Balance 31.03.24 £
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>

FUTURE MEN

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

14. MOVEMENT IN FUNDS (continued)

Description, nature and purpose of restricted funds:

Community Outreach Engagement

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

Fathers' Development

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

Boys' Development

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

Youth Development and Training

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

Description, nature and purpose of unrestricted funds:

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

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

15. ANALYSIS OF FUND BALANCES BETWEEN NET ASSETS

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

FUTURE MEN

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

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

	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>

16. OPERATING LEASE COMMITMENTS

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

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

17. DEFERRED INCOME

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

	2025	2024
	£	£
Schools' (Boys' Development) contracts	16,878	24,121
Westminster City Council (Father's Development) contract	-	25,638
LB Lewisham (Father's Development) contract	-	53,846
LB Southwark (Father's Development) contract	-	77,875
The Julia and Hans Rausing Trust (Core grant 2025/26)	100,000	-
	<u>116,878</u>	<u>181,480</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 £32,866 (2024: £27,794). Contributions totalling £33 (2024: £272) were payable to the fund at the year end and are included in creditors.

19. RELATED PARTY TRANSACTIONS

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

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

FUTURE MEN

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

19.1 Taxation

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

20. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2024)

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income				
Grants, donations and legacies	63,881	92,700	156,581	149,767
Income from charitable activities	192,715	1,049,778	1,242,493	1,030,114
Income from other trading activities	4,071	-	4,071	350
Investment income	14,968	-	14,968	1,964
Total incoming resources	<u>275,635</u>	<u>1,142,478</u>	<u>1,418,113</u>	<u>1,182,195</u>
Expenditure				
Cost of raising funds	34,420	-	34,420	36,620
Expenditure on charitable activities	279,061	1,033,853	1,312,914	1,059,395
Total Expenditure	<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>