

INSPIRE HOUNSLOW

England & Wales · Charity number 1104413

Details

Other names HOUNSLOW CULTURAL AND COMMUNITY SERVICES

Status Registered

Legal form Charitable company

Company number [03548669](#)

Registered 2004-06-17

Register [View on the Charity Commission register](#)

Contact

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London
W1W 7LT

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Website <https://inspirehounslow.co.uk>

Activities

Objects: 3. THE OBJECTS OF THE COMPANY (THE "OBJECTS") SHALL BE FOR SUCH GENERAL CHARITABLE PURPOSES EITHER WITHIN THE LONDON BOROUGH OF HOUNSLOW (THE AREA OF BENEFIT) OR FOR THE BENEFIT OF PEOPLE WHO LIVE, WORK OR STUDY IN OR WHO VISIT THE AREA OF BENEFIT AS THE TRUSTEES SHALL FROM TIME TO TIME IN THEIR ABSOLUTE DISCRETION DETERMINE INCLUDING WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING:3.1 TO PROVIDE OR FACILITATE OR ASSIST IN THE PROVISION OF FACILITIES FOR RECREATION OR OTHER LEISURE-TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR THE PUBLIC AT LARGE OR THOSE WHO HAVE SPECIAL NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABLEMENT, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES;3.2 TO PROMOTE THE EDUCATION OF PUPILS OR STUDENTS IN SCHOOLS OR ESTABLISHMENTS FOR FURTHER OR HIGHER EDUCATION BY THE PROVISION OR ASSISTANCE IN THE PROVISION OF FACILITIES FOR PHYSICAL EDUCATION AND DEVELOPMENT INCLUDING GAMES OR SPORTS EQUIPMENT COURSES LECTURES DEMONSTRATIONS AND COACHING;3.3 TO PRESERVE AND PROTECT THE HEALTH OF PEOPLE WHO LIVE WORK OR STUDY IN THE AREA OF BENEFIT BY THE PROVISION OF FACILITIES FOR PHYSICAL EDUCATION;3.4 TO PROVIDE OR FACILITATE OR ASSIST IN THE PROVISION OF PARKS, ALLOTMENTS AND OPEN SPACES FOR THE EXERCISE AND RECREATION OF PEOPLE WHO LIVE WORK OR STUDY IN THE AREA OF BENEFIT;3.5 TO PROVIDE AND MAINTAIN CEMETERIES IN THE AREA OF BENEFIT AS PUBLIC BURIAL PLACES AND AS OPEN SPACE FOR THE BENEFIT OF THE PUBLIC;3.6 TO ADVANCE THE EDUCATION OF PEOPLE WHO LIVE WORK OR STUDY IN OR WHO VISIT THE AREA OF BENEFIT THROUGH:3.6.1 THE PROVISION OF ADVICE ON THE SERVICES AND AMENITIES AVAILABLE TO THEM IN THE AREA OF BENEFIT;3.6.2 THE PROVISION AND MAINTENANCE OF MUSEUMS3.6.3 THE PROVISION OF AN ARCHIVE SERVICE INCLUDING THE COLLECTION AND PRESERVATION OF DOCUMENTS AND OTHER RECORDS RELATED TO THE AREA OF BENEFIT3.6.4 THE PROMOTION OF THE PERFORMING ARTS, THEATRICAL PRODUCTIONS AND ARTISTIC EXCELLENCE AND THE PROVISION AND OPERATION OF A THEATRE AND PERFORMING FACILITIES3.6.5 THE PROVISION OR ASSISTANCE IN THE PROVISION OF LENDING AND REFERENCE LIBRARY SERVICES EITHER FREE OR AT REASONABLE CHARGE;3.7 THE DEVELOPMENT OF THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES WHO LIVE, WORK OR STUDY IN THE AREA OF BENEFIT IN SUCH A WAY THAT THEY ARE ABLE TO IDENTIFY AND HELP MEET THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY;3.8 THE PRESERVATION OF BUILDINGS OR SITES OF HISTORICAL OR ARCHITECTURAL IMPORTANCE AND WHICH ARE INTENDED TO BE OPEN TO THE PUBLIC;3.9 THE PROTECTION OR CONSERVATION OF THE ENVIRONMENT INCLUDING WITHOUT LIMITATION3.9.1 THE RECLAMATION, REMEDIATION OR RESTORATION OF LAND OR THE REDUCTION OR PREVENTION OF POLLUTION THEREON TO ENABLE IT TO BE USED AS AN AMENITY OF THE PUBLIC AT LARGE.3.9.2 THE EDUCATION OF OR DISSEMINATION OF INFORMATION TO THE PUBLIC WITHIN THE AREA OF BENEFIT IN OR CONCERNING ENVIRONMENT MANAGEMENT, SUSTAINABLE WASTE MANAGEMENT PRACTICES OR THE RE-USE OR RECYCLING OF WASTE, AND3.9.3 THE PROVISION OF FINANCIAL, ADMINISTRATIVE AND OTHER SERVICES TO ORGANISATIONS PROMOTING THE PROTECTION OR CONSERVATION OF THE ENVIRONMENT.

Activities: Provide or assist in social welfare for the benefit of people who live, work or study in the London borough of Hounslow, including those who have special need of such facilities by reason of their youth, disability or social or economic circumstances, with the object of improving their conditions of life

Classification

- **How:** Makes Grants To Organisations, Provides Other Finance, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** LONDON BOROUGH OF HOUNSLOW
- Hounslow

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£71,877	£304,516	-	-
2024-03-31	£196,414	£264,997	-	-
2023-03-31	£38,398	£249,455	-	-
2022-03-31	£30,911	£78,132	-	-
2021-03-31	£38,538	£79,048	-	-

Trustees

Name	Role	Appointed
HOWARD WILLIAM SIMMONS	Chair	2023-04-22
Dr Prabhjot Basra		2026-05-01
EDWARD LOCKE		2026-05-01
Mandeep Kaur Gill		2024-11-12
Neelam Dhanwantri		2026-05-01
Sylvia Ann Cordell		2024-11-12

INSPIRE HOUNSLOW

England & Wales - Charity number 1104413

Accounts



Company Number 3548669

Charity Number 1104413

INSPIRE HOUNSLOW
UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31ST MARCH 2025

INSPIRE HOUNSLOW
(A company limited by Guarantee)



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A Company Limited by Guarantee and Registered Charity

Mission Statement

Vision and Values

Our Vision is to inspire disadvantaged young people in Hounslow to succeed and live a fulfilling future contributing to a flourishing, inclusive and sustainable community and society.

Our Values are fundamental to how we work every day with clients, colleagues, volunteers, supporters and partners. They describe the sort of people we are, how we conduct ourselves, and the experience people can expect when they come into contact with Inspire Hounslow. They are integral to what we do and how we do it, and we look for them in everyone we work with. Our values show that helping people to help themselves is at the heart of everything we do.

Four core values underlie and drive everything we do:

RESPECT

- Trust is important and all our communications and actions are transparent.
- We are an action oriented and community focussed organisation intending to get things done.

INSPIRATION

- We are passionate about what we do and demonstrate enthusiasm and tenacity when dealing with challenges.

PRAGMATISM

- We are realistic about what can be achieved and ensure our work is targeted at needs and improving outcomes.
- We are able to demonstrate the progress made and outcomes delivered.

OPENNESS

- We are an inclusive and approachable organisation that is for the benefit of all members of the community and especially those facing discrimination and/or disadvantage.
- Collaboration and community involvement with integrity are part of all we seek to do.



A Company Limited by Guarantee and Registered Charity

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name	Inspire Hounslow
Company Number	03548669
Date of Incorporation	14 April 1998
Charity Number	1104413
Date of Registration	17 June 2004
Company Secretary	Jacqueline Ann Foster
Registered Office	South Street House, 51 South Street, Isleworth, United Kingdom, TW7 7AA
Honorary President	Edward Jonathan Locke (former Chair)
Chair	Howard William Simmons
Vice Chair	Linda Suyin Leaney
Trustees	Vipan Bij (resigned 8 October 2024) Gillian Margaret Chapman (resigned 16 June 2025) Sylvia Ann Cordell (appointed 12 November 2024) Jacqueline Ann Foster Mandeep Kaur Gill (appointed 12 November 2024) Ceylin Kolsal Sarper (resigned 16 March 2025) William Patrick Charles Rees (resigned 15 May 2025) Heather Janet Jessica Smith Rachit Mohan Sharma

Independent Examiner	Mr Paul Alexander FCA, Accountancy Management Services Limited, South Street House, 51 South Street, Isleworth, Middlesex, TW7 7AA
Investment Managers	Atomos Wealth and Finance Managers, 5 Hatfields, London SE1 9PG
Bankers	Lloyds Bank Plc, Chiswick London W4



A Company Limited by Guarantee and Registered Charity

CHAIRMAN'S INTRODUCTORY STATEMENT for the year ended 31 March 2025

Inspire Hounslow has had a busy and successful year. It continued in its core priorities to address the issues and needs faced by disadvantaged young people in the Borough of Hounslow and to help provide opportunities for them to learn new skills; as well as to fund intergenerational projects that build community cohesion and resilience.

We are very grateful to former Trustees, Ceylin Kolsal and Gill Chapman who resigned from the Board and to Charles Rees, who retired from the Board for their significant contributions to Inspire Hounslow during their time in office.

Both Mandeep Kaur and Sylvia Cordell joined the Board in November 2024, bringing with them knowledge and experience of Charity Governance and the community sector generally, alongside financial and grant experience.

We continue to seek new Trustees to reflect the rich cultural diversity and community experience within the Borough of Hounslow. The Recruitment Group has worked hard and effectively to recruit new Trustees during the year.

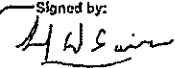
The Board has also worked hard to determine grants that have been made to a wide range of organisations - tackling discrimination and disadvantage and building opportunities and new skills for young people - as well as celebrating cultural and community life in Hounslow.

As always, I would like to express my personal thanks to all Board members and also to our professional staff - Gillian de Soyres, our Grant Development Manager and Becky O'Flynn our External Accountant - who have ensured that all financial reporting and due diligence in grant making is carried out efficiently and effectively.

I also wish to thank our partner organisations and the funded groups with whom we have worked over this last year who are all contributing to and delivering inspirational outcomes and impacts across the borough. A summary of the activities and achievements of Inspire Hounslow is set out in the following sections of this Annual Report.

Howard Simmons

Chair of the Board of Trustees

Signed by:

7D352A8345DB480
12/17/2025



A Company Limited by Guarantee and Registered Charity

Trustees Annual Report for the year ended 31st March 2025

A YEAR OF CONSOLIDATION, BUILDING LINKS, AND OF PROGRESS

1. CONSOLIDATION

While the Memorandum and Articles of Association of the Charity provide a wide remit to address community needs across the London Borough of Hounslow, the Board has continued with its chosen priority focus on the needs of young people from all communities and especially those facing discrimination, disability and disadvantage.

We have sought to build opportunities for young people who “reside, work or study in the London Borough of Hounslow” by investing in community-based projects and programmes that develop skills, build confidence and promote equality alongside community capacity and resilience. Good examples of this are the major investments we have made in Skylarks Hounslow, providing a new borough wide resource centre for families and children with special needs. Also, in the School and Family Works programme, based in the Cedars School in Cranford, undertaking trans generational change and support work with vulnerable and disadvantaged families.

We have in addition continued to support events and activities that build community cohesion and pride and celebrate diversity across Hounslow such as the Polish Festival, the Brentford Canal Festival and the Creative Mile Arts Trail.

We have maintained a twin track approach to our Grants Programme with Small Grants of up to £1,500 being considered at each of our 10 Board meetings throughout the year and Large Grants of between £1,500 and £30,000 being considered and agreed on a quarterly basis. Publicity about the overall Grants Programme has been revised and improved with more attractive and accessible material produced and greater use of social media and online application procedures being developed.



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Inspire Hounslow has overall through its programme of small and large grants invested in projects and activities that benefit clearly identified partner organisations, communities of interest and of place with clearly focussed beneficiaries. The Charity can therefore demonstrate impact and positive outcomes and therefore the value of its operations.

This is clearly important in showing the significance of Inspire Hounslow's activities and its compliance with the Charity Commission's guidance on and requirements for demonstrating public benefit.

It is also important in enabling the Board to compile and regularly review the Register of Risks to which the Charity is regularly exposed through its operations and thereby determine appropriate and mitigating actions and plans.

2. BUILDING LINKS

Throughout 2024/25 Inspire Hounslow has developed its working and intelligence gathering, sharing links with key partners, organisations and agencies so that there is a better awareness and understanding of the purpose, priorities and activities of the Charity.

While Board members have continued to attend relevant Area Fora to gain a better understanding of localities, the Chair and Grant Development Manager have held meetings with the Council's Community Partnerships Unit and the Grants and Community Development Teams.

This has enabled a sharing of information and much better awareness and understanding of community issues and activities across Hounslow, while also enabling conversations about collaboration and improved coordination with a resultant referral of several community organisations to Inspire Hounslow.

Meetings and discussions have also been held with the Ealing and Hounslow Council for Voluntary Service (EHCVS). Trustees have attended several of their events and working groups on how to better support and grow the voluntary and community sector in the borough. The Chair attended the AGM of the EHCVS and gave a presentation to its membership on the activities of and grants available from Inspire Hounslow.



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3. PROGRESS

Over the last year Inspire Hounslow has raised the profile of the Charity and made an increasingly wide range of contacts with other agencies working to support the community sector as well as with other funding bodies.

Inspire Hounslow now attends the regular meetings of the Hounslow Funders Group which brings all those bodies: National - such as the Lottery; Regional - such as the City Bridge Foundation; and Local - such as Freshwater Foundation etc. together to discuss strategic issues like measuring impacts and practical issues, such as simplifying grant allocation processes.

In addition, Inspire Hounslow has made presentations to the annual Borough Funders' Fair and attended funding workshops organised on a locality basis, such as Feltham and Hanworth Area Forums and meetings of Ealing and Hounslow CVS.

As a result, Inspire Hounslow has become a better known and understood funding body within Hounslow and a participant and contributor to borough networking meetings, discussing collaboration and partnership working with other agencies.

In particular, further work has been done with partner organisations, especially Hounslow Council, on the previous Index of Multiple Deprivation (IMD) to better determine the most deprived and disadvantaged communities and geographical areas across the borough.

Inspire Hounslow has over the past two years set out to direct its grant investment towards community groups and the development of community capacity in the most deprived parts of Hounslow. As a result, the majority of grants have been directed to Feltham, Cranford, Bedfont, Heston and Hanworth in the west of the borough.

The further work done on the IMD has included additional data from the NHS on mental and physical health and disability, more details on employment, unemployment and pay together with educational achievement and skills levels, as well as updated information on housing, race, gender and age profiles.



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This has led to the identification of 10 Equality Opportunity Areas across the borough where it is felt investment and community support can make a significant improvement in life opportunities for residents. While the majority of these will continue to be in the West of the borough, they also include areas in Isleworth, Brentford and Chiswick.

This information will be factored into considerations by the Inspire Hounslow Board about the support and priority given to grant applications and will inform grant decisions alongside the capacity of the community organisation applicant.

4. Achievements and Performance during 2024/5

The main achievements of the Charity this year and outcomes delivered relate directly to the funding of a variety of projects, activities and programmes across the Borough of Hounslow. These aim to build opportunities, develop skills, tackle disadvantage and discrimination and build individual and community capacity and resilience.

Considerable effort is made by Trustees in the grant assessing, giving and monitoring process to ensure that the funds invested have been utilised to benefit the identified individuals, groups and communities and that the monies have been allocated wisely and spent effectively.

In the following section both the small and large grants awarded during 2024/25 are briefly reviewed and their distribution shown on a map of the Borough of Hounslow as well as the Equality Opportunity Areas.

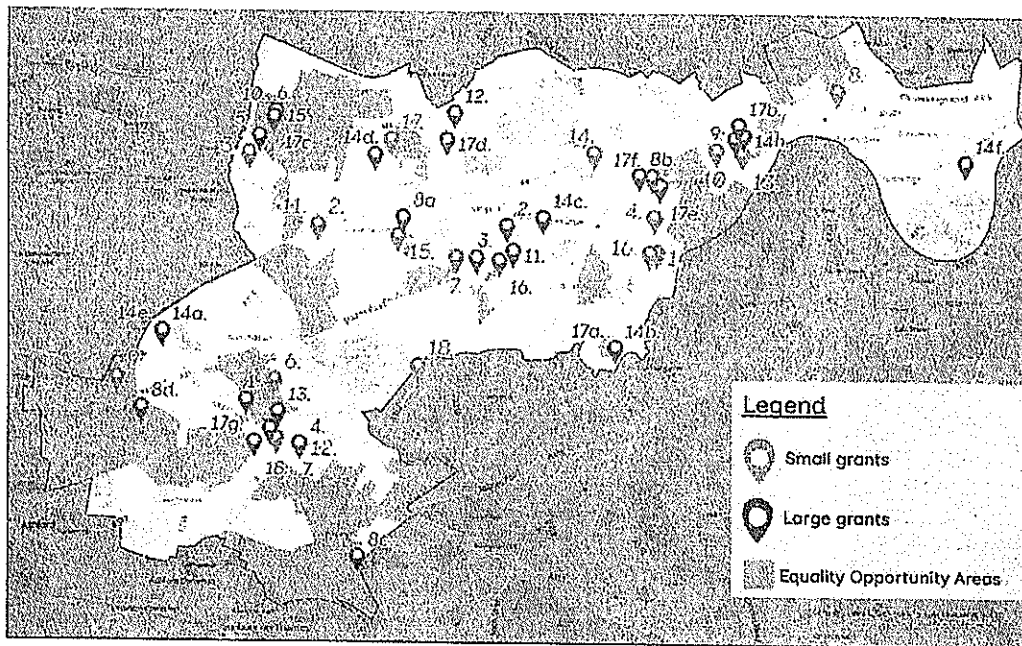
In the following section the grants awarded in the year 2024/25 are briefly reviewed.



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PROJECTS AWARDED THIS YEAR (2024/25)

 Inspire Hounslow Funded Projects (April 2024 - April 2025)



LARGE GRANTS

1. The Positive Movement Project (£12,463)

With support from Inspire Hounslow, The Positive Movement Project launched the M.O.V.E. programme at Bedfont Lane Community Centre, offering Wellbeing Workout and Family Bonds sessions. Designed to promote mindful movement, open communication, vitality, and emotional expression, the programme helped residents become more active, improved mental wellbeing, and strengthened family relationships, while reducing loneliness and building stronger community connections. This unique project was very successful and greatly benefited parents, carers, and children.

2. Hounslow PHAB Youth Club (£5,824)

Hounslow PHAB's summer residential programme took eight young people to Dukes Barn Outdoor Activity Centre in Derbyshire for a week of confidence-building activities. Participants developed independence by practising daily living skills such as dressing, timekeeping, making choices, and keeping their space organised. Each day included two outdoor activities supported by PHAB leaders and qualified instructors in an inclusive, fully accessible environment. The trip offered new experiences, teamwork, and friendships, which were especially valuable for members with special needs who might not otherwise have had access to such opportunities.

3. The Hounslow Arts Centre – Drama Club (£13,340.63)

The Hounslow Arts Centre Drama Club provided a supportive space for students to build confidence, communication skills, and creativity through collaborative theatre projects. It offered West Thames College and Great Oaks College students access to drama activities not otherwise available to them, enriching their learning and development. By bringing together SEND and EHCP students from both colleges, the club promoted wellbeing and fostered meaningful social connections beyond their usual environment.

4. Ambitions About Autism - Learner and Family Support Programme at The Rise School (£10,000)

The Rise School in Feltham supported 134 autistic pupils aged four to 18, over half with co-occurring learning disabilities, combining special needs provision with access to the national curriculum to equip them with academic qualifications and life skills. Its Family Services programme guided families through complex systems, offering one-to-one advice, welfare casework, and support with housing, benefits, tribunals, and transitions. The Transitions and Welfare Officer worked closely with families, staff, and professionals to safeguard wellbeing, while initiatives such as training, information events, and food parcel distribution further supported families.

5. School & Family Works - Transgenerational Change (£20,000)

This programme based at the Cedar's School, a school for children with Social, Emotional and Mental Health needs (SEMH), provided parents and carers with a supportive space to connect, reducing isolation while building collaborative relationships. Through short, skills-based activities, participants developed practical relational strategies such as mirroring and containment, with opportunities to reflect and rehearse in parent-only sessions. Joint parent-child activities, including movement, yoga, and relaxation, supported regulation and co-regulation, helping families recognise signs of dysregulation and build calming, self-resourcing habits into daily life.

6. Cranford Community College - Heston and Cranford Summer Youth Programme (HAF Extension) - C-Change (£10,000)

The Heston and Cranford Summer Youth Programme (HAF Extension) was designed to support children aged 5 to 16 and their families in Heston and Cranford, with plans undertaken for the provision pending Council approval. Delivered in partnership with Creative Spaces London and Cranford Community College, the programme sought to expand beyond the standard HAF eligibility to include children from single-parent households, young carers, disabled youth, and those in need but not qualifying for free school meals. Building on the success of the 2019 programme, which fostered inclusivity through family engagement and youth volunteering, the additional grant allowed for increased staffing, greater accessibility for children with SEND, the introduction of multi-sports and other activities, and the provision of nutritious meals to all participants, reducing isolation and promoting community wellbeing.

7. Spring West - Summer 2025, Residential Trip Calvert Exmoor (£8,190)

The project involved seven to eight Year 10 and 11 pupils from The Physical Disabilities Centre visiting Calvert Exmoor in Devon, a residential facility that provided a range of adapted activities such as abseiling, rock climbing, canoeing, zip-wire, swimming, archery, horse-riding and stacking. These activities were designed to give pupils with physical disabilities - including conditions such as cerebral palsy, global development delay, spinal cord injury, spinal muscular atrophy, spastic diplegia, heart conditions, ADHD and autism - the opportunity to take part in experiences they would not normally be able to do. The trip aimed to build their confidence, self-esteem and mental health, as some pupils had previously struggled with mental health issues, while also encouraging greater independence by spending time away from their parents.

8. Purple Elephant - PE schools therapy sessions (£28,350)

The Purple Elephant Project worked with four schools in Hounslow to provide therapy services for children and young people experiencing emotional or mental distress. A therapist delivered half a day of work in each school across the academic year, offering one-to-one Play or Art therapy to eight children most in need, supported by reviews and reports, as well as group sessions that benefited a further 24 children. In addition, the therapist supported teachers to better understand and assist the children, helping them move forward at critical moments in their lives.

9. Springboard – Destination Hospitality 2025 (£22,800)

The Springboard Charity, in partnership with Brentford FC Community Sports Trust, delivered the first of two high-quality employability programmes in Hounslow (February 2025 to January 2026) for disadvantaged young people aged 18–30 at risk of offending, focusing on reducing knife crime. Participants gained soft and hard skills, accredited qualifications, work placements, and long-term mentoring support. The programmes build on the success of Springboard's Galvin's Chance initiative, using sports, wellbeing, and

hospitality training to help young people achieve sustainable employment and positive futures.

10. Action Breaks Silence (£14,998)

This project enabled upskilling and empowerment for two disadvantaged young people under 25 from Hounslow through a 60-hour Train the Trainer programme. This enabled them to deliver Action Breaks Silence prevention education across local schools and the wider community. Working alongside experienced trainers and Sixth Form volunteers, they lead workshops that engage 150 Hounslow primary and 100 Hounslow secondary students in empowerment, empathy, and self-defence education. The project also mentors 40 new Sixth Form Hounslow volunteers to deliver the EEAB programme, expanding community impact and fostering youth leadership. By creating relatable role models, the initiative strengthens gender equality, helps reduce violence against women and girls (VAWG), and builds long-term employability and social responsibility among participants.

11. Creative People and Places Hounslow - Creative Take Over Days (£11,250)

The Creative People and Places (CPP) Programme in Hounslow delivers resident-led exhibitions and creative events across the borough's libraries to increase access to arts and culture. In 2025–26, the Hounslow Exhibitions Group will curate two major exhibitions - a Polish artist's Imagining Futures (June 2025) and a Migration exhibition (February 2026) - touring six libraries for two years and reaching over 250,000 people annually. Alongside these, CPP will run two year-long series of monthly Creative Takeover Days led by local artists: one for young adults (18–25) at Heston Library; and one for families at Hanworth Library. These workshops will build creative skills, confidence, and community connections, inspiring participants to explore important social themes through art.

12. Heston in the Community (HiTC) - Football League (£10,000)

The HiTC Youth Football League supports boys and girls aged 11–16 in Hounslow by using football and mentoring as tools to reduce youth violence and promote positive life choices. Weekly sessions combine physical activity - improving health, confidence, and teamwork - with life skills mentoring focused on communication, leadership, and resilience. The project provides a safe, supportive space where young people can discuss challenges, build self-esteem, and form healthy relationships, particularly those at risk of social isolation or negative influences. Ultimately, the programme aims to divert young people from crime, strengthen community ties, and empower them to realise their full potential both on and off the pitch.

13. LVA Trust – Loved Valued and Able (£15,000)

This one-year project delivers non-statutory, RHSE-based emotional and relational support to disadvantaged young people, addressing the root causes of poor mental health and wellbeing. Through LVA's Theory of Change, the project aims to improve emotional wellbeing, strengthen relationships, and enhance life chances. By building self-esteem, confidence, and awareness around topics such as healthy relationships, consent, and online

behaviour, young people are empowered to make positive life choices. The programme's short-, medium-, and long-term outcomes include improved emotional resilience, healthier relationships, and greater engagement in education and future opportunities.

14. Harlequins Foundation – METTLE (£8,000)

The METTLE programme is an interactive, evidence-based mental resilience initiative delivered in primary schools, designed to equip and inspire young people through principles of positive psychology and solution-focused thinking. Running from March to December 2025, the project will expand into 8 Hounslow primary schools, reaching at least 320 children aged 7–11 who are most at risk of poor mental health. Over six weekly sessions, both in classrooms and playgrounds, METTLE uses the appeal of Harlequins Rugby to help children build confidence, emotional strength, and a positive mindset. Expected outcomes include increased physical activity, improved attitudes toward education, higher engagement in sport, and reduced emotional difficulties among participants.

15. RUILS – Family Matters Service Hounslow (£33,000)

Family Matters Hounslow is an outcome-focused support service helping families of disabled children and young people to access the tools, information, and confidence they need to help their child thrive. Through one-to-one advice sessions, longer-term casework, and specialist workshops, the Family Matters Advisor provides practical guidance on education, benefits and wellbeing, as well as emotional and peer support. The project supports families facing complex challenges such as autism, ADHD, physical or learning disabilities, and mental health conditions, often compounded by isolation or financial hardship, helping children participate more fully at school and in the community, while improving family wellbeing.

Inspire Hounslow awarded RUILS £33,000 funding to support this work. At RUILS' request, the Inspire Hounslow Board approved distributing the funding over two years to maximise service impact and leverage additional funding.

16. Skylarks – BIG GIVE 2025 (£8,000)

Skylarks Hounslow Centre provides vital support to families with children aged 0–25 who have additional needs, particularly those facing significant disadvantage. The centre offers a safe and welcoming environment where children can play, learn, and grow, while parents access advice, guidance, and peer support. Services include creative play sessions, SEND advice, a toy library, workshops, and a planned multi-sensory room to stimulate and soothe children's senses, support development, and provide a calming space for families. The programme aims to enhance accessibility, raise awareness of local support, and reduce isolation, while creating opportunities to leverage match funding from The Big Give to expand and sustain services for Hounslow families.

17. Sweet Science (£4,895)

The Sweet Science Programme is a 10-week structured, non-contact boxing and mentorship initiative that empowers disadvantaged young people. By combining sporting activities with character education, the team provides a positive, structured environment where participants develop confidence, self-discipline and essential life skills.

18. The Resilience Recovery Project (£9,600)

The Resilience Relief Recovery project in Feltham supported 30 young people (aged 13–18) with bipolar disorder and their families through a structured six-week programme. Weekly football sessions engaged participants in physical activity, helping to improve mental health, mood stability, and reduce stress. In addition, emotional wellbeing sessions were facilitated by accredited practitioners to help young people understand and manage their condition, develop self-regulation, and build coping strategies for mood fluctuations, anxiety, and impulsivity. The project combined physical and emotional support to enhance overall wellbeing for both young people and their families.

Total Large Grants 2024/2025: £245,710.63

SMALL GRANTS

1. Alliance Arts – West London (£1,500)

The purpose of this funding request was to enhance the existing dance programme by introducing new sessions led by a dedicated choreographer. These sessions offered participants the opportunity to explore different styles of dance, develop their skills, and engage in creative expression.

2. Crescendo Youth Empowerment – Intergeneration Music Making (IMM) project (£1,500)

The IMM/LVA Trust Pilot Project is a transformative initiative that aims to empower disadvantaged young people in the London Borough of Hounslow through Youth Social Action (YSA) and Intergenerational Youth Social Action (IYSA). Led collaboratively by IMM and the LVA Trust, the project used music and creative arts to promote personal growth, skill development, and positive social change, while fostering intergenerational connections and community cohesion.

3. Sunshine of Hounslow (£1,287.50)

Inspire Hounslow provided funding to Sunshine of Hounslow for its Community Yoga Lifeline initiative to improve the community's wellbeing. The aim is to support elderly people, those with disabilities or long-term health conditions, individuals experiencing low mood, young mums, survivors of domestic violence, crime victims, people on low incomes, and the wider

community. Through regular yoga and relaxation sessions, participants improved their mental and physical health, increased joint flexibility, strengthened muscles, and reduced the risk of knee operations.

4. The Mulberry Centre (£1,500)

The Mulberry Centre applied for funding to support their Welcome Assessment and Information Services, offering personalised 60-minute meetings where individuals could share their needs and receive tailored guidance. Follow-up emails reinforce the information with useful links, helping people feel more in control and better able to manage the physical and mental challenges of a cancer diagnosis.

5. Riverside Vineyard Church, Feltham: Food bank, Compassion Centre including the Storehouse Project (£1,500)

The Compassion Centre at Riverside Vineyard Church is a project that holistically supports the most vulnerable in the local community by alleviating poverty, empowering clients, and providing care and dignity. Alongside meeting practical needs, it connects people with wider support services while demonstrating love, care, and inclusion. The Centre includes a foodbank (Storehouse), children's clothing bank, free English classes, a mental health café, a job club, and money and debt advice.

6. Creative People and Places - CPP (£1,500)

A community arts worker from CPP worked with FLAG, comprised of people who live and work in Feltham, to design an event that was relevant and appealing to residents. FLAG shaped the event and had the final say in the programme, while members actively contributed to planning and delivery, gaining valuable skills and fostering a sense of community ownership. Their involvement not only empowered FLAG members but also strengthened CPP's capacity in events and arts programming, increasing the likelihood of similar events taking place in Feltham and across Hounslow in the future.

7. Cocoon Care After Care (CaC) Christmas Day transport costs (£1,500)

Cocoon Care After Care in Hounslow hosted a Christmas dinner to support and celebrate its community, providing a warm and festive meal for those in need. The event brought together service users, staff, and residents (care leavers), fostering a sense of belonging, community spirit, and holiday cheer while addressing social isolation during the festive season. Inspire Hounslow were pleased to fund the transportation for Hounslow young care leavers.

8. Champion Kickboxing - Care leavers sessions (£1,400)

Champion Kickboxers ran a programme with Hounslow Council for care leavers to empower them mentally and physically through martial arts. They sought to expand their impact as they found it challenging to keep participants engaged and motivated. By broadening the

services offered, they aim to increase motivation, attendance, and the overall benefits of the programme for the care leavers.

9. Hounslow Respiratory Support Group (£1,490)

This "Exercising and Singing" project supports members of the Hounslow Borough Respiratory Support Group by improving lung health, physical fitness, and overall well-being through specialised exercise classes and a singing group. Twice-weekly exercise classes were led by qualified instructors in Bedfont and Isleworth, with a third class planned for 2025 to better serve people with respiratory conditions across Hounslow.

10. Brentford Canal Festival 2025 (£1,500)

Inspire Hounslow supported the Brentford Canal Festival's children's area at this year's event, contributing to its great success. The Festival achieved their goal of recreating a free, joyful event that highlighted Brentford as a destination for leisure, entertainment, and culture.

11. Intergenerational Music Making Move (IMM) and Grove (£1,500)

By harnessing the power of music and creative arts, IMM aims to cultivate personal growth, skill development, and positive social change among youths, while fostering intergenerational connections and community cohesion. Inspire Hounslow's support empowered IMM to provide meaningful opportunities for youth engagement, leadership development, and skill acquisition, thereby addressing pressing challenges such as limited access to opportunities, low self-esteem, and social isolation.

12. Autism Hounslow (£1,450)

Transforming Autism's "Confident Autism Parenting in Hounslow" project delivered and evaluated a 10-week online parenting course for ten Hounslow families, helping parents gain confidence and practical skills to build strong, loving relationships with their autistic children. Through evidence-based guidance from a Senior Psychotherapist and Paediatric Occupational Therapist, parents learned strategies to support communication, reduce anxiety, and enhance family wellbeing.

13. Creative Mile Arts Trail (£1,188)

Creative Mile, a free walking arts trail in Brentford, brought together artists, makers, and the community across 20 venues for three days in late summer. Now in its fifth year, it showcased the work of around 100 artists and celebrated diversity, creativity, and inclusion. The festival attracted over 5,000 visitors, boosted the local economy, and strengthened Brentford's reputation as a vibrant cultural hub. Emerging from the isolation of the pandemic, it has helped reconnect people and revitalise community spirit through shared creativity.

14. Black History 365 (Mindfulness CIC) (£1,490)

Black History 365 enhances the mental health and wellbeing of disadvantaged young people by celebrating Black British history through music. The 3-hour interactive workshops explored the journeys of Black British musicians from the Windrush generation to the present day, inspiring participants to overcome challenges through creativity. Industry professionals Blairy Hendrix and Joshua Olusola shared their experiences and guided young people to create their own music. The project fostered empowerment, belonging, and cultural pride while developing arts skills, confidence, and community connection among young people in Hounslow.

15. Bridge the Gap Cranford (Hope Church Hounslow (£1,200)

Inspire Hounslow funded the football goal equipment, part of the sports equipment needed to establish a social football facility for 10–18-year-olds in Cranford. The project built a new footballing community for boys and girls aged 10–18 in Cranford, expanding on existing youth and young adult football initiatives in Hounslow. Weekly sessions provided opportunities for young people to develop fitness, resilience, social skills, and leadership, while encouraging regular attendance and building relationships. The project addressed the lack of youth provision in Cranford, giving participants meaningful opportunities regardless of skill, fitness, or financial situation. Funding enabled the purchase of startup equipment and the successful launch of this much-needed community initiative.

16. Inspiring Digital Futures (Cloud Crew CIC) (£1,475)

Inspiring Digital Futures invited young people aged 18–25 to Isleworth Public Hall to explore diverse career opportunities in the digital and technology sectors. Through panel discussions with industry professionals, attendees learned about various tech roles, career pathways, and the wide range of industries using digital skills. The free event offered guidance on training, mentorship, and employment opportunities, inspiring participants to pursue their own digital futures.

17. Hounslow Art Trust (£1,500)

The Heston & Cranford Local Advisory Group developed an annual outdoor cinema series and, in 2024, launched a youth film-making project for 16–21-year-olds. Participants learned to film and edit short movies on their phones and helped produce a November cinema screening at Beavers Hub, where their films were shown alongside a feature film. Inspire Hounslow gave CPP Hounslow a grant, alongside contributions from local partners to support the workshops and final screening.

18. Chronically Marvellous Nature and Natter (£1,500)

The “Nature and Natter Wellbeing Walks” project provides accessible nature walks that promote connection, mental health, and appreciation for local wildlife. The inclusive sessions welcomed participants of all abilities, offering mobility support or transport when needed, and were led by a trained group leader familiar with the area. The walks

encouraged social connection, reflection, and engagement with nature, helping to reduce loneliness and improve wellbeing. The project addressed the growing mental health crisis by combining exercise, nature, and community support to make a positive impact on people's lives.

Total Small Grants 2024/2025: £25,980.50

TOTAL LARGE AND SMALL GRANTS AWARDED 2024/2025:
£271,691.13

(after grants written back relating to prior years, SOFA total is £267,072)



A company limited by Guarantee and Registered Charity

Financial Review

Inspire Hounslow remains well funded, with its principal source of income continuing to be transferred from the original capital from CIP at the charity's inception. These funds are held with a UK external investment manager within a diversified investment portfolio and with a UK bank for cash management

The portfolio generated income of £71,887 a strong result given prevailing market conditions, the current risk profile and the portfolio's holding structure. At year-end, total funds under management stood at £1,520,423. Detailed financial results are presented on pages 29 of the accompanying accounts.

The charity awarded grants totalling £271,691 during the year (£267,072 after prior year grants written back and compared to £221,276 in the previous year). This increase reflects strategic and operational adjustments made by the Board and aligns with its declared intentions for the year.

The outcomes of this year's grant activities are detailed on pages 27-28.

Overhead costs for the year were £15,716, a 39% reduction from the previous year. This decrease reflects the Board's continued scrutiny and the implementation of tight financial controls, with general overheads maintained at consistent levels.

Income from interest and dividends rose significantly, with the £71,887 received representing a 79% increase year-on-year. The investment portfolio closed the year with a valuation of £1,520,423 as at March 2025. Market conditions remained stable, and Inspire Hounslow was able to draw down funds as needed. The FTSE Index ended the year higher than the previous year.

Investment Trust holdings showed a total annual decrease of 9.6%, inclusive of realised and unrealised gains and withdrawals. The year-end valuation reflected an unrealised loss of £33,480 against book value. The portfolio remains strong and well diversified.

The balance sheet (page 25) confirms net assets of £1,316,154 positioning Inspire Hounslow to continue delivering its charitable programme with confidence.

While grant-giving activities remain robust, there is scope to expand and enhance in the year 2026. In 2025, the Board undertook a strategic review of policies and activities, setting out measures to improve focus, efficiency, and effectiveness.

No dividends were paid or proposed during the financial year.

INSPIRE HOUNSLOW
(A company limited by Guarantee)
TRUSTEES' ANNUAL REPORT for the year ended 31st March 2025



COMPANY/CHARITY STRUCTURE

The charity is a company limited by guarantee with no share capital. The company was formed in 1998 under the name of Hounslow Culture & Community Services to manage the leisure activities of Hounslow Council, and after the cessation of trading operations in 2008 changed its name to Inspire Hounslow.

Its governing document is its Memorandum & Articles of Association, which were refreshed on 11th July 2017 to bring them in line with current activities and aspirations.

The appropriate Governing documents, Memorandum and Articles of Association, constitution, rules, and documentation were fully reviewed and refreshed by March 2020. These activities were completed in association with and, under the guidance of, the IH company solicitors. As a result of this refresh, the Trustees believe that the Charity conforms to all necessary regulations, guidance and recommendations as set out by the Charity Commission.

MANAGEMENT – TRUSTEES' RECRUITMENT AND INDUCTION

The charity is controlled by the board of trustees, who are also the directors for the purpose of company law.

All the trustees are members of the company and guarantee to contribute £1 in the event of a winding up; no Trustee has any beneficial interest in the company.

All trustees are unremunerated.

The Articles of Association require the company to be run by a Board of Trustees who are expected to take decisions collectively. The board when complete consists of at least three and not more than eleven people.

Trustees will each normally hold office for three years and be eligible for re-election twice. Additional board members are sought by public advertisement and by private approach.

New trustees have been recruited in accordance with the appropriate guidelines. There are clearly documented processes listed in the Inspire Hounslow recruitment protocol.

New trustees are initially interviewed by a Recruitment Group, and later by the full Board. Approved applicants are co-opted for an initial term of six months, which is considered a probation period. At the end of the initial term the appointment is reappraised, and, if appropriate, the Trustee is reappointed as a full Trustee. There may be circumstances in which the initial term is extended for a further period of 3 to 6 months. Thereafter, such people are expected to serve for a three-year term and are eligible for re-election in due course.

All new trustees have undergone the appropriate checks and necessary reviews. These are completed by the admin manager and the company solicitor.

On appointment, Trustees are provided with a copy of the charity's governing documents, the rules and an induction pack of policies and procedures, which are a guideline to its method of operation. They are also offered a mentor and formal training on the responsibilities of Charity Trustees, particularly on the requirements of the Charity Commission.

INSPIRE HOUNSLOW

(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2025



Independent Examiner

Charity law requires that the accounts of registered charities should be certified by an Independent Examiner; Paul Alexander FCA of Accountancy Management Services Limited has been asked to fulfil this role for the company.

In so far as the trustees are aware at the time of approving this trustees' annual report,

- there is no relevant information, being information required by the independent examiner in connection with preparing their report, of which the examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish the examiner is aware of that information.

Trustees responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

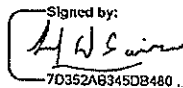
Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company, and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently
- observe the methods and principles of the charity 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board
& signed on its behalf

Howard Simmons
Chair

Signed by:

7D352A8345DB480 .

Date: 12/17/2025

INSPIRE HOUNSLOW
(A company limited by Guarantee)



INDEPENDENT EXAMINER'S REPORT for the year ended 31st March 2025

Independent Examiner's report to the Trustees of Inspire Hounslow (the "Company")

I report to the Trustees on my examination of the accounts of the Company for the year ended 31st March 2025.

Responsibilities and basis of report

As the charity's Trustees of the Company (and its Directors for the purposes of Company Law) you are responsible for the preparation of accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under Section 145 of the Charities Act 2011 ("the 2011 Act") . In carrying out my examination, I have followed the Directions given by the Charity Commission under Section 145 (5)(b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- i) accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act , or
- ii) the accounts do not accord with those records
- iii) the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- iv) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

The report is made to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

A handwritten signature in black ink, appearing to read "P. Alex".

Paul Alexander FCA
Independent Examiner
Accountancy Management Services Limited
South Street House, 51 South Street
Isleworth TW7 7AA

Dated 17 December 2025

INSPIRE HOUNSLOW
(A company limited by Guarantee)



STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31st March 2025

	Note	2024-25 £	2023-24 £
INCOME FROM			
Incoming resources from generated funds			
Investment income	2	71,877	40,117
		<u>71,877</u>	<u>40,117</u>
EXPENDITURE ON			
Charitable activities	4	(267,072)	(221,276)
Governance costs	3	(21,728)	(17,857)
Support costs	5	(15,716)	(25,864)
		<u>(304,516)</u>	<u>(264,997)</u>
NET MOVEMENT OF FUNDS		(232,639)	(224,880)
GAINS FROM INVESTMENTS			
Realised gains from investments		49,350	18,645
Unrealised (losses)/gains	6	(33,480)	137,652
NET INCOME/(EXPENDITURE) FOR THE YEAR		<u>(216,769)</u>	<u>(68,583)</u>
TOTAL FUNDS BROUGHT FORWARD		1,532,923	1,601,506
TOTAL FUNDS CARRIED FORWARD		<u>£1,316,154</u>	<u>£1,532,923</u>

All recognised gains or losses are included in the statement of financial activities.

The notes on pages 26 to 30 form part of these financial statements.

INSPIRE HOUNSLOW
 (A company limited by Guarantee)
 Company No 3548669
BALANCE SHEET as at 31st March 2025



	Note	31/03/2025 £	31/03/2024 £
Fixed Assets			
Investments	6	1,520,423	1,681,983
Current assets			
Debtors	7	355	479
Cash at bank		65,598	47,670
		<u>65,953</u>	<u>48,149</u>
Creditors: Amounts falling due within one year	8	(270,222)	(197,209)
		<u>(204,269)</u>	<u>(149,060)</u>
Net current assets/(liabilities)		<u>(204,269)</u>	<u>(149,060)</u>
		<u><u>£1,316,154</u></u>	<u><u>£1,532,923</u></u>
Represented by			
Capital and reserves			
Unrestricted funds	10	1,316,154	1,532,923
		<u>£1,316,154</u>	<u>£1,532,923</u>

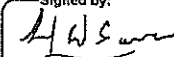
For the year ending 31st March 2025, the Company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies. The members have not required the Company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

These financial statements were approved by the directors and authorised for issue, and are signed on their behalf by

Howard Simmons
 Chair
 Date: 12/17/2025

Signed by:

 7D352AB345DB480

The notes on pages 26 to 30 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2025

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of these financial statements are as follows:-

Basis of Preparation

These financial statements are 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 1st January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspire Hounslow meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

It is the trustees' opinion that the going concern basis of preparation of the accounts continues to be appropriate.

Income

The charity presently has no trading activity, so all its income is derived from interest and dividends on its investments and bank interest.

Donated services and facilities

The charity has neither premises or employees which it has to fund.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Investments are measured at fair value through the Statement of Financial Activities.

Resources expended

Expenditure is accounted for on an accruals basis and has been categorised under the following headings:

Charitable activities - funds disbursed in order to directly further the objects of the charity

Governance costs - incurred in connection with the compliance of the charity with constitutional and statutory requirements

Support costs - associated with the funding of grants and general management costs of the charity

Other

Both Incoming resources and resources expended are recognised on an accruals basis.

The accounts are presented in pounds sterling and figures are rounded to the nearest whole number.

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2025 (cont'd)

	2024/25	2023/24
2 Incoming resources	£	£
Investment income	71,877	40,117
	<u>£71,877</u>	<u>£40,117</u>
3 Governance costs	£	£
Accountancy	8,221	6,107
Independent examination	2,100	2,220
Investment advisors' fees	11,407	9,530
	<u>£21,728</u>	<u>£17,857</u>
4 Charitable activities	£	£
Charitable grants		
Spring West	8,190	1,500
ACAA	-	25,170
Creative Spaces London	-	1,000
Hay	-	19,000
Skylarks	7,745	34,505
Cycle Sisters	-	1,500
Swimming Club Multivity	(2,445)	28,378
KidWise	-	1,000
Brentford Canal	-	1,000
The Reach Foundation	-	1,500
Polish Klan	-	2,500
Spark	-	40,000
Springboard 2024	(1,919)	29,958
Sunshine of Hounslow	1,288	1,500
The Creative Mile	1,188	1,400
The School & Family Works	20,000	10,000
The Mulberry Centre	1,500	1,500
Brentford Voice	-	1,000
Purple Elephant	28,350	23,490
LVA	15,000	(4,625)
Alliance Arts	1,500	-
Intergenerational Music making move and grove	3,000	-
Positive Movement Group	12,463	-
PHAB	5,824	-
Hounslow Art Centre	13,340	-
Hounslow Art Trust	1,500	-
<i>(cont'd on next page)</i>		

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2025 (cont'd)

	2024/25	2023/24
	£	£
4 Charitable activities (cont'd)		
Charitable grants cont'd		
Ambitious about Autism	10,000	-
Cranford Community College	10,000	-
Riverside Vineyard	1,500	-
Creative People & Places	1,500	-
Champion Kickboxing	1,400	-
Cocoon After Care	1,500	-
Hounslow Respiratory Support Group	1,490	-
Brentford Festival	1,500	-
Nature and Natter Walks	1,500	-
Mettle	8,000	-
Ruils	33,000	-
Autism Hounslow	1,450	-
Bridge the Gap	1,200	-
Inspiring Digital Futures	1,475	-
Black History 365	1,490	-
Action Breaks Silence	14,998	-
Take Over Days	11,250	-
Sweet Science Foundation	4,895	-
Springboard Destination 2025	22,800	-
The Resilience Recovery Project	9,600	-
HITC	10,000	-
	<u>£267,072</u>	<u>£221,276</u>
5 Support costs		
Legal & professional	-	100
Consultancy	-	12,650
Meeting expenses	-	36
Insurance	563	534
Bank charges	-	15
Advertising and marketing	-	168
Admin support	11,626	9,094
Venue hire	536	822
IT software and subscriptions	2,380	1,183
Staff and trustee training	-	195
Sundry	611	1,067
	<u>£15,716</u>	<u>£25,864</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2025 (cont'd)

	2024/25	2023/24
	£	£
6 Fixed asset investments		
Market value bf	1,681,983	1,670,814
Additions	376,653	1,814,158
Portfolio cash movement	19,742	1,871
Disposals	<u>(524,475)</u>	<u>(1,942,512)</u>
	1,553,903	1,544,331
Revaluation (deficit)/surplus	<u>(33,480)</u>	<u>137,652</u>
Market value of	<u><u>£1,520,423</u></u>	<u><u>£1,681,983</u></u>
 Analysis of investments		
UK quoted investments	1,485,987	1,667,289
Cash in portfolio	34,436	14,694
Unlisted investment	-	-
	<u><u>£1,520,423</u></u>	<u><u>£1,681,983</u></u>
 7 Debtors		
Prepaid expenses	<u>355</u>	<u>479</u>
	<u><u>£355</u></u>	<u><u>£479</u></u>

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2025 (cont'd)

	2024/25	2023/24
8 Creditors: Amounts falling due within one year	£	£
Trade creditors and accruals	7,988	15,000
Charitable grants payable	262,234	182,209
	<u>£270,222</u>	<u>£197,209</u>

9 Company status

The company is a private company registered in England, limited by guarantee. In the event of the company being wound up, each member is required to contribute an amount not exceeding £1.
The registered office is South Street House, 51 South Street, Isleworth TW7 7AA.

	2024/25	2023/24
10 Unrestricted funds	£	£
Balance brought forward	1,532,923	1,601,506
Deficit for the year	(216,769)	(68,583)
Balance carried forward	<u>£1,316,154</u>	<u>£1,532,923</u>

The deficit for the year is arrived at after Independent examiner's fees of £2,100 (2024: £2,100).

11 Related party transactions

There were no related party transactions during the year that required disclosure.

	2024/25	2023/24
12 Staff Costs	£	£
Wages and Salaries	11,401	9,094
Social Security costs	-	-
	<u>£11,401</u>	<u>£9,094</u>
Staff numbers	1	1

There were no employees who received total employee benefits (excluding employer pension costs) of more than £60,000.

No Trustee/Director received any remuneration or other benefits from the charity.

No expenses were incurred by the Trustees/Directors.

INSPIRE HOUNSLOW

England & Wales - Charity number 1104413

Accounts



Company Number **3548669**

Charity Number **1104413**

INSPIRE HOUNSLOW
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2024

INSPIRE HOUNSLOW
(A company limited by Guarantee)



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INSPIRE HOUNSLOW
(A company limited by guarantee)

MISSION STATEMENT

Vision and Values

Our Vision is to inspire disadvantaged young people in Hounslow to succeed and live a fulfilling future contributing to a flourishing, inclusive and sustainable community and society.

Our Values are fundamental to how we work every day with clients, colleagues, volunteers, supporters and partners. They describe the sort of people we are, how we conduct ourselves, and the experience people can expect when they come into contact with Inspire Hounslow. They are integral to what we do and how we do it, and we look for them in everyone we work with. Our values show that helping people to help themselves is at the heart of everything we do.

Four core values underlie and drive everything we do:

RESPECT

- Trust is important and all our communications and actions are transparent
- We are an action oriented and community focussed organisation intending to get things done

INSPIRE

- We are passionate about what we do and demonstrate enthusiasm and tenacity when dealing with challenges

PRAGMATISM

- We are realistic about what can be achieved and ensure our work is targeted at needs and improving outcomes
- We are able to demonstrate the progress made and outcomes delivered

OPENNESS

- We are an inclusive and approachable organisation that is for the benefit of all members of the community and especially those facing discrimination and/or disadvantage
- Collaboration and community involvement with integrity are part of all we seek to do



INSPIRE HOUNSLOW
(A company limited by guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name	Inspire Hounslow
Company Number	3548689
Date of Incorporation	14 April 1998
Charity Number	1104412
Date of Registration	17 June 2004
Company Secretary	Jacque Foster (appointed 7 February 2023)
Registered Office	South Street House, 51 South Street, Isleworth TW7 7AA
Directors/Trustees	Gillian Chapman Jacque Foster Ceylin Kolsal Linda Learney (Vice Chair) Edward Locke (resigned 30 June 2023) Allen Powley (resigned 23 June 2023) Charles Rees Howard Simmons (Chair from 22 April 2023) Heather Smith Vipan Bij (appointed December 2023, resigned 8 October 2024) Rachit Sharma (appointed December 2023)
Independent Examiner	Paul Alexander FCA, Accountancy Management Services Limited, South Street House, Isleworth TW7 7AA
Investment Managers	Atomos Wealth and Finance Managers, 5 Hatfields, London SE1 9PG
Bankers	Lloyds Bank Plc, Chiswick London W4



INSPIRE HOUNSLOW
(A company limited by guarantee)

CHAIRMAN'S INTRODUCTORY STATEMENT for the year ended 31 March 2024

The year 2023/24 has been one of consolidation and development for Inspire Hounslow. While two experienced Trustees have stood down during the course of the year after making significant contributions two new Trustees have been recruited bringing different skills, experience and perspectives. A newly appointed Chair has been welcomed by the Board and a sense of energy and purpose has replaced the uncertainties of the previous year.

When Allen Powley, a senior manager with Glaxo Smith Kline, stood down having done much to establish an effective Audit Committee, his role was taken on by Charles Rees who has significant legal and governance experience. And while Edward Locke stood down after many years contribution in building Inspire Hounslow as an effective organisation his legacy has been taken forward by Linda Learney in the role of Vice Chair and Jacque Foster as Company Secretary.

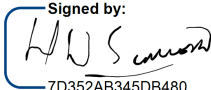
The Board determined to recognise the major contribution made by Edward through awarding him the honorific position of President of Inspire Hounslow by which means his knowledge and skills may still be drawn upon by the Charity in this non-executive role.

We continue to seek new Trustees to reflect the rich cultural diversity and community experience within the Borough of Hounslow and the Recruitment Group has worked hard and effectively to recruit new Trustees and paid staff during the year.

Both Vipam Bij and Rachit Sharma joined the Board at the end of 2023 bringing with them significant business and financial experience alongside organisational development and mentoring of start-ups and new community bodies.

Alongside these changes Sallie Crook, the long serving Operations Manager who has played a vital role in the development of Inspire Hounslow to date as the paid staff member retired and received the profuse thanks of the Board. The Recruitment Group was successful in attracting a number of talented applicants from whom the Board has been pleased to welcome Gillian de Soyres to the modified paid role of Administrator and Grant Development Manager as from December 2023.

I offer my personal thanks to all Board Members – and to Becky O’Flynn our External Accountant who has ensured that all financial reporting and due diligence in grant making is carried out efficiently and effectively – for a successful and inspiring year. I also offer thanks to our partner organisations and the funded groups with whom we have worked over this last year. A summary of the activities and achievements of Inspire Hounslow is set out in the following report.

Signed by:

7D352AB345DB480...
Howard Simmons

Chair of the Board



INSPIRE HOUNSLOW
(A company limited by guarantee)
TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

TAKING STOCK, MAKING CONTACTS, BUILDING NETWORKS AND PARTNERSHIPS, AND DELIVERING OUTCOMES

1. TAKING STOCK

The Board has during the year reviewed the Charity's purpose and objectives and reconfirmed the Vision, Values and Mission statements which set the operating context.

While the Memorandum and Articles of Association provide a wide remit to address community needs across the London Borough of Hounslow the Board has determined to continue focussing on the needs of young people from all communities and especially those facing discrimination or disadvantage.

We seek to build opportunities for young people who "reside, work or study in the London Borough of Hounslow" by investing in community based projects and programmes that develop skills and confidence and promote equality alongside community capacity and resilience. Alongside this we will continue to support events and activities that build community cohesion and celebrate diversity across Hounslow such as the Polish Festival, Canal Festival, and the Creative Mile Arts Trail.

Trustees undertook a review of the Grants Strategy this year and agreed to continue with revised rolling programmes of considering Small Grants up to £1,500 and Large Grants from £1,500 to £30,000 in total at Board meetings throughout the year. Publicity about the programme has been revised with more attractive and accessible material developed and greater use of on line and social media sources being developed.

The Charity has continued to invest through its programmes of small and medium to large grants in projects and activities that benefit clearly identified partners, communities of interest and place and clearly focussed beneficiaries and therefore can demonstrate impacts and outcomes and the value of its operations.

This is important in showing the value of Inspire Hounslow, demonstrating its compliance with the Charity Commission's guidance and requirements on the operation for public benefit and developing the opportunities for building partnerships with other funding bodies and investors to consider larger scale projects.

It is also important in enabling the Board to compile and regularly review the Register of Risks to which the Charity is through its operations regularly exposed and determine appropriate and mitigating actions and plans.

2. MAKING CONTACTS

During the course of the year the Board has renewed its programme of engagement with key partners and agencies across Hounslow so that there is a better understanding of the purpose and mission of Inspire Hounslow.



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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

Meetings have been held with the Grants and Community Development Teams within Hounslow Council to explain the approach and Grants Strategy being pursued by Inspire Hounslow and to discuss the opportunities for collaborative funding and improved coordination. This has led to better communication and the referral of several organisations seeking funding to Inspire Hounslow.

Meetings and discussions have also been held with the Ealing and Hounslow Council for Voluntary Service (E&HCVS) and Trustees have attended a number of their working groups considering aspects of how best to support and grow the activities and reach of the Community and Voluntary Sectors in the Borough.

Equally meetings have been held with leading Councillors in Hounslow including the Leader and Chairs of the 7 Area Fora that focus on groups of Wards covering geographic areas of the Borough to encourage greater community engagement on the one hand and better service planning, coordination and delivery on the other between statutory and voluntary agencies.

Trustees have as a result started to attend the Area Fora and contribute to these as they provide a useful way to make contact with local organisations and agencies, find out about local needs and issues, make contact with local Councillors and promote knowledge and understanding about Inspire Hounslow.

3. BUILDING NETWORKS AND PARTNERSHIPS

Through the process of taking stock and making contacts Trustees have recognised the opportunities to extend the reach and effectiveness of Inspire Hounslow by developing networks and where possible partnerships with other key funding agencies and organisations.

In October 2023 Inspire Hounslow was invited by the Council to attend the Hounslow Funders Fair held at Hounslow House and to contribute as a key note speaker as well as to have a stand to promote the Charity. Three Trustees attended what was a very well attended event with over 100 community organisations present.

Promotional material for Inspire Hounslow was produced for the event with pop up banners and leaflets while the speaker session gave the opportunity to set out the Grant Strategy for the Charity with its sharpened focus on those geographical communities facing the greatest levels of deprivation and disadvantage - Bedfont, Feltham, Heston and Cranford – as priority area for investment and Grant aid support. See Figure 1 on following page.

INSPIRE HOUNSLOW
(A company limited by guarantee)
TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

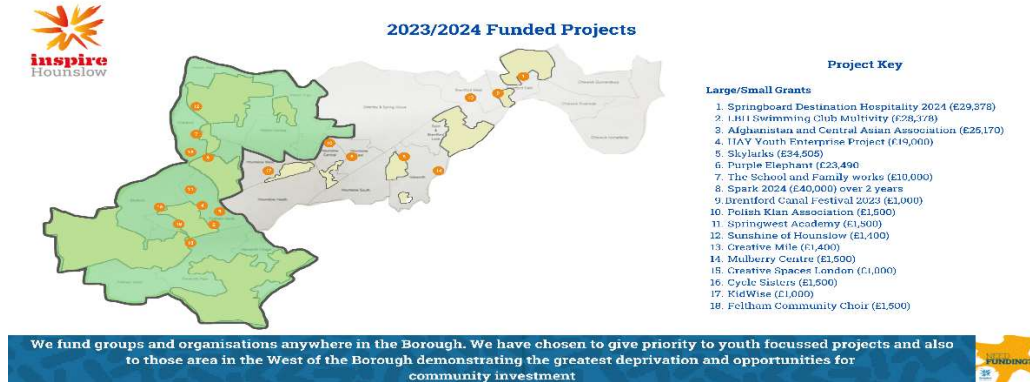


Figure 1: Inspire Hounslow priority geographical communities.

At this time Inspire Hounslow was also invited to join the Hounslow Borough Funders Forum convened by London Funders which meets quarterly and involves over 15 funding bodies seeking to invest in communities in Hounslow. These include the Heritage and other Lottery Funds, City Bridge Foundation, Lloyds Bank, Heathrow Community Trust, Several City Livery Companies, Sports Council, Arts Council, Freshwater Foundation. Inspire Hounslow has now attended several meetings of this body and is developing contacts and links as well as discussing possible joint approaches to supporting the Community and Voluntary sector in Hounslow.

4. ACHIEVEMENTS AND PERFORMANCE – DELIVERING OUTCOMES

The main achievements of the Charity this year relate directly to the funding of a variety of projects and activities within the London Borough of Hounslow that aim to build opportunities, develop skills, tackle disadvantage and discrimination and build individual and community capacity and resilience. Considerable effort is made by Trustees in the grant assessing, giving and monitoring process to ensure that the funds invested have been utilised to benefit the identified individuals and groups and that the monies have been allocated wisely and spent correctly.

In the following section the grants awarded in the year 2023/24 are briefly reviewed.

PROJECTS AWARDED THIS YEAR (23/24)

FULL APPLICATIONS

N.B. The value shown represents the total for the project. It does not reflect the amount paid in this financial year.

INSPIRE HOUNSLOW**(A company limited by guarantee)****TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024****1. Springboard Destination Hospitality 2024 (£29,958)**

This project involved disadvantaged NEET's (aged 16-24) who live in Hounslow being trained and given work experience in various aspects of the hospitality business, in conjunction with Brentford Football Club Community Sports Trust. This was followed by support and mentoring them to seek permanent employment.



The Springboard team were successful in supporting young people into employment. They commented, *"We'd like to say a huge thank you to Inspire Hounslow for supporting us yet again for the second consecutive year, allowing us to run our Hospitality Futures programme which allows 13 individuals from the Hounslow area to begin successful careers in the hospitality, leisure and tourism industry."*

2. LBH Swimming Club Multivity (£28,378)

A project aimed at engaging young people in a range of physical activities to improve their skills and also their general physical and mental wellbeing. Individuals took part in various activities such as boxing, exercise to music, junior gym, roller skating, swimming and yoga.

3. Afghanistan and Central Asian Association (ACAA) (£25,170)

This project delivered accredited English classes, digital/IT skills training and careers advice for newly arrived young Afghan and Ukrainian refugees aged 16-25, living in Hounslow, to help them reach their full potential and overcome barriers to employment.

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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024


ACAA said, “We want to take this opportunity to thank Inspire for this generous funding to support Afghan and Ukrainian refugees in their progress toward learning English, IT skills and career preparation. We hope to have further opportunities for collaboration in the future.”

4. HAY Youth Enterprise Project (£19,000)

The Youth Enterprise Project is ASDAN Accredited and led by award-winning entrepreneurs, education specialists, technology specialists, Senior Youth Workers, and volunteers. It is designed for 120 young people aged 14-21 and focuses on assisting young people with learning disabilities, mental health and behavioural issues, particularly those who are NEET.

5. Skylarks (£34,505)

Skylarks delivers activities for young people with additional needs, both online and at The Cross Way Centre, Twickenham. Skylarks aim to open a new centre of operations in Hounslow. This new project enabled them to deliver activities in Hounslow for the first time, as they have seen an increasing number of families from the borough accessing their services in Twickenham.

Activities are aimed at supporting young people with additional needs to grow, feel included, enjoy taking part in a supportive environment, most of life, thrive and grow in confidence. They also support their parents/carers with advice, advocacy, or just simply by providing a relaxing and welcoming place to bring their children and let them play without judgement. They offer events, activities, talks, workshops, clinics, and therapies.

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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

6. Purple Elephant (£23,490)

To fund therapeutic interventions, using play therapy techniques, for children within Hounslow schools, whose complex needs cannot be met by school resources or statutory services.

7. The School and Family works (£10,000)

To continue to provide structured multi-family group therapy to children from disadvantaged families, with additional mental health issues, and recruit new members to Family Groups in order to provide the optimum environment for the children to continue to progress, to begin a Graduate Program and run supportive parent/carer events.



8. Spark 2024 (£40,000) over 2 years

This project continues to provide inspirational, engaging, long-term, real working world experiences for key stage 4 learners, at Hounslow's Woodbridge Park Education Service (WPES), in order that the young people have more relevant, meaningful post-16 progression routes, with sustained employment, education or training. It includes multiple engagements with the world of work and local employers, developing the students' confidence and employability skills, and will be followed by a year-long, part-time internship with employers, focused on the students' vocational sectors of interest

Total Large Grants awarded in the year £210,501

SMALL GRANTS APPLICATIONS

1. Brentford Canal Festival 2023 (£1,000)

Inspire Hounslow contributed to the costs of running the festival, specifically the provision of boat trips, a dance performance, and water sport activities.

2. Polish Klan Association (£1,000)

This grant contributed towards the infrastructure costs for the Community Day in Lampton Park.

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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

3. Springwest Academy (£1,500)

This grant contributed towards the costs of taking Year 10 and 11 pupils with physical disabilities on a adventure residential trip to Exmoor.

4. Sunshine of Hounslow (£1,500)

To fund the delivery of yoga sessions.



5. Creative Mile (£1,400)

This grant contributed to the costs of running a weekend event to celebrate the creative arts in Brentford.

6. Mulberry Centre (£1,500)

To contribute to the costs of running the Welcome Assessment and Information Support project at the Centre.

7. Creative Spaces London (£1,000)

To help expand the summer programme of activities for children. The funding allowed them to offer employment opportunities to local young people, working in partnership with C-Change West London / Heston West Big Local programme.

INSPIRE HOUNSLOW**(A company limited by guarantee)****TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024**

Creative Spaces Hounslow commented *“Being supported by a local funder allows us to work efficiently and effectively with our community. Inspire Hounslow is a charity that knows the area and understands the challenges faced by local people. As a small CIC our resources are limited and having the grassroots support offered by Inspire Hounslow makes a huge difference to our staff, participants and organisation.”*

8. Cycle Sisters (£1,500)

The project aims to improve health and wellbeing among less active Muslim women who live, work or study in Hounslow who are currently excluded from mainstream swimming provision and from acquiring an essential life skill.

9. KidWise (£1,000)

This project was to implement a pilot program aimed at providing Virtual Reality STEM (Science, Technology, Engineering, and Mathematics) sessions in local primary schools. These sessions were designed specifically for children identified by their schools as needing small group intervention, with a special focus on those suspected or diagnosed with neurodiversity.

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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

10. Brentford Canal Festival (£1,000)

Inspire Hounslow contributed to the costs of running the festival, specifically the provision of boat trips, a dance performance, and water sport activities.



11. Feltham Community Choir (£1,500) (Reach)

This project was to grow the presence of the choir by performing more widely through a Summer and Christmas concert alongside smaller outreach opportunities in care homes, sheltered accommodation and community centres. Also to promote the choir across Feltham, Hanworth and Bedfont using posters, leaflets and banners and a promotional video of the choir for social media.

12. Polish Klan (£1,500)

This grant contributed towards the infrastructure costs for the Community Day in Lampton Park.

Total Small Grants awarded: £15,400

Total Small and Large grants awarded for the financial year £225,901

(after grant written back relating to prior years, SOFA total is £221,276)

FUNDING STRATEGY AND CONSTITUTION

The constitution provides few restrictions on the awarding of grants and stipulates activity to be within the London Borough of Hounslow. Inspire Hounslow has decided that, as a matter of principle, it will distribute all its income to charitable causes, giving priority to assisting disadvantaged young people as it preferred ambition.

The board's policy is that further, if there was a convincing case, Inspire Hounslow would be willing to distribute both the investment interest and capital to compelling causes, either by way of grants or donations.



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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

INVESTMENT POLICY

The investment policy is set out in our documentation. Inspire Hounslow's focus and policy related to CSR and ethical investing is laid out in the investment policy.

RESERVE POLICY

The reserves policy is clearly defined in Inspire Hounslow's strategy and policy documents. The directors consider that the company's reserves are adequate for the foreseeable future.

FINANCIAL MANAGEMENT – BUSINESS PARTNERS

ATOMOS

The core funds continue to be professionally managed by Atomos. During the year Inspire Hounslow reviewed the portfolio with Atomos and will revisit the investment policy which was shared with Atomos in the coming period in light of a 3 yearly review. The investment strategy proceeds on a medium risk basis.

The performance of the portfolio is monitored regularly and reported to the Board each month.

At the end of the financial year, the total funds under management were £1,681,983.59.

MENZIES

The relationship with Menzies as the external accountants and independent examiner for Inspire Hounslow has been ongoing for several years. Meetings in the period took place and the relationship between Inspire Hounslow, Bright Bookkeeping Solutions and Menzies continued to up August 2024.

ACCOUNTANCY MANAGEMENT SERVICES LIMITED (AMS)

AMS were appointed in the year as the external accountants and independent examiner for Inspire Hounslow. Meetings in the period took place and the relationship between Inspire Hounslow, Bright Bookkeeping Solutions and AMS was established.

LLOYDS

On-line Banking is permitted via Lloyds (the primary account) and has worked well including an established audit trail and compatibility with the accounting software used to provide monthly reports to the board.



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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

BRIGHT BOOKKEEPING SOLUTIONS

Bookkeeping tasks and the continued process of Bright Bookkeeping Solutions reviewing the applications' financial aspects of the applicant continue to provide supporting due diligence in providing tight financial controls.

AUDIT COMMITTEE

The Audit Committee, constituted to review decisions made by the Board and establish an overview and scrutiny process, continued under the chairmanship of Charles Rees.

RISK REGISTER

A formal risk register is reviewed by the Board on a regular basis. Trustees would make note that the risks are considered controllable and there are robust mechanisms established and in place. Project funding is controlled by a rigorous assessment policy. There is a significant control mechanism for the release of funds. The Audit Committee scrutinises the Co-chair and Trustee activity. Ultimately and most relevantly, the access to the funds is tightly controlled.

CONTRACTOR AND SUPPLIER REVIEW

The Board continues with the process of evaluation of third party/ contractor relationships and support structure to ensure sufficient personnel and resources to undertake the activities required and to achieve our vision and mission. The Audit Committee continue to monitor this and highlight areas of concern to the board.

FINANCIAL CONTROLS AND DISCIPLINES

The financial controls and parameters have been reviewed rigorously by the board and are more than adequate for the size and nature of the responsibility. Detailed policies for making payments, awarding grants and are embedded within the current operations model and work well to established good protocols and disciplines to safeguard.

FINANCIAL REVIEW

The principal source of funding of Inspire Hounslow was the original monies transferred from CIP when the charity was first established. Inspire Hounslow continues to be well funded as a result of this transfer of funds held within an investment portfolio.

The Investment Portfolio has produced an income of £40,117 which is a consistent average performance, given the market conditions over the period, the current level risk basis and portfolio holding structure. At the end of the financial year the total Inspire Hounslow funds under management were £1,681,983.

Detailed results appear on pages 25 of the accounts which accompany this report.



INSPIRE HOUNSLOW
(A company limited by guarantee)
TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024

Inspire Hounslow saw a well-funded and controlled fiscal year and the combined grants awarded for the year was £225,901 (£221,276 after prior year grant written back) which was anticipated due to strategy and commitment changes throughout the year and resulted in a higher award than previous years but was in line with intentions of the board.

The results of this year's grant activities are set out on page 24.

The total overhead costs for the financial year were £43,721 which was an increase of 15% from the previous year. This was a result of service costs incurred to recruit and support a new chair. General overheads outside of these expenses continued to be maintained at the same level as the previous year which continues to demonstrate the tight financial controls in place and the board's scrutiny of financial costs and relevance.

Income from interest and dividends were moderate and the fiscal year ends with an investment portfolio valuation of £1,681,983 at the end of March 2024 and received an income from Interest and Dividends of £40,117 from the fund which was 4% increase from the previous year. The investment markets were balanced throughout the year however Inspire Hounslow has seen a steady increase of funds and have been able to draw down from the portfolio when required. The financial year-end closed with FTSE Index higher than last year.

Inspire Hounslow's Investment Trust holdings showed a total increase in the year of 6.7% which includes realised and unrealised losses together with funds removed. The investment valuation at year end showed an unrealized gain of £137,652 to book value. The Investment portfolio continues to be strong and diverse. The balance sheet on page 21 shows that the company has net assets of £1,532,923 which leaves it still well placed to conduct its programme of charitable activities.

The charity is performing well in its grant giving activities but there is plenty scope to do more. The Board reviewed its policies and activities in 2024 and set out strategies to significantly improve focus, efficiency, and effectiveness. No dividends have been paid or are proposed in the financial year.

INSPIRE HOUNSLOW
(A company limited by Guarantee)
TRUSTEES' ANNUAL REPORT for the year ended 31st March 2024



COMPANY/CHARITY STRUCTURE

The charity is a company limited by guarantee with no share capital. The company was formed in 1998 under the name of Hounslow Culture & Community Services to manage the leisure activities of Hounslow Council, and after the cessation of trading operations in 2008 changed its name to Inspire Hounslow.

Its governing document is its Memorandum & Articles of Association, which were refreshed on 11th July 2017 to bring them in line with current activities and aspirations.

The appropriate Governing documents, Memorandum and Articles of Association, constitution, rules, and documentation were fully reviewed and refreshed by March 2020. These activities were completed in association with and, under the guidance of, the IH company solicitors. As a result of this refresh, the Trustees believe that the Charity conforms to all necessary regulations, guidance and recommendations as set out by the Charity Commission.

MANAGEMENT – TRUSTEES' RECRUITMENT AND INDUCTION

The charity is controlled by the board of trustees, who are also the directors for the purpose of company law.

All the trustees are members of the company and guarantee to contribute £1 in the event of a winding up; no Trustee has any beneficial interest in the company.

All trustees are unremunerated.

The Articles of Association require the company to be run by a Board of Trustees who are expected to take decisions collectively. The board when complete consists of at least three and not more than eleven people.

Trustees will each normally hold office for three years and be eligible for re-election twice. Additional board members are sought by public advertisement and by private approach.

New trustees have been recruited in accordance with the appropriate guidelines. There are clearly documented processes listed in the Inspire Hounslow recruitment protocol.

New trustees are initially interviewed by a Recruitment Group, and later by the full Board. Approved applicants are co-opted for an initial term of six months, which is considered a probation period. At the end of the initial term the appointment is reappraised, and, if appropriate, the Trustee is reappointed as a full Trustee. There may be circumstances in which the initial term is extended for a further period of 3 to 6 months. Thereafter, such people are expected to serve for a three-year term and are eligible for re-election in due course.

All new trustees have undergone the appropriate checks and necessary reviews. These are completed by the admin manager and the company solicitor.

On appointment, Trustees are provided with a copy of the charity's governing documents, the rules and an induction pack of policies and procedures, which are a guideline to its method of operation. They are also offered a mentor and formal training on the responsibilities of Charity Trustees, particularly on the requirements of the Charity Commission.



Independent Examiner

Charity law requires that the accounts of registered charities should be certified by an Independent Examiner; Paul Alexander FCA of Accountancy Management Services Limited has been asked to fulfil this role for the company.

In so far as the trustees are aware at the time of approving this trustees' annual report,

- there is no relevant information, being information required by the independent examiner in connection with preparing their report, of which the examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish the examiner is aware of that information.

Trustees responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

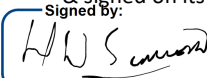
Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company, and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently
- observe the methods and principles of the charity 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board

& signed on its behalf

Signed by:

7D362AB345DB480...
Howard Simmons
Chair

Date: 11/26/2024

INSPIRE HOUNSLOW
(A company limited by Guarantee)



INDEPENDENT EXAMINER'S REPORT for the year ended 31st March 2024

Independent Examiner's report to the Trustees of Inspire Hounslow (the "Company")

I report to the Trustees on my examination of the accounts of the Company for the year ended 31st March 2024.

Responsibilities and basis of report

As the charity's Trustees of the Company (and its Directors for the purposes of Company Law) you are responsible for the preparation of accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under Section 145 of the Charities Act 2011 ("the 2011 Act") . In carrying out my examination, I have followed the Directions given by the Charity Commission under Section 145 (5)(b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- i) accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act , or
- ii) the accounts do not accord with those records
- iii) the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- iv) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

The report is made to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed by:

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Paul Alexander FCA
Independent Examiner
Accountancy Management Services Limited
South Street House, 51 South Street
Isleworth TW7 7AA

11/26/2024
Dated

INSPIRE HOUNSLOW
(A company limited by Guarantee)



STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31st March 2024

	Note	2023-24 £	2022-23 £
INCOME FROM			
Incoming resources from generated funds			
Investment income	2	40,117	38,398
		<u>40,117</u>	<u>38,398</u>
EXPENDITURE ON			
Charitable activities	4	(221,276)	(211,421)
Governance costs	3	(17,857)	(23,930)
Support costs	5	(25,864)	(14,104)
		<u>(264,997)</u>	<u>(249,455)</u>
NET MOVEMENT OF FUNDS		(224,880)	(211,057)
GAINS FROM INVESTMENTS			
Realised gains/(losses) from investments		18,645	(43,420)
Unrealised gains/(losses)	6	137,652	(43,570)
NET INCOME/(EXPENDITURE) FOR THE YEAR		<u>(68,583)</u>	<u>(298,047)</u>
TOTAL FUNDS BROUGHT FORWARD		1,601,506	1,899,553
TOTAL FUNDS CARRIED FORWARD		<u><u>£1,532,923</u></u>	<u><u>£1,601,506</u></u>

All recognised gains or losses are included in the statement of financial activities.

The notes on pages 22 to 26 form part of these financial statements.

INSPIRE HOUNSLOW
(A company limited by Guarantee)
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BALANCE SHEET as at 31st March 2024



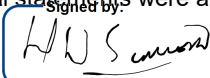
	Note	31/03/2024 £	31/03/2023 £
Fixed Assets			
Investments	6	1,681,983	1,670,814
Current assets			
Debtors	7	479	391
Cash at bank		47,670	5,908
		48,149	6,299
Creditors: Amounts falling due within one year	8	(197,209)	(75,607)
		(149,060)	(69,308)
		<u>£1,532,923</u>	<u>£1,601,506</u>
Represented by			
Capital and reserves			
Unrestricted funds	10	1,532,923	1,601,506
		<u>£1,532,923</u>	<u>£1,601,506</u>

For the year ending 31st March 2024, the Company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies. The members have not required the Company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

These financial statements were approved by the directors and authorised for issue, and are signed on their behalf by

signed by

 7D352AB345DB480...
Howard Simmons
 Chair
 11/26/2024
 Date:.....

The notes on pages 22 to 26 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2024

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of these financial statements are as follows:-

Basis of Preparation

These financial statements are 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 1st January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspire Hounslow meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

It is the trustees' opinion that the going concern basis of preparation of the accounts continues to be appropriate.

Income

The charity presently has no trading activity, so all its income is derived from interest and dividends on its investments and bank interest.

Donated services and facilities

The charity has neither premises or employees which it has to fund.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Investments are measured at fair value through the Statement of Financial Activities.

Resources expended

Expenditure is accounted for on an accruals basis and has been categorised under the following headings:

Charitable activities - funds disbursed in order to directly further the objects of the charity

Governance costs - incurred in connection with the compliance of the charity with constitutional and statutory requirements

Support costs - associated with the funding of grants and general management costs of the charity

Other

Both Incoming resources and resources expended are recognised on an accruals basis.

The accounts are presented in pounds sterling and figures are rounded to the nearest whole number.

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2024 (cont'd)

	2023/24	2022/23
	£	£
2 Incoming resources		
Investment income	40,117	38,398
Interest received	0	0
Sundry income	0	0
	<u>£40,117</u>	<u>£38,398</u>

	2023/24	2022/23
	£	£
3 Governance costs		
Accountancy	6,107	8,935
Independent examination	2,220	3,960
Investment advisors' fees	9,530	11,035
	<u>£17,857</u>	<u>£23,930</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2024 (cont'd)

4 Charitable activities	2023/24	2022/23
	£	£
Charitable grants		
Spring West	1,500	-
ACAA	25,170	-
Creative Spaces London	1,000	-
Hay	19,000	-
Skylarks	34,505	-
Cycle Sisters	1,500	-
Swimming Club Multivity	28,378	-
KidWise	1,000	-
Brentford Canal	1,000	-
The Reach Foundation	1,500	-
Feed Them All	-	1,499
We are Stronger	-	10,500
CHD	-	11,315
Polish Klan	2,500	1,000
Spark	40,000	40,000
Springboard	29,958	23,347
Sunshine of Hounslow	1,500	5,000
Feltham Arts	-	1,500
The Creative Mile	1,400	1,000
St Michaels Chiswick	-	1,000
Cultivate London	-	18,590
The School & Family Works	10,000	10,000
The Mullberry Centre	1,500	1,000
Brentford Voice	1,000	1,100
Purple Elephant	23,490	23,490
Hounslow Art Trust	-	1,000
HAAYA	-	3,000
Eid Festival	-	1,500
Ealing CVS	-	17,322
LBHSC	-	15,000
LVA	(4,625)	9,970
PHAB	-	6,288
Serving Superhero	-	1,500
Natural Cycle Development	-	1,500
Personal training awareness	-	1,500
Grace & Poise	-	1,500
HB Respiratory Group	-	1,000
	£221,276	£211,421

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2024 (cont'd)

	2023/24	2022/23
	£	£
5 Support costs		
Legal & professional	100	4,492
Consultancy	12,650	1,800
Meeting expenses	36	123
Insurance	534	524
Bank charges	15	60
Advertising and marketing	168	114
Admin support	9,094	4,950
Venue hire	822	326
IT software and subscriptions	1,183	1,571
Staff and trustee training	195	0
Sundry	1,067	144
	<u>£25,864</u>	<u>£14,104</u>

	2023/24	2022/23
	£	£
6 Fixed asset investments		
Market value bf	1,670,814	1,834,183
Additions	1,814,158	309,738
Portfolio cash movement	1,871	(13,692)
Disposals	(1,942,512)	(415,845)
	<u>1,544,331</u>	<u>1,714,384</u>
Revaluation (deficit)/surplus	137,652	(43,570)
Market value cf	<u>1,681,983</u>	<u>1,670,814</u>

Analysis of investments

UK quoted investments	1,667,289	1,657,991
Cash in portfolio	14,694	12,823
Unlisted investment	-	-
	<u>£1,681,983</u>	<u>£1,670,814</u>

	2023/24	2022/23
	£	£
7 Debtors		
Prepaid expenses	479	391
	<u>£479</u>	<u>£391</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)



NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2024 (cont'd)

	2023/24	2022/23
	£	£
8 Creditors: Amounts falling due within one year		
Trade creditors and accruals	15,000	7,080
Charitable grants payable	182,209	68,527
	<u>£197,209</u>	<u>£75,607</u>

9 Company status

The company is a private company registered in England, limited by guarantee. In the event of the company being wound up, each member is required to contribute an amount not exceeding £1.

The registered office is South Street House, 51 South Street, Isleworth TW7 7AA.

	2023/24	2022/23
	£	£
10 Unrestricted funds		
Balance brought forward	1,601,506	1,899,553
(Deficit)/Surplus for the year	(68,583)	(298,047)
	<u>£1,532,923</u>	<u>£1,601,506</u>

The deficit for the year is arrived at after Independent examiner's fees of £2,100 (2023: £3,300).

11 Related party transactions

There were no related party transactions during the year that required disclosure.

	2023/24	2022/23
	£	£
12 Staff Costs		
Wages and Salaries	9,094	4,950
Social Security costs	-	-
	<u>£9,094</u>	<u>£4,950</u>

Staff numbers	1	1
---------------	---	---

There were no employees who received total employee benefits (excluding employer pension costs) of more than £60,000.

No Trustee/Director received any remuneration or other benefits from the charity.

No expenses were incurred by the Trustees/Directors.

INSPIRE HOUNSLOW

England & Wales - Charity number 1104413

Accounts

Company Number

3548669

Charity Number

1104413

INSPIRE HOUNSLOW
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2023

INSPIRE HOUNSLOW
(A company limited by Guarantee)

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INSPIRE HOUNSLOW
(A company limited by Guarantee)

MISSION STATEMENT

Vision and values

Our Vision is to inspire disadvantaged young people in Hounslow to succeed and live a fulfilling future, contributing to a flourishing and sustainable society.

Our Values are fundamental to how we work every day with clients, colleagues, volunteers, supporters and partners. They describe the sort of people we are, how we conduct ourselves, and the experience people can expect when they come into contact with Inspire Hounslow. They are integral to what we do and how we do it, so we look for them in everyone we work with. Our values show that helping people to help themselves is at the heart of everything we do.

Four core values drive everything we do:

Respect

- Trust is important and all our communications and actions are transparent
- We are an action oriented community focussed organisation and get things done.

Inspire

- We are passionate about everything we do, and demonstrate enthusiasm and tenacity when dealing with challenges.

Pragmatism

- We are realistic about what can be achieved and ensure our work is targetted at needs and improving outcomes
- We are able to demonstrate the progress we have made.

Openness

- We are an inclusive and approachable organisation that is for the benefit of all members of the community
- Collaboration and community involvement with integrity is part of everything we do.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name	Inspire Hounslow
Company number	3548669 England
Date of incorporation	14th April 1998
Charity registration number	1104413
Date of registration	17th June 2004
Secretary	Edward Locke (resigned 14 June 2023) Jacquie Foster (appointed 7 February 2023)
Registered Office	Centrum House 36 Station Road Egham, Surrey TW20 9LF
Directors/Trustees	Edward Locke (Co-Chair until 22 April 2023) Linda Leaney (Co-Chair until 22 April 2023, Vice Chair from 30 June 2023) Howard Simmons (Chair from 22 April 2023) Gillian Chapman Ceylin Kolsal Charles Rees Jacquie Foster Allen Powley (resigned 23 June 2023) Heather Smith (appointed 15 March 2023) The directors of the company are its trustees for the purpose of charity law, and throughout this report are referred to interchangeably as directors or trustees
Independent Examiner	Janice Matthews FCA Menzies LLP 2nd Floor, Magna House 18-32 London Road Staines-Upon-Thames TW18 4BP
Investment Managers	Atomos Wealth & Financial Management 2nd Floor 5 Hatfields London SE1 9PG
Bankers	Lloyds Bank Plc Chiswick London W4

INSPIRE HOUNSLOW
(A company limited by Guarantee)

CHAIRMAN'S STATEMENT for the year ended 31st March 2023

The year 2022/23 was particularly challenging for Inspire Hounslow. The sudden resignation of our Co-Chair, Julian Knott, at the beginning of the year resulted in a hiatus and an existential moment for us as the other Co-Chair was already in a resignation period. We carried out a strategic review and used the services of BHPR Consultants as independent specialists to facilitate a way forward, which led to our decision to recruit an external new chair.

We temporarily suspended awarding grants from the large grant scheme whilst considering our strategy; we continued with small grants and ongoing support to those large grants which had already commenced in order to continue meeting our Objects.

RETIRING TRUSTEES


We thank Julian Knott for his hard work, enthusiasm, and support, both as Trustee and then Co-Chair, during his time with us. After 23 years as a Trustee, and recently as Co-Chair and Treasurer, Edward Locke will also be standing down. We are tremendously grateful to Ed for his invaluable input over the extensive period he was connected to the charity. Both Julian and Ed leave a reinvigorated organisation looking forward to a bright future. We continue to seek new Trustees to represent the rich and varied communities of the Borough and have been successful in actively recruiting a new Chair.

CONCLUSION

The organisation is on a firmer footing to deliver our strategies and objectives in the year 2023/24.

We thank the various Board members and partner organisations and funded organisations with which we have worked, and the team who have supported Inspire Hounslow throughout a difficult year.

- Sallie Crook – Operations Manager – has ensured that meetings and admin have been maintained at the highest level.
- Becky O'Flynn – External Accountant – has ensured that financial reporting and scrutiny is carried out most efficiently.

DocuSigned by:

7D352AB345DB480...

HOWARD SIMMONS

Chair

Date: 19-Oct-2023

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

The Trustees present their Annual Report together with the financial statements for the year ended 31 March 2023.

a. OBJECTIVES AND ACTIVITIES

A1) PURPOSE AND OBJECTIVES

The purpose of Inspire Hounslow:

Trustees have chosen to focus on grant giving to other organisations which have activities / goals / projects that meet the parameters of Inspire Hounslow's Objectives.

The principal objective, main activities and focus of Inspire Hounslow are embedded in the constitution; the provision of charitable services to young people who 'reside, work or study in the London Borough of Hounslow'.

The charity continues to invest in small to medium sized projects that will benefit identified partners and beneficiaries. The charity can thus demonstrate its value, and that will enable the opportunity to form partnerships with other investors for larger projects.

The Trustees have agreed that the organisation will work with established and well-run charities, CICs, social enterprises, organisations with charitable intent or other organisations and companies that are developing programmes to improve the lives of our target beneficiaries.

The Trustees have given due consideration to the Charity Commission guidance on the operation of the public benefit and regularly review the risks to which the company is exposed.

A2) GRANT MAKING POLICY

The grant making policy is clearly laid out in the Grant Strategy which is updated and refreshed annually. The core criterion is project-based funding. There is a rigorous review and audit of each application at each stage to the project's completion. Reports must be provided along with financial claims and (dependent on the specific project) evidence or receipts.

The trustees respect and adhere to the principles of Charity governance, the 7 Nolan principles of public life, and are alert to conflicts of interest. There is a comprehensive induction process and a suite of documents provided to all new trustees outlining expected performance.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

b. ACHIEVEMENTS AND PERFORMANCE

The main achievements of the Charity relate directly to the funding of a variety of projects and activities within the London Borough of Hounslow. The trustees firmly believe that the funds have been utilised to benefit the identified individuals and groups and that monies have been allocated wisely and correctly.

The post-lockdown period caused uncertainty amongst potential applicants and the Board predicted a downturn in activity; this correctly manifested in fewer grant applications during 2020-2022. In 2022/23 the Board considered the future of the charity in light of the resignation of its two co-chairs. Having undertaken a strategic review Inspire Hounslow has been reinvigorated and relaunched, recruiting a new Chair, new Trustee, and adopting a new approach to funding bids.

FUNDED PROJECTS AWARDED THIS YEAR

Inspire Hounslow have been proud to have contributed over £211,000 to support the following projects in 2022/23.

N.B. the value shown represents the total for the project which may straddle financial years; it does not necessarily reflect the amount paid in this financial year.

LARGE GRANT AWARDS

Springboard Destination Hospitality 2022 (£25,983)

This project involved NEET's (aged 16-24), who live in Hounslow, being trained and given work experience in various aspects of the hospitality business. This was followed by support and mentoring in seeking permanent employment. This particular project was aimed at young people with mental health issues.

Cultivate London Outreach (£18,590)

This project involved providing an outdoor learning space for students who were finding mainstream education challenging for various reasons. The aim was to provide new skills in horticulture, give a sense of achievement by growing food, responsibility and care for plants through all stages of their growth: seed to plate.

School and Family Works (£10,000)

To fund the set-up of a partnership with The Cedars Primary School to provide structured multi-family group therapy to children from disadvantaged families, with additional mental health issues.

LBH Swimming Club (£15,000)

To offer free swimming lessons to disadvantaged/BAME children, who otherwise would not have the opportunity to participate in extracurricular swimming and water safety activities.

Purple Elephant (£23,490)

To fund therapeutic interventions, using play therapy techniques, for children within Hounslow schools, whose complex needs cannot be met by school resources or statutory services.

We Are Stronger (£10,500)

To fund programmes targeting anti-bullying at Hounslow primary schools. This involves the provision of We Are Stronger books and workshop materials, and two trained psychologist/specialists.

INSPIRE HOUNSLOW
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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

Centre for Human Development (£11,315)

This project supported the recruitment, training, mentoring and supervision of 20 young volunteers to become qualified immigration advisors.

Loved Valued Able (£9,970.25)

To fund delivery of a programme of Relationship and Sex Education in schools, and roll out a therapeutic mentoring programme, aimed at marginalized and vulnerable young people.

Phab (£6,288)

To contribute to staffing costs required to deliver a weekly Phab Youth Club.

Sunshine of Hounslow (£5,000)

To contribute towards the costs of installing a fence to secure the outer perimeter of their allotment area and community garden.

EHCVS Hounslow Youth Project (£17,322)

To fund a pilot youth volunteering ambassador programme in Hounslow which will provide opportunities for 16-18year-olds to volunteer in their local communities, and raise the profile of certain issues that matter to them, e.g. knife crime, while also raising the profile of the benefits of volunteering in their own local communities to young people.

Spark (£40,000)

To contribute towards the costs of Virtual CONNECT which sees female business volunteers mentoring young people from disadvantaged backgrounds to grow their confidence & introduce leadership skills.

SMALL GRANT AWARDS

Feed Them All (£1499)

To provide free, hot, and healthy meals to a wide range of people in the Feltham area.

Polish Klan Association (£1000)

This grant contributed towards the infrastructure costs for the Community Day in Lampton Park.

Creative Mile (£1000)

To contribute to the costs of running an event to celebrate creative arts in Brentford.

St. Michael's Church (£1000)

To fund the provision of musical instruments, stands and accessories.

Eid Festival (£1500)

To contribute to the running costs of the Festival in Osterley Park.

Mulberry Centre (£1000)

To contribute to the costs of running the Welcome Assessment and Information Support project at the Centre.

Brentford Canal Festival (£1100)

To contribute to costs of running the festival, specifically the provision of boat trips and a dance performance.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

Hounslow Asian & African Youth association elders' group in partnership with the Hounslow Muslim Women's Association (2 x £1,500)

To contribute to transport costs for visits.

Hounslow Arts Trust / Creative People and Places / Feltham Event (£1000)

To contribute to the running costs of an outdoor arts event.

Sunshine of Hounslow (£1500)

To contribute to the costs of the fencing shortfall and site clearance.

NCDP (£1500)

This project delivers workshops to young people regarding the stigma and taboo around puberty and menstruation.

Serving our Superheroes (£1500)

To contribute to the costs of buying washbags to be delivered to foodbanks, hospitals, hospices, and homeless charities located within Hounslow.

Feltham Arts (£1,500)

To contribute to the costs of installing a young people's public art gallery on the wall of Feltham station.

Personal Training Wellness Community Group (£1500)

To contribute to the costs of 75th Anniversary of Windrush educational workshops and performance.

Hounslow Borough Respiratory Support Group (£1000)

To contribute to the costs of providing free exercise classes.

Grace and Poise (£1500)

To contribute to the costs of free ballet classes.

Total grants awarded by Inspire Hounslow during the year 2022/23 : £211,421

c. FUTURE PLANS AND STRATEGIES

C1) FUTURE YEARS' PROGRESS - DEVELOPMENT - INCREASING CHARITABLE ACTIVITY

The Board members have reviewed their overall strategy for grant-giving and have determined to identify new funding opportunities. Specifically, the Board have approved targeting localities and themes to stimulate applications from areas aligned to our mission.

The Board intend the charity to be more proactive in our networking, connectivity, and outreach programmes to the community. Foundations are in place to accelerate the growth of our grant funding activity and attract applications from organisations relevant to Inspire Hounslow criteria.

Additional support from new volunteers and Trustees is being actively sought through a comprehensive recruitment campaign, to ensure Inspire Hounslow is robust and equipped to achieve its goals.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

FINANCIAL OVERVIEW

FINANCIAL MATTERS AND FUNDING

The principal source of funding of Inspire Hounslow was the original monies transferred from CIP when the charity was first established. Inspire Hounslow continues to be well funded. Detailed results appear on pages 15/16 of the accounts which accompany this report. The Investment Portfolio has produced an income of £38,398 which is a good performance, given the uncertain market conditions.

At the end of the financial year the total Inspire Hounslow funds under management were £1,670,814.

D1) RESERVES POLICY

The Reserves Policy is clearly defined in IH strategy and policy documents. The directors consider that the company's reserves are adequate for the foreseeable future.

D2) FINANCIAL MANAGEMENT – BUSINESS PARTNERS

MENZIES

Meetings between Inspire Hounslow and Menzies were held during the year. The relationship between Inspire Hounslow, Bright Bookkeeping Solutions and Menzies continues. Inspire Hounslow will review its arrangements for 2023/24 to ensure they are still pertinent to its needs, as is prudent for all organisations.

LLOYDS

On-line banking via Lloyds (our primary account) has worked well. The signatories to the account are now Edward Locke, Howard Simmons and Linda Leaney.

VIRGIN

Inspire Hounslow had a charity savings account with Virgin Money which held a small sum on a contingency basis. This was closed in April 2022, and the funds transferred to the current account.

ATOMOS

The Inspire Hounslow investment portfolio has previously been managed by Sanlam, a leading player in South African insurance. Following an internal reorganisation, the European management arm of Sanlam was sold to Oaktree, a leading private equity firm. The new firm, Atomos, now manages Inspire Hounslow's portfolio and has a direct connection to the previous management. Atomos in total holds £7bn Funds Under Management.

Inspire Hounslow reviews its investment strategy annually, and the current level of risk is 4 (moderate), on a 1-7 scale.

BRIGHT BOOKKEEPING SOLUTIONS

The process of Bright Bookkeeping Solutions independently reviewing both Inspire Hounslow and the applications' financial aspects continues to be successful and provides the financial scrutiny that the governance requires.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

AUDIT COMMITTEE

Inspire Hounslow's Audit Committee meets at least four times per year. It was constituted to review decisions made by the Board and establish an overview and scrutiny process, continues, and is a standing agenda item at all regular Board meetings.

RISK REGISTER

A formal risk register has been established for Inspire Hounslow and was reviewed during 2022/23. Trustees ensured the risks are within acceptable limits and that robust mechanisms are established to measure, prevent or mitigate each one.

The investment policy is clearly defined and considered moderate risk. The access to the funds is tightly controlled, and the funds held at UK authorised and regulated entities.

LEGAL ADVICE

Legal services are taken on an ad hoc basis. None were necessary during this year, and a procedure is in place for any future need.

CONTRACTOR AND SUPPLIER REVIEW

The Board will continue to evaluate third party/ contractor relationships and support structures to ensure we have sufficient personnel and resources to undertake our activities and so achieve our vision and mission.

This will be reviewed by the new Chair, and the Audit Committee going forward.

PROPERTY AND ASSETS BELONGING TO INSPIRE HOUNSLOW

There are no Property or Tangible assets belonging to Inspire Hounslow.

EXEMPTION FORM DISCLOSURE

There are no formal exemptions from disclosure.

FUNDS HELD BY TRUSTEES ON BEHALF OF OTHERS

Inspire Hounslow is a grant giving charity. Inspire Hounslow does not hold funds as custodian Trustees on behalf of other individuals or entities.

e.STRUCTURE, GOVERNANCE AND MANAGEMENT

E1) STRUCTURE:

The charity is a company limited by guarantee with no share capital. The company was formed in 1998 under the name of Hounslow Culture & Community Services to manage the leisure activities of Hounslow Council, and after the cessation of trading operations in 2008 changed its name to Inspire Hounslow.

The appropriate Governing documents, Memorandum and Articles of Association, constitution, rules, and documentation were fully reviewed and refreshed by March 2020. These activities were completed in association with and, under the guidance of solicitors.

As a result of this refresh, the Trustees believe that the Charity conforms to all necessary regulations, guidance and recommendations as set out by the Charity Commission.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

E2) MANAGEMENT – TRUSTEES' RECRUITMENT AND INDUCTION

The charity is controlled by the board of trustees, who are also the directors for the purpose of company law.

All the trustees are members of the company and guarantee to contribute £1 in the event of a winding up; no Trustee has any beneficial interest in the company. All trustees are unremunerated.

The Articles of Association require the company to be run by a Board of Trustees who are expected to take decisions collectively. The board consists of at least three and not more than eleven Trustees.

Trustees will each normally hold office for three years and is eligible for re-election twice. Additional board members are sought by public advertisement and by private approach.

New trustees have been recruited in accordance with the appropriate guidelines. There are clearly documented processes listed in the Inspire Hounslow recruitment protocol.

New trustees are interviewed the full Board. Approved applicants are co-opted for an initial term of six months, which is considered a probation period. At the end of the initial 6 months the appointment is reappraised and, if appropriate, the Trustee is reappointed as a full Trustee. There may be circumstances in which the initial term is extended for a further period of 3 to 6 months. Thereafter, Trustees are expected to serve for a three-year term and are eligible for re-election in due course.

All new trustees have undergone the appropriate checks and necessary reviews.

On appointment, Trustees are provided with a copy of the charity's governing documents, the rules and an induction pack of policies and procedures, which are a guideline to its method of operation. They are offered a mentor and formal training on the responsibilities of Charity Trustees, particularly on the requirements of the Charity Commission.

f. FUNDS HELD BY TRUSTEES ON BEHALF OF OTHERS

Inspire Hounslow is a fund giving charity and does not hold funds as custodian trustees on behalf of other individuals or entities.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

FINANCIAL REVIEW

The results of this year's grant activities are set out on page 19.

Inspire Hounslow is funded by one principal source of income and this resource continues to provide a well-funded investment holdings. The resource enables the awards of multiple grants and the total grants awarded for the financial year 2022/23 was £211,421. This was a large increase from previous years which were affected by Covid and lockdowns and meet the revised strategic objectives Trustees set for the year.

The total overhead costs for the financial year were £38,034, a 10% reduction from the previous year. Tight financial controls and fundamental costs have been examined throughout the year; payroll costs were formally introduced and are in line with the strategic aims of the charity. These costs will form the base line of overheads going forward.

Income from interest and dividends were moderate given the recent volatility of the financial markets and specifically relating to a temporary crash the market experienced due to political issues within the year. The financial year closes with an investment portfolio valuation of £1,670,814 at end March 2023. The portfolio received an income from interest and dividends of £38,398 from the fund, a 24% increase from the previous year.

Inspire Hounslow has seen a steady increase of funds which are back to pre-covid valuations. It has drawn down from the investment and therefore into the capital in 2022/23 as a strategic decision to allow for the increase in grants, following the country's recovery from the pandemic. The financial year-end closed with FTSE Index lower than last year.

Inspire Hounslow's Investment Trust holdings showed a total decrease in the year of 11% which included realised and unrealised losses, together with funds removed. The investment valuation at year end shows an unrealized loss of £9,852 to book value. The Investment portfolio continues to be strong and diverse.

The balance sheet on page 16 shows that the charity has net assets of £1,601,506 which still leaves it well placed to carry out its programme of charitable activities. There is no reserve holding policy at present given the financial position of the investment, however it will be reviewed annually to ensure the position continues; any changes will be highlighted and documented so that a policy can be drawn up. There are no concerns over the charity's ability to continue as a going concern at this time.

The Board reviewed its financial policies and activities in 2019 and set out strategies to significantly improve focus, efficiency, and effectiveness. No dividends have been paid or are proposed.

Independent Examiner

Charity law requires that the accounts of registered charities should be certified by an Independent Examiner; Janice Matthews FCA of Menzies LLP has been asked to fulfil this role for the company.

In so far as the trustees are aware at the time of approving this trustees' annual report,

- there is no relevant information, being information required by the independent examiner in connection with preparing their report, of which the examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish the the examiner is aware of that information.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2023

Trustees responsibilities in relation to the financial statements

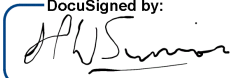
The charity's trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company, and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently
- observe the methods and principles of the charity 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board
& signed on its behalf

DocuSigned by:

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HOWARD SIMMONS
Chair
Date: 19-Oct-2023

INSPIRE HOUNSLOW
(A company limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT for the year ended 31st March 2023

Independent Examiner's report to the Trustees of Inspire Hounslow (the "Company")

I report to the Trustees on my examination of the accounts of the Company for the year ended 31st March 2023.

Responsibilities and basis of report

As the charity's Trustees of the Company (and its Directors for the purposes of Company Law) you are responsible for the preparation of accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under Section 145 of the Charities Act 2011 ("the 2011 Act") . In carrying out my examination, I have followed the Directions given by the Charity Commission under Section 145 (5)(b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- i) accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act , or
- ii) the accounts do not accord with those records
- iii) the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- iv) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

The report is made to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Janice Matthews FCA
Independent Examiner
Menzies LLP
2nd Floor, Magna House
18-32 London Road
Staines-Upon-Thames, TW18 4BP

DocuSigned by:
Janice Matthews 19-Oct-2023
Dated
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INSPIRE HOUNSLOW**(A company limited by Guarantee)****STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31st March 2023**

	Note	2022-23 £	2021-22 £
INCOME FROM			
Incoming resources from generated funds			
Investment income	2	38,398	30,911
		<u>38,398</u>	<u>30,911</u>
EXPENDITURE ON			
Charitable activities	4	(211,421)	(35,291)
Governance costs	3	(23,930)	(15,899)
Support costs	5	(14,104)	(26,942)
		<u>(249,455)</u>	<u>(78,132)</u>
NET MOVEMENT OF FUNDS		(211,057)	(47,221)
GAINS FROM INVESTMENTS			
Realised gains/(losses) from investments		(43,420)	(46,690)
Unrealised gains/(losses)	6	(43,570)	46,719
NET INCOME/(EXPENDITURE) FOR THE YEAR		<u>(298,047)</u>	<u>(47,192)</u>
TOTAL FUNDS BROUGHT FORWARD		1,899,553	1,946,745
TOTAL FUNDS CARRIED FORWARD		<u><u>£1,601,506</u></u>	<u><u>£1,899,553</u></u>

All recognised gains or losses are included in the statement of financial activities.

The notes on pages 17 to 21 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)

Company No 3548669

BALANCE SHEET as at 31st March 2023

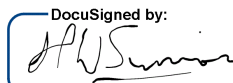
	Note	31/3/2023 £	31/3/2022 £
Fixed Assets			
Investments	6	1,670,814	1,880,902
Current assets			
Debtors	7	391	131
Cash at bank		5,908	48,486
		6,299	48,617
Creditors: Amounts falling due within one year	8	(75,607)	(29,966)
Net current assets		(69,308)	18,651
		<u>£1,601,506</u>	<u>£1,899,553</u>
Represented by			
Capital and reserves			
Unrestricted funds	10	1,601,506	1,899,553
		<u>£1,601,506</u>	<u>£1,899,553</u>

For the year ending 31st March 2023, the Company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies. The members have not required the Company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

These financial statements were approved by the directors and authorised for issue, and are signed on their behalf by

DocuSigned by:

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HOWARD SIMMONS
 Chair
 Date: 19-Oct-2023

The notes on pages 17 to 21 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2023

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of these financial statements are as follows:-

Basis of Preparation

These financial statements are 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 1st January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspire Hounslow meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

It is the trustees' opinion that the going concern basis of preparation of the accounts continues to be appropriate.

Income

The charity presently has no trading activity, so all its income is derived from interest and dividends on its investments and bank interest.

Donated services and facilities

The charity has neither premises or employees which it has to fund.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Investments are measured at fair value through the Statement of Financial Activities.

Resources expended

Expenditure is accounted for on an accruals basis and has been categorised under the following

Charitable activities - funds disbursed in order to directly further the objects of the charity

Governance costs - incurred in connection with the compliance of the charity with constitutional and statutory requirements

Support costs - associated with the funding of grants and general management costs of the charity

Other

Both Incoming resources and resources expended are recognised on an accruals basis.

INSPIRE HOUNSLOW**(A company limited by Guarantee)****NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2023 (cont'd)**

	2022/23	2021/22
	£	£
2 Incoming resources		
Investment income	38,398	30,856
Interest received	0	55
Sundry income	0	0
	<u>£38,398</u>	<u>£30,911</u>

	2022/23	2021/22
	£	£
3 Governance costs		
Accountancy	8,935	3,567
Independent examination	3,960	3,960
Investment advisors' fees	11,035	8,372
	<u>£23,930</u>	<u>£15,899</u>

INSPIRE HOUNSLOW**(A company limited by Guarantee)****NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2023 (cont'd)**

4 Charitable activities	2022/23	2021/22
	£	£
Charitable grants		
Feed Them All	1,499	1,899
Scouts and guides	0	0
We are Stronger	10,500	7,902
Acacia	0	500
Shelter	0	1,243
West London Welcome	0	1,000
CHD	11,315	0
St George	0	1,797
Polish Klan	1,000	800
Spark	40,000	0
Springboard	23,347	21,659
Sunshine of Hounslow	5,000	0
Feltham Arts	1,500	0
Our Barn	0	(1,509)
Creative Mile	1,000	0
St Michaels Chiswick	1,000	0
Cultivate London	18,590	0
The School & Family Works	10,000	0
The Mullberry Centre	1,000	0
Brentford Voice	1,100	0
Purple elephant	23,490	0
Hounslow Art Trust	1,000	0
HAAYA	3,000	0
Eid festival	1,500	0
Ealing CVS	17,322	0
LBHSC	15,000	0
LVA	9,970	0
PHAB	6,288	0
Serving superhero	1,500	0
Natural Cycle Development	1,500	0
Personal training awareness	1,500	0
Grace & Poise	1,500	0
HB Respiratory Group	1,000	0
	<u>£211,421</u>	<u>£35,291</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2023 (cont'd)

	2022/23	2021/22
	£	£
5 Support costs		
Legal & professional	4,492	15,648
Consultancy	1,800	3,600
Meeting expenses	123	295
Insurance	524	519
Bank charges	60	15
Advertising and marketing	114	144
Admin support	4,950	4,613
Venue hire	326	121
IT software and subscriptions	1,571	1,878
Sundry	144	109
	<u>£14,104</u>	<u>£26,942</u>

There were no Director/Trustee expenses during the year. (2022: Nil).

The Company has one member of staff (2022: Nil)

	2022/23	2021/22
	£	£
6 Fixed asset investments		
Market value bf	1,834,183	1,958,091
Additions	309,738	929,656
Portfolio cash movement	(13,692)	(30,470)
Disposal	<u>(415,845)</u>	<u>(1,023,094)</u>
	1,714,384	1,834,183
Revaluation (deficit)/surplus	<u>(43,570)</u>	<u>46,719</u>
Market value cf	1,670,814	1,880,902
Analysis of investments		
UK quoted investments	1,657,991	1,854,387
Cash in portfolio	12,823	26,515
Unlisted investment	0	0
Total investments	<u>£1,670,814</u>	<u>£1,880,902</u>

	2022/23	2021/22
	£	£
7 Debtors		
Prepaid expenses	<u>391</u>	<u>131</u>
	<u>£391</u>	<u>£131</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2023 (cont'd)

	2022/23	2021/22
8 Creditors: Amounts falling due within one year	£	£
Trade creditors and accruals	7,080	9,479
Charitable grants payable	68,527	20,487
Other creditors	0	0
	<u>£75,607</u>	<u>£29,966</u>

9 Company status

The company is a private company, limited by guarantee. In the event of the company being wound up, each member is required to contribute an amount not exceeding £1.

	2022/23	2021/22
10 Unrestricted funds	£	£
Balance brought forward	1,899,553	1,946,745
(Deficit)/Surplus for the year	(298,047)	(47,192)
Balance carried forward	<u>£1,601,506</u>	<u>£1,899,553</u>

The (deficit)/surplus for the year is arrived at after Independent examiner's fees of £3,300 (2022: £3,000).

11 Related party transactions

There were no related party transactions during the year that required disclosure.

INSPIRE HOUNSLOW

England & Wales - Charity number 1104413

Accounts

Company Number

3548669

Charity Number

1104413

INSPIRE HOUNSLOW
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2022

INSPIRE HOUNSLOW
(A company limited by Guarantee)

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INSPIRE HOUNSLOW
(A company limited by Guarantee)

MISSION STATEMENT

Vision and values

Our Vision is to inspire disadvantaged young people in Hounslow to succeed and live a fulfilling future, contributing to a flourishing and sustainable society.

Our Values are fundamental to how we work every day with clients, colleagues, volunteers, supporters and partners. They describe the sort of people we are, how we conduct ourselves, and the experience people can expect when they come into contact with Inspire Hounslow. They are integral to what we do and how we do it, so we look for them in everyone we work with. Our values show that helping people to help themselves is at the heart of everything we do.

Four core values drive everything we do:

Respect

- Trust is important and all our communications and actions are transparent
- We are an action oriented community focussed organisation and get things done.

Inspire

- We are passionate about everything we do, and demonstrate enthusiasm and tenacity when dealing with challenges.

Pragmatism

- We are realistic about what can be achieved and ensure our work is targetted at needs and improving outcomes
- We are able to demonstrate the progress we have made.

Openness

- We are an inclusive and approachable organisation that is for the benefit of all members of the community
- Collaboration and community involvement with integrity is part of everything we do.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name	Inspire Hounslow
Company number	3548669 England
Date of incorporation	14th April 1998
Charity registration number	1104413
Date of registration	17th June 2004
Secretary	Edward Locke
Registered Office	Centrum House 36 Station Road Egham, Surrey TW20 9LF
Directors/Trustees	Edward Locke (Chairman) Gillian Chapman Ceylin Kolsal Charles Rees Jacquie Foster Linda Leaney Allen Powley

The directors of the company are its trustees for the purpose of charity law, and throughout this report are referred to interchangeably as directors or trustees

Independent Examiner	Janice Matthews FCA Menzies LLP Centrum House 36 Station Road Egham Surrey TW20 9LF
Solicitors	Leonie Cowen & Associates 30 Kingswood Avenue Queens Park London NW6 6LR
Investment Managers	Sanlam Asset Management Limited Exchange Building, St John Street Chichester West Sussex PO19 1UP
Bankers	Lloyds Bank Plc Chiswick London W4 Virgin Money Plc Gosforth Newcastle upon Tyne NE3 4PL

INSPIRE HOUNSLOW
(A company limited by Guarantee)

CHAIRMAN'S STATEMENT for the year ended 31st March 2022

OVERVIEW

The year 2021/22 continued to be challenging for many organisations. Inspire Hounslow was in a strong position financially to weather the storm, and clearly the major effect was to lessen our ability to grow and provide more funding to worthwhile charitable causes in line with our objects.

While the 2020/21 growth and development strategy had been outlined and presented to the Board for approval, we chose not to endorse that strategy. Instead, we agreed to “park” our plans, given the post-lockdown circumstances, and revive them during 2022/23.

Financially, the investment was affected by the downturn in stock markets, however this was recovered throughout the year.

Overall, despite the fact we have distributed less in terms of funding, we are pleased to also be able to report another successful year.

RETIRING TRUSTEES

We would like to thank Enkelada Thomai and Paulilina Vaskikari for their hard work, enthusiasm, and support during their time with us. We continue to seek new trustees to represent the make-up of the Borough. Julian Knott (Co-Chairman) resigned on the 28th May 2022 and we would also like to thank him for his contribution over the years he dedicated to Inspire Hounslow.

CONCLUSION


The organisation is on a firm footing to further develop our strategies and objectives in the year 2022/23.

As chair, I would take the opportunity to particularly thank the various Board members and the many partner organisations and funded organisations with which we have worked, and the team who have supported Inspire Hounslow throughout a difficult year.

- Sallie Crook – operations manager – has ensured that meetings and admin have been maintained at the highest level.
- Becky O’Flynn – the company accountant - the integration of the new systems and controls with Xero and Menzies has worked well.
- Leonie Cowen - the company solicitor (who was an original instigator of CIP in 1998) - has provided wise counsel and guidance throughout the year. This was particularly valuable as the demands of Governance during and post-lockdown have been challenging.

During the year trustees have considered the costs for the provision of legal services and have reluctantly decided to end the long association with Leonie Cowen. The chair and trustees wish to thank her and Andrew for their services to the charity over many years, and we wish them all the best for the future. In 2022/23 we will explore the options for the provision of legal services on an ad-hoc basis.

We believe the organisation has strengthened throughout the year 2021/22 and now has the firm foundations from which to progress. The Board are looking forward to growth and development as the country continues to emerge from Covid.

DocuSigned by:

28-Nov-2022
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EDWARD LOCKE
Chairman

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

The Trustees present their Annual Report together with the financial statements for the year ended 31st March 2022.

a. OBJECTIVES AND ACTIVITIES

A1) PURPOSE AND OBJECTIVES

The purpose of Inspire Hounslow: IH Trustees have chosen to focus on grant giving to other organisations (which had activities / goals / projects that meet the parameters of IH Objectives).

The principal objective, main activities and focus of IH are embedded in the constitution. It is the provision of charitable services to young people who 'reside, work or study in the London Borough of Hounslow' ("LBH"). The board has previously agreed to focus on helping young disadvantaged / deprived or disenfranchised people as a priority. The Board now intends to amend the restrictions related to LBH to allow Charities with a majority focus on LBH easier access to funding. This amendment will be completed in full accordance with Charitable law.

A2) PRIORITIES

The charity has continued to invest in small to medium sized projects that will benefit our selected and identified partners and beneficiaries. The charity can thus demonstrate its value, and that will enable us to form partnerships with other investors for larger projects which may have a return.

The Trustees have agreed that the IH organisation will work with established and well-run charities, CICs, social enterprises, organisations with charitable intent or other organisations and companies that are developing programmes to improve the lives of our target beneficiaries. IH will support local charities which have a specific agenda aligned to IH goals, but which need to develop management and Governance and structure.

The directors have given due consideration to the Charity Commission guidance on the operation of the public benefit and regularly review the risks to which the company is exposed.

CONTINUOUS REVIEW

IH continues to review policies and strategies to ensure we are relevant to beneficiaries and contemporary in outlook.

In 2022 IH reconfirmed its main priority as the support of disadvantaged young people. The key focus will be providing motivation and opportunities.

A3) GRANT MAKING POLICY

The grant making policy is clearly laid out in the document titled Grant Strategy which was updated and refreshed in 2019/20. The IH core criterion is project-based funding. IH do not fund central costs. IH require clarity of management costs and permanent staffing costs. There is a rigorous review and audit of each application at each stage through to the completion report. Reports must be provided along with financial claims and (dependent on the specific project) evidence or receipts.

The trustees of the Charity respect and adhere to the principles of Charity governance, the 7 Nolan principles of public life. There is a comprehensive induction process and a suite of documents provided to all new trustees outlining expected performance. Annual training is provided. In the lockdown period it was deferred but was reinstated this year.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

A4) IH VISION AND MISSION

Our Vision is to inspire disadvantaged young people in Hounslow to succeed and live a fulfilling future, contributing to a flourishing and sustainable society.

A5) VALUES

Our Values are fundamental to how we work every day with clients, colleagues, volunteers, supporters and partners. They describe the sort of people we are, how we conduct ourselves, and the experience people can expect when they come into contact with Inspire Hounslow. They are integral to what we do and how we do it, so we look for them in everyone we work with. Our values show that helping people to help themselves is at the heart of everything we do.

Four core values drive everything we do:

- **Respect**

- Trust is important and all our communications and actions are transparent.
- We are an action-oriented community focussed organisation and get things done.

- **Inspiration**

- We are passionate about everything we do and demonstrate enthusiasm and tenacity when dealing with challenges.

- **Pragmatism**

- We are able to demonstrate the progress we have made.
- We are realistic about what can be achieved and ensure our work is targeted at needs and improving outcomes.

- **Openness**

- Collaboration and community involvement with integrity is part of everything we do.
- We are an inclusive and approachable organisation that is for the benefit of all members of the community.

A6) EVERGREEN MODEL

A long-term goal was to become a self-sustaining charity that invests in charitable activities that eventually provide returns that can be reinvested further. This was deemed to be an “evergreen” model. This would enable IH to keep the core funding invested and earning income.

However, it was appreciated that this could not be achieved quickly, if at all. The Trustees have, to date, been unable to position the organisation to generate incomes through commercial activity, or establish a charitable venture, or attract a charitable project that creates an income stream for reinvestment. In recent years the Trustees have challenged whether such a set-up is realistically possible or viable. This is especially relevant given that the charity has no direct, paid for, employees. The intention is to reconsider this goal in the forthcoming year.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

b) ACHIEVEMENTS AND PERFORMANCE

The main achievements of the Charity relate directly to our overall objectives and the funding of a variety of projects and activities related to good causes within the London Borough of Hounslow. The trustees firmly believe that the funds have been utilised to benefit the identified individuals and groups and that monies have been allocated wisely and correctly.

Clearly, the post-lockdown period caused uncertainty amongst potential applicants. Therefore, the Board predicted a downturn in activity, and this manifested itself in terms of fewer applications.

B1) FUNDED PROJECTS AWARDED THIS YEAR

FULL APPLICATIONS

The value shown represents the total for the project. It does not reflect the amount paid in this financial year.

Springboard Destination Hospitality 2021 (£21,659)

This project involved NEET's (aged 16-24), who live in Hounslow, being trained and given work experience in various aspects of the hospitality business. This was followed by support and mentoring in seeking permanent employment. This particular project was aimed at young people with high needs, ie. multiple barriers to employment.

We are Stronger (£7,902)

This project aims to prevent and diminish bullying, and the correlated eating disorder that could arise, as well as increasing health and mental health in primary schools.

Shelter Community (£1,243)

This grant was for the provision of equipment for the community room in their Home, and sports equipment for use at a pitch donated by a local sports centre.

B2) SMALL GRANTS APPLICATIONS

Feed Them All (£900 and £999)

These grants helped provide free, hot and healthy meals to a wide range of people in the Feltham area.

Acacia Community Centre (£500)

This grant funded a programme of sessions at an allotment in Cranford to teach young people to grow food and encourage healthy eating.

Polish Klan Association (£800)

This grant contributed towards the infrastructure cost for the Community Day in Lampton Park.

West London Welcome (£1,000)

This grant contributed towards financial support and supermarket vouchers for refugees and asylum seekers at a day centre in Chiswick.

Others (£288)

Grants distributed during the year totalled: £35,291

INSPIRE HOUNSLOW

(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

c. FUTURE PLANS AND STRATEGIES

C1) FUTURE YEARS' PROGRESS - DEVELOPMENT - INCREASING CHARITABLE ACTIVITY

The post-lockdown period had a major effect on the financial year in terms of applications and funding opportunities. The contingency plans and business plans have been and will continue to be revised.

The Board members recognise this and are determined to identify new funding opportunities. Foundations are in place to accelerate the growth of our grant funding activity - attracting further suitable applications from organisations which are relevant to IH criteria.

The Board are intending to be far more proactive in our networking and connectivity and outreach programmes to the community to seek potential applications for funding.

C2) BUSINESS PLANS

The more comprehensive, formal, business plan was first established in 2019/20 and was reviewed at each monthly board meeting. As noted above, given the post-lockdown period the Board agreed to defer much of the plan for 2021/22 and instead simply focus on business as usual. This may have been a more reactive/ responsive stance than the more proactive strategy envisaged. Given the global economic and environmental circumstances it seemed both right and appropriate.

It should be noted that plans, both strategic and financial, have been established for the coming year (2022/23). These plans are held under review.

Outline Strategic plans have been circulated to the Board.

The Co-Chair (Julian Knott) and Accountant (Becky O'Flynn) have drawn up financial projections, related to the 10-year plan and the long-term strategy.

It was originally expected that these plans would be provided by the traditional October training session/ Board meeting. However, it was decided to postpone planning sessions until later in 2022/23. These plans will now be debated in a strategy meeting and put in place for mid/late 2022/23.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

C3) BUSINESS PLAN OBJECTIVES

Objectives and Goals for the coming years have been outlined under the following Categories

- Increase Levels of Grant Funding
- Strong Governance and Management
- Increase Marketing to Potential Applicants
- Post Covid Management of Strategic Business Plan
- Meeting with Local Community and Networking with Other Voluntary / Charitable / Interest / Influencing Groups
- Review and Realignment of Objects / M and A to Ensure Relevance to Contemporary Community and Society we Serve
- Financial Disciplines and Fiscal Management of IH
- Lead Trustee and Operational Management Development
- A Key Driver – Post Covid Lockdown - IH Growth and Development Focus

The full details are outlined in the business plan.

d. FINANCIAL OVERVIEW

D1) FINANCIAL MATTERS AND FUNDING

The principal source of funding was the original monies transferred to IH from CIP.

There is a rigorous assessment and review process in place prior to and throughout the funding process. In addition, end of project reports and financial evidence are signed off by the Trustees and the independent accountant.

IH continues to be well funded. Detailed results appear on pages 18/19 of the accounts which accompany this report. The Investment Portfolio has produced an income of £30,911 which is a average performance, given the uncertain market conditions at the end March 2021 related to the previous years of Covid. There has been a steady recovery throughout 2022.

D2) FUNDING STRATEGY AND CONSTITUTION

The Constitution provides few restrictions on the application of funds, save for the restriction of activity to being within the London Borough of Hounslow. IH has decided that, as a matter of principle, it will distribute all its income to charitable causes, giving priority to assisting disadvantaged young people. It is prepared to augment this for worthy causes.

The board's policy is that further, if there was a convincing case, IH would be willing to distribute both the investment interest and capital to good causes, either by way of grants or donations.

D3) INVESTMENT STRATEGY

SOCIAL AND GREEN INVESTMENT POLICY

IH focus and policy related to CSR and ethical investing is laid out in the investment policy

INVESTMENT POLICY

The investment policy is set out in our documentation

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

D4) RESERVES POLICY

The Reserves Policy is clearly defined in IH strategy and policy documents.

The directors consider that the company's reserves are adequate for the foreseeable future.

D5) FINANCIAL MANAGEMENT – BUSINESS PARTNERS

SANLAM

The core funds continue to be professionally managed by Sanlam. During 2020 we reviewed the portfolio with Sanlam, in light of the Covid Lockdown. In 2020 IH developed an investment policy which was agreed and shared with Sanlam. We decided that there was no need to alter our position – our investment strategy proceeds on a medium risk basis.

The performance of the portfolio is monitored regularly and reported to the Board each month.

At the end of the financial year, the total funds under management were £1,880,902

MENZIES

Meetings took place with Menzies. The relationship between IH, Bright Bookkeeping Solutions (Becky O'Flynn) and Menzies continued.

LLOYDS

On-line Banking via Lloyds (our primary account) has worked well, and an established audit trail has been created

VIRGIN

Inspire Hounslow have a charity savings account with Virgin Money which holds a small sum on a contingency basis. This account has now been closed and Inspire Hounslow no longer use this facility.

EHCVS

Ealing and Hounslow Community Voluntary Service (EHCVS) carry out due diligence procedures on selected applications, under a service level agreement. The relationship has worked well.

BRIGHT BOOKKEEPING SOLUTIONS

The process of Bright Bookkeeping Solutions reviewing the applications' financial aspects, and EHCVS reviewing the overall charity/community standing of the applicant continues to be successful.

D6) AUDIT COMMITTEE

The Audit Committee, constituted to review decisions made by the Board and establish an overview and scrutiny process, continued under the chairmanship of Allen Powley.

CONTRACTOR AND SUPPLIER REVIEW

The Board will continue with the process of evaluation of our third party/ contractor relationships and support structure to ensure we have sufficient personnel and resources to undertake our activities and to achieve our vision and mission. This will be reviewed in the Audit Committee going forward.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

D7) FINANCIAL CONTROLS AND DISCIPLINES

As IH grant giving increases, logically the administration effort required will also increase. The problem of limited administrative resources continues, and IH Trustees have again had to rely on our legal representative for help. This year the Operations Manager has taken on further responsibility and assists in the administration of the charity including grants. The Board continues to limit using our legal representative for non-legal matters.

D8) CAH CLOSURE

Creative Action Hounslow (CAH), a wholly owned subsidiary of IH, has remained dormant since the inception of IH. The Board had formally agreed the closure of this organisation, and this has been carried out.

e. STRUCTURE, GOVERNANCE AND MANAGEMENT

E1) GOVERNANCE AND HISTORY:

Previously under the name of CIP Group, Inspire Hounslow ("IH") successfully provided services to Hounslow Council and the local community within the borough of Hounslow since its inception in 1997. CIP comprised a charitable arm and a trading (commercial) arm. It was a not-for-profit organisation. Any commercial monies earned were covenanted back to CIP charity.

In 2008, following a change of strategy, the Council awarded the service contracts to several commercial companies. This created a situation where there was a financial legacy left with Inspire Hounslow's predecessor company CIP. Effectively this left the charity with accumulated funds but no charitable activities.

The Board of Trustees decided that, as the charity was no longer a service provider, it should redefine itself to maximise the use of the historical funding it had accumulated. A simplified restructure resulted in a new entity as one charitable company – Inspire Hounslow (IH) with all of the assets / monies remaining within the organisation. Community Action Hounslow (CAH) was retained as a trading (dormant) subsidiary.

Due to the history noted above, and the origin of funds, Inspire Hounslow established its general charitable objects only for the benefit of those who live, work or study within Hounslow. This was a requirement of LBH as the promoter in 1997/8 prior to the organisation being formally established. Inspire Hounslow further refined the beneficiaries as: young, deprived, disenfranchised, or disadvantaged people working, studying, or living in the London Borough of Hounslow.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

E2) STRUCTURE:

The charity is a company limited by guarantee with no share capital. The company was formed in 1998 under the name of Hounslow Culture & Community Services to manage the leisure activities of Hounslow Council, and after the cessation of trading operations in 2008 changed its name to Inspire Hounslow.

Its governing document is its Memorandum & Articles of Association, which were refreshed on 11th July 2017 to bring them in line with current activities and aspirations.

The appropriate Governing documents, Memorandum and Articles of Association, constitution, rules, and documentation were fully reviewed and refreshed by March 2020. These activities were completed in association with and, under the guidance of, the IH company solicitors. As a result of this refresh, the Trustees believe that the Charity conforms to all necessary regulations, guidance and recommendations as set out by the Charity Commission.

E3) MANAGEMENT – TRUSTEES' RECRUITMENT AND INDUCTION

The charity is controlled by the board of trustees, who are also the directors for the purpose of company law.

All the trustees are members of the company and guarantee to contribute £1 in the event of a winding up; no Trustee has any beneficial interest in the company.

All trustees are unremunerated.

The Articles of Association require the company to be run by a Board of Trustees who are expected to take decisions collectively. The board when complete consists of at least three and not more than eleven people.

Trustees will each normally hold office for three years and be eligible for re-election twice. Additional board members are sought by public advertisement and by private approach.

New trustees have been recruited in accordance with the appropriate guidelines. There are clearly documented processes listed in the Inspire Hounslow recruitment protocol.

New trustees are initially interviewed by a Recruitment Group, and later by the full Board. Approved applicants are co-opted for an initial term of six months, which is considered a probation period. At the end of the initial term the appointment is reappraised, and, if appropriate, the Trustee is reappointed as a full Trustee. There may be circumstances in which the initial term is extended for a further period of 3 to 6 months. Thereafter, such people are expected to serve for a three-year term and are eligible for re-election in due course.

All new trustees have undergone the appropriate checks and necessary reviews. These are completed by the admin manager and the company solicitor.

On appointment, Trustees are provided with a copy of the charity's governing documents, the rules and an induction pack of policies and procedures, which are a guideline to its method of operation. They are also offered a mentor and formal training on the responsibilities of Charity Trustees, particularly on the requirements of the Charity Commission.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

E4) SERVING TRUSTEES

The people who served during this financial year, and since, were:

Edward Locke
Julian Knott - Resigned 28th May 2022
Charles Rees
Ceylin Raziyi Kolsal Sarper
Allen Powley
Linda Leaney
Gill Chapman
Jacquie Foster

E5) BOARD COMPOSITION CHANGES

During the year 2021/22 the Board welcomed three new trustees:

Linda Leaney (24th April 2021)
Gill Chapman (22nd September 2021)
Jacquie Foster (1st November 2021)

Two trustees resigned:

Enkelada Thomai - Resigned 12th October 2021 (moved out of the area)

E6) TRUSTEE AND BOARD STRUCTURE AND CONSTITUTION

The Board continues to review the number and make-up of trustees and undertook a recruitment drive to raise numbers to the full complement, with limited success.

A rigorous review of skillsets and attributes of board members continues. New members have been introduced and are more demanding of each other, and expectations have been raised from all Board Members, aimed at growing the organisational funding opportunities and brand awareness.

We are actively seeking new trustees, especially representative of the diverse communities of LBH, and need to recruit four more members to reach our full complement.

E7) MANAGEMENT EMPLOYEES AND CONTRACTORS

There are no direct employees. The company contracts with Sallie Crook (Admin and Operations Manager) and Becky O'Flynn of Bright Bookkeeping Solutions. The Board has agreed that from the beginning of 2022/23 Sallie Crook should be employed on a PAYE basis.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

E8) LEAD TRUSTEES AND GRANT MANAGEMENT

The rewritten and refreshed grant management process, policy and procedure continue to work well. Lead Trustees are administering the agreements. Initial review and due diligence throughout the relationship with our funded organisations has proved successful in terms of control and development, through to the final distribution of funds.

Grant application and funding process training take place this year.

f. REFERENCE AND ADMINISTRATIVE DETAILS

F1) REFERENCES

The Charity name and registration number address and principal office are detailed at the start of this document.

Charity trustees and recruitment dates are detailed in section eE3 (Management) above.

F2) MEETINGS AND COMMUNICATIONS

The Board meetings and much of the operational work have continued online. Governance and decision making has often been through email, with confirmation of activity being confirmed and minuted at Board meetings. Meetings will continue to be a mix of in-person and online.

The schedule of meetings for 2022/23 has been agreed.

F3) ADMINISTRATION

The procedures, processes, minute collection and collation that were reviewed in the previous year have functioned well.

F4) MARKETING, BRAND AND DIGITAL POLICIES

Office 365 and communication processes are now well established. Most documents are now available on a shared drive.

F5) PROPERTY AND ASSETS BELONGING TO INSPIRE HOUNSLOW

There are no Property or Tangible assets belonging to Inspire Hounslow.

g. EXEMPTION FORM DISCLOSURE

There are no formal exemptions from disclosure.

h. FUNDS HELD BY TRUSTEES ON BEHALF OF OTHERS

Inspire Hounslow is a fund giving charity. IH does not hold funds as custodian trustees on behalf of other individuals or entities.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

FINANCIAL REVIEW

The results of this year's grant activities are set out on page 22.

Inspire Hounslow saw a well-funded and controlled financial year and the combined grants awarded for the year was £41,124 which was less than anticipated and then previous years. There was also the reverse of previous grants of £5,833 giving a net grant's figure of £35,291. This was expected considering the restrictions of Covid 19 and many projects were delayed or postponed.

The total overhead costs for the financial year were £42,841 which was very comparable to the previous year.

Income from interest and dividends were moderate given the recovering markets in previous years. The financial year ends with an investment portfolio valuation of £1,880,902.00 at the end of March 2022 and received an income from Interest and Dividends of £30,856 from the fund which was 19% less than the previous year. The investment markets were affected in last financial year due to the Covid 19 and several lockdowns however Inspire Hounslow has seen a steady increase of funds which are back to pre-covid valuations. The financial year-end closed with FTSE Index lower than last year.

Inspire Hounslow's Investment Trust holdings showed a total increase in the year of 12% which includes realised and unrealised losses together with funds removed. The investment valuation at year end showed an unrealized gain of £46,719 to book value. The Investment portfolio continues to be strong and diverse. The balance sheet on page 19 shows that the company has net assets of £1,899,553 which leaves it still well placed to carry out its programme of charitable activities.

The charity is performing well in its grant making activities but there is plenty of scope to do more. The Board reviewed its policies and activities in 2019 and set out strategies to significantly improve focus, efficiency, and effectiveness. No dividends have been paid or are proposed.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2022

Independent Examiner

Charity law requires that the accounts of registered charities should be certified by an Independent Examiner; Janice Matthews FCA of Menzies LLP has been asked to fulfil this role for the company.

In so far as the trustees are aware at the time of approving this trustees' annual report,

- there is no relevant information, being information required by the independent examiner in connection with preparing their report, of which the examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish the examiner is aware of that information.

Trustees responsibilities in relation to the financial statements

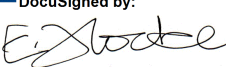
The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company, and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently
- observe the methods and principles of the charity 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board
& signed on its behalf

DocuSigned by:

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EDWARD LOCKE
Company Secretary

Date: 28-Nov-2022

**INSPIRE HOUNSLOW
(A company limited by Guarantee)**

INDEPENDENT EXAMINER'S REPORT for the year ended 31st March 2022

Independent Examiner's report to the Trustees of Inspire Hounslow (the "Company")

I report to the Trustees on my examination of the accounts of the Company for the year ended 31st March 2022.

Responsibilities and basis of report

As the charity's Trustees of the Company (and its Directors for the purposes of Company Law) you are responsible for the preparation of accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under Section 145 of the Charities Act 2011 ("the 2011 Act") . In carrying out my examination, I have followed the Directions given by the Charity Commission under Section 145 (5)(b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- i) accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act , or
- ii) the accounts do not accord with those records
- iii) the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- iv) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

The report is made to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

DocuSigned by:

Janice Matthews

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Janice Matthews FCA
Independent Examiner

Menzies LLP

Chartered Accountants

Centrum House, 36 Station Road

Egham, Surrey, TW20 9LF

28-Nov-2022

Dated

INSPIRE HOUNSLOW**(A company limited by Guarantee)****STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31st March 2022**

	Note	2021-22 £	2020-21 £
INCOME FROM			
Incoming resources from generated funds			
Investment income	2	30,911	38,538
		<u>30,911</u>	<u>38,538</u>
EXPENDITURE ON			
Charitable activities	4	(35,291)	(36,825)
Governance costs	3	(15,899)	(15,190)
Support costs	5	(26,942)	(27,033)
		<u>(78,132)</u>	<u>(79,048)</u>
NET MOVEMENT OF FUNDS		(47,221)	(40,510)
GAINS FROM INVESTMENTS			
Realised gains/(losses) from investments		(46,690)	135,168
Unrealised gains/(losses)	6	46,719	119,061
NET INCOME/(EXPENDITURE) FOR THE YEAR		<u>(47,192)</u>	<u>213,719</u>
TOTAL FUNDS BROUGHT FORWARD		1,946,745	1,733,026
TOTAL FUNDS CARRIED FORWARD		<u><u>£1,899,553</u></u>	<u><u>£1,946,745</u></u>

All recognised gains or losses are included in the statement of financial activities.

The notes on pages 21 to 24 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)

Company No 3548669

BALANCE SHEET as at 31st March 2022

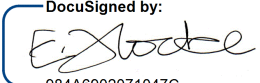
	Note	31/3/2022 £	31/3/2021 £
Fixed Assets			
Investments	6	1,880,902	1,958,091
Current assets			
Debtors	7	131	126
Cash at bank		48,486	55,638
		48,617	55,764
Creditors: Amounts falling due within one year	8	(29,966)	(67,110)
Net current assets		18,651	(11,346)
		<u>£1,899,553</u>	<u>£1,946,745</u>
Represented by			
Capital and reserves			
Unrestricted funds	10	1,899,553	1,946,745
		<u>£1,899,553</u>	<u>£1,946,745</u>

For the year ending 31st March 2022, the Company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies. The members have not required the Company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

These financial statements were approved by the directors and authorised for issue, and are signed on their behalf by

DocuSigned by:

 28-Nov-2022
 984A6902071047C...
EDWARD LOCKE

Chairman

The notes on pages 21 to 24 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)

STATEMENT OF CASH FLOWS for the year ended 31st March 2022

	2021/22		2020/21	
	£	£	£	£
Cash used in operating activities		<u>(115,225)</u>		<u>410,981</u>
Cash flows from investing activities				
Income received		30,911		38,538
Sales of investments		976,348		1,811,135
Purchases of investments		<u>(929,656)</u>		<u>(2,525,417)</u>
		<u>77,603</u>		<u>(675,744)</u>
Cash flows from financing activities				
None		<u>0</u>		<u>0</u>
Increase/(decrease) in cash during the year		(37,622)		(264,763)
Cash at the beginning of the year				
Trustees' accounts	55,638		34,800	
Investment Managers' account	<u>56,985</u>		<u>342,586</u>	
		112,623		377,386
Cash at the end of the year				
Trustees' accounts	48,486		55,638	
Investment Managers' account	<u>26,515</u>		<u>56,985</u>	
		<u>£75,001</u>		<u>£112,623</u>
RECONCILIATION OF OPERATING LOSS WITH CASH BALANCE				
	£	£	£	£
Net (decrease)/increase in funds		(47,192)		213,719
Net movements in net current assets				
Decrease/(Increase) in Debtors	(6)		(121)	
Increase/(Decrease) in Creditors	<u>(37,145)</u>		<u>(18,308)</u>	
		(37,151)		(18,429)
Net loss/(gain) on investments		29		254,229
Investment income received		(30,911)		(38,538)
Net cash flow from operating activities		<u>(£115,225)</u>		<u>£410,981</u>

The notes on pages 21 to 24 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2022

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of these financial statements are as follows:-

Basis of Preparation

These financial statements are 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 1st January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspire Hounslow meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

The Coronavirus pandemic is creating significant uncertainty and the charity is not immune to this although, at this stage, it is not possible to reliably forecast what the long term impact of this may be. The trustees are confident, however, that the charity will be able to see through the current uncertainty as income streams have not been affected by Covid-19 and they are taking action to control costs where appropriate and will continue to monitor the position carefully. Therefore, it is the trustees' opinion that the going concern basis of preparation of the accounts continues to be appropriate.

Income

The charity presently has no trading activity, so all its income is derived from interest and dividends on its investments and bank interest.

Donated services and facilities

The charity has neither premises or employees which it has to fund.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Investments are measured at fair value through the Statement of Financial Activities.

Resources expended

Expenditure is accounted for on an accruals basis and has been categorised under the following

Charitable activities - funds disbursed in order to directly further the objects of the charity

Governance costs - incurred in connection with the compliance of the charity with constitutional and statutory requirements

Support costs - associated with the funding of grants and general management costs of the charity

Other

Both Incoming resources and resources expended are recognised on an accruals basis.

INSPIRE HOUNSLOW**(A company limited by Guarantee)****NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2022 (cont'd)**

	2021/22	2020/21
	£	£
2 Incoming resources		
Investment income	30,856	38,443
Interest received	55	95
Sundry income	0	0
	<u>£30,911</u>	<u>£38,538</u>

	2021/22	2020/21
	£	£
3 Governance costs		
Accountancy	3,567	4,051
Independent examination	3,960	3,600
Investment advisors' fees	8,372	7,539
	<u>£15,899</u>	<u>£15,190</u>

	2021/22	2020/21
	£	£
4 Charitable activities		
Charitable grants		
Our Barn	(1,509)	46,500
TGU	0	10,000
St George	1,797	660
Wild Minds	0	10,824
Sunshine of of Hounslow	0	1,000
Polish Klan	800	500
Spark	0	13,161
Springboard	21,659	0
Feltham Arts	0	727
Green Dragon	0	1,000
Centre for human dev	0	900
Feed Them All	1,899	0
We Are Stronger	7,902	0
Acacia	500	0
Shelter	1,243	0
West London Welcom	1,000	0
Unclaimed grants written back	0	(48,447)
	<u>£35,291</u>	<u>£36,825</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2022 (cont'd)

	2021/22	2020/21
	£	£
5 Support costs		
Legal & professional	15,648	19,089
Consultancy	3,600	1,500
Trustees' expenses	295	0
Insurance	519	378
Bank charges	15	0
Advertising and marketing	144	244
Admin support	4,613	4,700
Venue hire	121	72
IT software and subscriptions	1,878	1,050
Sundry	109	0
	<u>£26,942</u>	<u>£27,033</u>

There were no Director/Trustee expenses during the year. (2021: Nil).

The Company has no staff (2021: Nil)

	2021/22	2020/21
	£	£
6 Fixed asset investments		
Listed investments		
Brought forward - at Market value	1,958,091	1,783,629
Additions in the year	929,656	2,525,417
Net (decrease)/increase in portfolio cash	(30,470)	(285,601)
Disposals in the year	<u>(1,023,094)</u>	<u>(2,184,415)</u>
	1,834,183	1,839,030
Revaluation (deficit)/surplus	<u>46,719</u>	<u>119,061</u>
	1,880,902	1,958,091
Unlisted investment		
Market value at 31st March	<u>£1,880,902</u>	<u>£1,958,091</u>
Analysis of investments		
UK quoted investments	1,854,387	1,901,106
Cash in portfolio	26,515	56,985
Unlisted investment	<u>£1,880,902</u>	<u>£1,958,091</u>

	2021/22	2020/21
	£	£
7 Debtors		
Prepaid expenses	131	126
	<u>£131</u>	<u>£126</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2022 (cont'd)

	2021/22	2020/21
8 Creditors: Amounts falling due within one year	£	£
Trade creditors and accruals	9,479	5,204
Charitable grants payable	20,487	61,907
Other creditors	0	0
	<u>£29,966</u>	<u>£67,111</u>

9 Company status

The company is a private company, limited by guarantee. In the event of the company being wound up, each member is required to contribute an amount not exceeding £1.

	2021/22	2020/21
10 Unrestricted funds	£	£
Balance brought forward	1,946,745	1,733,026
(Deficit)/Surplus for the year	(47,192)	213,719
Balance carried forward	<u>£1,899,553</u>	<u>£1,946,745</u>

The (deficit)/surplus for the year is arrived at after Independent examiner's fees of £3,300 (2020: £3,000).

11 Related party transactions

There were no related party transactions during the year that required disclosure.

12 Subsidiary companies

The company had one wholly owned subsidiary in the year:-

- Creative Action Hounslow Limited, a company that was limited by guarantee and incorporated in England and Wales. The net assets at 31st March 2021 were £nil, and the company was dissolved on 15th June 2021.

INSPIRE HOUNSLOW

England & Wales - Charity number 1104413

Accounts

Company Number

3548669

Charity Number

1104413

INSPIRE HOUNSLOW
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2021

INSPIRE HOUNSLOW
(A company limited by Guarantee)

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INSPIRE HOUNSLOW
(A company limited by Guarantee)

MISSION STATEMENT

Vision and values

Our Vision is to inspire disadvantaged young people in Hounslow to succeed and live a fulfilling future, contributing to a flourishing and sustainable society.

Our Values are fundamental to how we work every day with clients, colleagues, volunteers, supporters and partners. They describe the sort of people we are, how we conduct ourselves, and the experience people can expect when they come into contact with Inspire Hounslow. They are integral to what we do and how we do it, so we look for them in everyone we work with. Our values show that helping people to help themselves is the heart of everything we do.

Four core values drive everything we do:

Respect

- Trust is important and all our communications and actions are transparent
- We are an action oriented community focussed organisation and get things done.

Inspire

- We are passionate about everything we do, and demonstrate enthusiasm and tenacity when dealing with challenges.

Pragmatism

- We are realistic about what can be achieved and ensure our work is targeted at needs and improving outcomes
- We are able to demonstrate the progress we have made.

Openness

- We are an inclusive and approachable organisation that is for the benefit of all members of the community
- Collaboration and community involvement with integrity is part of everything we do.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION

Charity name	Inspire Hounslow
Company number	3548669 England
Date of incorporation	14th April 1998
Charity registration number	1104413
Date of registration	17th June 2004
Secretary	Edward Locke
Registered Office	30 Kingswood Avenue Queens Park London NW6 6LR
Directors/Trustees	Julian Knott (Co-Chairman) Edward Locke (Co-Chairman) Gillian Chapman Ceylin Kolsal Charles Rees Enkelada Thomai Linda Leaney Allen Powley
	The directors of the company are its trustees for the purpose of charity law, and throughout this report are referred to interchangeably as directors or trustees
Independent Examiner	Janice Matthews FCA Menzies LLP Centrum House 36 Station Road Egham Surrey TW20 9LF
Solicitors	Leonie Cowen & Associates 30 Kingswood Avenue Queens Park London NW6 6LR
Investment Managers	Sanlam Asset Management Limited Exchange Building, St John Street Chichester West Sussex PO19 1UP
Bankers	Lloyds Bank Plc Chiswick London W4 Virgin Money Plc Gosforth Newcastle upon Tyne NE3 4PL

INSPIRE HOUNSLOW
(A company limited by Guarantee)

CHAIRMAN'S STATEMENT for the year ended 31st March 2021

The year 2020/21 proved to be challenging for many organisations. Inspire Hounslow was in a strong position financially to weather the storm, and clearly the major effect was to lessen our ability to grow and provide more funding to worthwhile charitable causes.

Our major goal in 2019/20 was to transform Inspire Hounslow into a contemporary and modern charity. We achieved this objective and were prepared, in spring 2020, to promote our organisation to the community, and attract more funding applications. The Trustee Board had been renewed and was ready for growth. We had also rebranded the organisation, reset our website and become more effective in our outreach programmes to other like-minded organisations, charities, and businesses in the Hounslow area.

There was some early concern about the Covid 19 situation, however it should be noted that the Covid 19 Lockdown was instigated on the 23 March 2020. So, throughout the financial year 2020/21 Inspire Hounslow was impacted.

While the 2020/21 growth and development strategy had been outlined and presented to the Board for approval, we chose not to endorse that strategy. Instead, we agreed to “park” our plans, given the lockdown and surrounding circumstance, and revive them post lockdown. It was deemed inappropriate to actively promote our organisation and seek new applicants when most programmes would probably not be delivered. Our approach, instead, was to continue “business as usual”, review applications on their merits and ability to deliver. Given the extent and timeframe of the lockdown, the strategy (both with foresight and

The operational aspects and administration processes put in place at the end of the year 2019/20 were practically tested in 2020/21 and proved robust and well defined.

Financially, the investment was affected by the downturn in stock markets, however this was recovered throughout the year.

Overall, despite the fact we have distributed less in terms of funding, we are pleased to also be able to report another successful year.

Retiring Trustees

We would like to thank Omair, Saba and Pauliina for their hard work, enthusiasm, and support during their time with us. We continue to seek new trustees to represent the make-up of the Borough.

Conclusion

The organisation is on a firm footing to develop our strategies and objectives in the year 2021/2.

As co-chairs we would take the opportunity to particularly thank the various Board members and the many partner organisations and funded organisations with which we have worked, and the team who have supported Inspire Hounslow throughout a difficult year.

- Sallie Crook – the admin/ operations manager – has ensured that meetings and admin have been maintained at the highest level.
- Becky O'Flynn – the company accountant - has integrated the new systems and controls with Xero and Menzies. This has also established the foundation for our relationship with EHCVS.
- Leonie Cowen - the company solicitor (who was an original instigator of CIP in 1998) - has provided wise counsel and guidance throughout the year. This was particularly valuable as the demands of Governance during lockdown have been challenging.

INSPIRE HOUNSLOW
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CHAIRMAN'S STATEMENT for the year ended 31st March 2021

We believe the organisation has strengthened throughout the year 2020/21 and now has the firm foundations from which to progress. The Board are looking forward to growth and development as the country re-sets and restructures in the post Covid 19 Lockdown.

JULIAN KNOTT

Co-Chairman

EDWARD LOCKE

Co-Chairman

The Trustees present their Annual Report together with the financial statements for the year ended 31st March 2021.

a) Objectives and Activities

1) Purpose and objectives

The purpose of Inspire Hounslow: IH Trustees have chosen to focus on grant giving to other organisations (which had activities / goals / projects that meet the parameters of IH Objectives).

The principal objective, main activities and focus of IH is embedded in the constitution. It is the provision of charitable services to young people who 'reside, work or study in the London Borough of Hounslow'. The board agreed to focus on helping young disadvantaged / deprived or disenfranchised people as a priority. The Board intends to amend the restrictions related to LBH to allow Charities with a majority focus on LBH easier access to funding. This amendment will be completed in full accordance with Charitable law.

2) Priorities

The charity has continued to invest in small to medium sized projects that will benefit our selected and identified partners and beneficiaries. So the charity can demonstrate its value, and that will enable us to form partnerships with other investors for larger projects that may have a return.

The Trustees agreed the IH organisation will work with established and well-run charities, CICs, social enterprises, organisations with charitable intent or other organisations and companies that are developing programmes to improve the lives of our target beneficiaries. IH will support local charities which have a specific agenda aligned to IH goals, but which need to develop management and Governance and structure.

The directors have given due consideration to the Charity Commission guidance on the operation of the public benefit and regularly review the risks to which the company is exposed.

Continuous review

IH continues to review policies and strategies to ensure we are relevant to beneficiaries and contemporary in outlook.

In 2019 IH reconfirmed its main priority as the support of disadvantaged young people. The key focus will be providing motivation and opportunities.

Grant making policy

The grant making policy is clearly laid out in the document titled Grant Strategy which was updated and refreshed in 2019/20. The IH core criterion is project-based funding. IH do not fund central costs. IH require clarity of management costs and permanent staffing costs. There is a rigorous review and audit of each application at each stage through to the completion report. Reports must be provided along with financial claims and (dependent on the specific project) evidence or receipts.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

The trustees of the Charity respect and adhere to the principles of Charity governance, the 7 Nolan principles of public life. There is a comprehensive induction process and a suite of documents provided to all new trustees outlining expected performance. Annual training is provided. In the current Covid Lockdown this is deferred until autumn 2021.

IH Vision and mission

Our Vision is to inspire disadvantaged young people in Hounslow to succeed and live a fulfilling future, contributing to a flourishing and sustainable society.

Values

Our Values are fundamental to how we work every day with clients, colleagues, volunteers, supporters and partners. They describe the sort of people we are, how we conduct ourselves, and the experience people can expect when they come into contact with Inspire Hounslow. They are integral to what we do and how we do it, so we look for them in everyone we work with. Our values show that helping people to help themselves is the heart of everything we do.

Four core values drive everything we do:

- **Respect**
 - Trust is important and all our communications and actions are transparent.
 - We are an action-oriented community focussed organisation and get things done.
- **Inspiration**
 - We are passionate about everything we do and demonstrate enthusiasm and tenacity when dealing with challenges.
- **Pragmatism**
 - We are able to demonstrate the progress we have made.
 - We are realistic about what can be achieved and ensure our work is targeted at needs and improving outcomes.
- **Openness**
 - Collaboration and community involvement with integrity is part of everything we do.
 - We are an inclusive and approachable organisation that is for the benefit of all members of the community

Evergreen model

A long-term goal was to become a self-sustaining charity that invests in charitable activities that eventually provide returns that can be reinvested further. This was deemed to be an "evergreen" model. This would enable IH to keep the core funding invested and earning income.

However, it was appreciated that this could not be achieved quickly, if at all. The Trustees have, to date, been unable to position the organisation to generate incomes through commercial activity, or establish a charitable venture, or attract a charitable project that creates an income stream for reinvestment. In recent years the Trustees have challenged whether such a set-up is realistically possible or viable. This is especially relevant given that the charity has no direct, paid for, employees. The intention is to reconsider this goal in the forthcoming year.

b) Achievements and performance

The main achievements of the Charity relate directly to our overall objectives and the funding of a variety of projects and activities related to good causes with the London Borough of Hounslow. The trustees firmly believe that the funds have been utilised to benefit the identified individuals and groups and that monies have been allocated wisely and correctly.

Clearly, the Covid 19 Lockdown and subsequent restrictions caused uncertainty amongst potential applicants. On many occasions it also made it impossible or impractical to deliver charitable programmes involving interaction amongst large or medium sized groups of people. Therefore, the Board predicted a downturn, and this manifested itself in terms of fewer applications, and some of the existing applications either being frozen or rescheduled, or in some cases re-engineered as virtual projects.

Funded projects

Full applications

The value shown represents the total for the project. It does not reflect the amount paid in this financial year.

Thameside and Grand Union Scouts / Uniform and Activities (£10,000 - £1,000 allocated this year)

A rolling agreement to fund uniforms and activities for disadvantaged scouts.

Spark! CONNECT Online (£3,648.00)

The development and delivery of a pilot virtual version of the programme whereby a small number of girls from LBH schools are mentored by female business professionals.

Spark! Virtual CONNECT (£9,513.00)

Delivery of the full-scale female business professional mentoring programme, including the development of digital resources for students.

The Wild Mind Project (10,285.00)

Delivery of four separate programmes of outdoor activities to promote the wellbeing of LGBTQ young people.

Our Barn (£46,000.00)

Expansion and development of the gardening therapy programme at Jubilee Lodge, Osterley Park.

St. George's YC (£3,360.00)

Delivery of a virtual/live educational skills programme in computer literacy and general IT competence, including the purchase of three PC's, and printing and delivery of promotional leaflets.

INSPIRE HOUNSLOW

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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

Small grants and applications

Feltham Arts Association Brochure (£726.85)

Design and production of the festival brochure.

Centre for Human Development (£900.00)

Funding for a volunteer coordinator.

Our Barn Chairs (£500.00)

Purchase of specialised office chairs.

Polish Klan Association Xmas (£500.00)

Collation and delivery of Christmas food/gift parcels.

Green Dragon Chromebooks (£1,000.00)

Purchase of four Chromebooks during Covid.

Sunshine of Hounslow Yoga (£1,000.00)

Delivery of online yoga programme.

Grants distributed during the year totalled: £47,363

c) Future Plans and Strategies

Future years progress - Development - Increasing charitable activity

The Covid 19 lockdown had a major effect on the financial year in terms of applications and funding opportunities. The contingency plans and business plans have been and will continue to be revised.

The Board members recognise the constraints of the Covid 19 lockdown and are determined to identify new funding opportunities. Foundations are in place to accelerate the growth of our Grant funding activity - attracting further suitable applications from organisations which are relevant to IH criteria.

The Board are intending to be far more proactive in our networking and connectivity and outreach programmes to the community to seek potential applications for funding.

Business plan

The more comprehensive, formal, business plan was first established in 2019 and was reviewed at each monthly board meeting. As noted above, given the Covid Lockdown the Board agreed to defer much of the plan for 2020/21 and instead simply focus on business as usual. This may have been a more reactive/ responsive stance than the more proactive strategy envisaged.

INSPIRE HOUNSLOW
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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

Given the global economic and environmental circumstances it seemed both right and appropriate. The fact that the UK lockdown was effectively extended throughout the whole of the 2020/21 financial year, it showed the decision of the Trustee Board to be correct on deferring the strategy.

It should be noted that plans, both strategic and financial, have been established for the coming year (2021/22). These plans are held under review due to the impacts of the Covid 19 lockdown.

The Board recognised that the extraordinary circumstances of Covid Lockdown was the core reason, and probably the only reason, that the funded organisations growth objectives were not secured.

Outline Strategic plans have been circulated to the Board by the Co-chair (Julian Knott)

The Co-Chair (Julian Knott) and Accountant (Becky O'Flynn) have drawn up financial projections, related to the 10-year plan and the long-term strategy.

It was originally expected that these plans would be provided by the traditional October training session/ Board meeting. However, the "second-spike" restrictions have resulted in a sensible decision to postpone planning sessions until later in 2021/2. These plans will now be debated in a strategy meeting and put in place for Mid/late 2021/2. It is intended to extend these for continuity into 2022/3.

Business plan objectives

Objectives and Goals for the coming years have been outlined under the following Categories

- Increase Levels of Grant Funding
- Strong Governance and Management
- Increase Marketing to Potential Applicants
- Post Covid Management of Strategic Business Plan
- Meeting with Local Community and Networking with Other Voluntary / Charitable / Interest / Influencing Groups
- Review and Realignment of Objects / M and A to Ensure Relevance to Contemporary Community and Society we Serve
- Financial Disciplines and Fiscal Management of IH
- Lead Trustee and Operational Management Development
- A Key Driver – Post Covid Lockdown - IH Growth and Development Focus

The full details are outlined in the business plan.

d) Financial Overview

The principal source of funding was the original monies transferred to IH from CIP

There is a rigorous assessment and review process on place prior to and throughout the funding process. In addition, end of project reports and financial evidence are signed off by the Trustees and the independent accountant.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

IH continues to be well funded. Detailed results appear on pages 19 to 25 of the accounts which accompany this report. The Investment Portfolio has produced an income of £38,538 and has shown capital gains of £49,832.05 which is a good performance, given the uncertain market conditions at the end March 2020 related to Covid. There was a steady recovery throughout 2020/21.

It is noted that the Board took the decision to write off any unpaid historical grants and any provisions for expected historical grant applications so that the accounts were a reflection of the current position. The previous grants that had been approved for payment will no longer be collected so the Board took the decision to remove it. In this instance, the Board took a decision to remove a historical entry related to a possible application for a grant, that had been accrued forward for several years which was not taken up or had had any formal agreement concluded.

Funding strategy and Constitution

The Constitution provides few restrictions on the application of funds, save for the restriction of activity to being within the London Borough of Hounslow. IH has decided that, as a matter of principle, it will distribute all its income to charitable causes, giving priority to assisting disadvantaged young people. It is prepared to augment this for worthy causes.

The board's policy is that further, if there was a convincing case, IH would be willing to distribute both the investment interest and capital to good causes, either by way of grants or donations.

Investment Strategy

Social and green investment policy

IH focus and policy related to CSR and ethical investing is laid out in the investment policy

Investment Policy

The Investment policy is set out in our documentation

Reserves Policy

The Reserves Policy is clearly defined in IH strategy and policy documents.

The directors consider that the company's reserves are adequate for the foreseeable future

Financial Management - Business Partners

Sanlam

The core funds continue to be professionally managed by Sanlam. During 2020 we reviewed the portfolio with Sanlam, in light of the Covid Lockdown. In 2020 IH developed an investment policy which was agreed and shared with Sanlam. We decided that there was no need to alter our position – our investment strategy proceeds on a medium risk basis.

INSPIRE HOUNSLOW
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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

The performance of the portfolio is monitored regularly and reported to the Board each month.

At the end of the financial year, the total funds under management were £1,946,745.

Menzies

Meetings took place with Menzies. The relationship between IH, Bright Bookkeeping Solutions (Becky O'Flynn) and Menzies was firmly established, and clear roles and responsibilities were identified. IH have been using Xero as the accounting package.

Lloyds

On-line Banking via Lloyds (our primary account) has worked well, and an established audit trail has been created.

Virgin

Inspire Hounslow have a charity savings account with Virgin Money which holds a small sum on a contingency basis.

EHCVS

Ealing and Hounslow Community Voluntary Service (EHCVS) carry out due diligence procedures on selected applications, under a service level agreement. The relationship has worked well.

Bright Bookkeeping Solutions

The process of Bright Bookkeeping Solutions reviewing the applications' financial aspects, and EHCVS reviewing the overall charity/community standing of the applicant has now been well established and has proved successful.

Audit Committee

During the year IH created and constituted an Audit Committee on 16th January 2020 to review decisions made by the Board and establish an overview and scrutiny process. Initially this was led by Kella Thomai and subsequently transferred to Allen Powley.

While broad TOR were established – these are being reviewed in 2021/22.

Risk Register

A formal risk register has been established and is being reviewed prior to acceptance by the Trustee Board. Trustees would make note that the risks are considered controllable and there are robust mechanisms established. Project funding is controlled by a rigorous assessment policy. There is a significant control mechanism for the release of funds. The Audit Committee scrutinises the Co-chair and Trustee activity. The Company Solicitor has visibility of operational activity. The investment policy is clearly defined and considered moderate risk. Ultimately and most relevantly, the access to the funds is tightly controlled.

Contractor and Supplier Review

The Board began the process of evaluation of our contractor / employee and support structure to ensure we have sufficient personnel and resources to undertake our activity and achieve our vision and mission. However, it was felt that in the lockdown it was more appropriate to maintain existing relationships. We intend to review in the Audit Committee in future times.

Financial Controls and Disciplines

As IH grant giving increases, logically the administration effort required will also increase. The problem of limited administrative resources continues, and IH Trustees have again had to rely on our legal representative for help. This year the Operations Manager has taken on further responsibility and assists in the administration of the charity including grants. The Board has agreed to limit using our legal representative for non-legal matters and a further review of responsibilities and tasks will take place.

CAH Closure

Creative Action Hounslow (CAH), a wholly owned subsidiary of IH, has remained dormant during the year under review and since the inception of IH. The Board have formally agreed the closure of this organisation and the process has been started.

e) Structure, Governance and Management

Governance and History

Previously under the name of CIP Group, Inspire Hounslow ("IH") successfully provided services to Hounslow Council and the local community within the borough of Hounslow since its inception in 1997. CIP comprised a charitable arm and a trading (commercial) arm. It was a not-for-profit organisation. Any commercial monies earned were covenanted back to CIP charity.

In 2008, following a change of strategy, the Council awarded the service contracts to several commercial companies. This created a situation where there was a financial legacy left with Inspire Hounslow's predecessor company CIP. Effectively this left the charity with accumulated funds but no charitable activities.

The Board of Trustees decided that, as the charity was no longer a service provider, it should redefine itself to maximise the use of the historical funding it had accumulated. A simplified restructure resulted in a new entity as one charitable company – Inspire Hounslow (IH) with all of the assets / monies remaining within the organisation. Community Action Hounslow (CAH) was retained as a trading (dormant) subsidiary.

Due to the history noted above, and the origin of funds, Inspire Hounslow established its general charitable objects only for the benefit of those who live, work or study within Hounslow. This was a requirement of LBH as the promoter in 1997/8 prior to the organisation being formally established.

Inspire Hounslow further refined the beneficiaries as: young, deprived, disenfranchised, or disadvantaged people working, studying, or living in the London Borough of Hounslow.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

Structure

The charity is a company limited by guarantee with no share capital. The company was formed in 1998 under the name of Hounslow Culture & Community Services to manage the leisure activities of Hounslow Council, and after the cessation of trading operations in 2008 changed its name to Inspire Hounslow.

Its governing document is its Memorandum & Articles of Association, which were refreshed on 11th July 2017 to bring them in line with current activities and aspirations.

The appropriate Governing documents, memorandum and articles of Association, constitution, rules and documentation were fully reviewed and refreshed by March 2020. These activities were completed in association with and, under the guidance of, the IH company solicitors. As a result of this refresh, the Trustees believe that the Charity conforms to all necessary regulations, guidance and recommendations as set out by the Charity Commission.

Management - Trustees Recruitment and Induction

The charity is controlled by the board of trustees, who are also the directors for the purpose of company law.

All the trustees are members of the company and guarantee to contribute £1 in the event of a winding up; no Trustee has any beneficial interest in the company.

All trustees are unremunerated.

The Articles of Association require the company to be run by a Board of Trustees who are expected to take decisions collectively. The board when complete consists of at least three and not more than eleven people.

Trustees will each normally hold office for three years and be eligible for re-election twice. Additional board members are sought by public advertisement and by private approach.

New trustees have been recruited in accordance with the appropriate guidelines. There are clearly documented processes listed in the Inspire Hounslow recruitment protocol.

New trustees are initially interviewed by a Recruitment Group, and later by the full Board. Approved applicants are co-opted for an initial term of six months, which is considered a probation period. At the end of the initial term the appointment is reappraised, and, if appropriate, the Trustee is reappointed as a full Trustee. There may be circumstances in which the initial term is extended for a further period of 3 to 6 months. Thereafter, such people are expected to serve for a three-year term and are eligible for re-election in due course.

All new trustees have undergone the appropriate checks and necessary reviews. These are completed by the admin manager and the company solicitor.

On appointment, Trustees are provided with a copy of the charity's governing documents, the rules and an induction pack of policies and procedures, which are a guideline to its method of operation. They are also offered a mentor and formal training on the responsibilities of Charity Trustees, particularly on the requirements of the Charity Commission.

INSPIRE HOUNSLOW
(A company limited by Guarantee)

TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

Serving Trustees

The people who served during this financial year, and since, were:

Edward Locke
Julian Knott
Charles Rees
Omair Nazimi
Enkelada Thomai
Sabahat Hassan
Pauliina Vaskikari
Ceylin Raziyi Kolsal Sarper
Allen Powley
Gillian Chapman
Linda Leaney

Board Composition changes

During the year 2020/21 the Board welcomed two new trustees:

Pauliina Vaskikari (3.4.20)
Allen Powley (2.11.20)

Three trustees resigned:

Omair Nazimi (1.9.20) (moved out of the area)
Saba Hassan (1.10.20) (pressure of work/study)
Pauliina Vaskikari (30.3.21) (moved out of the area).

Trustee and Board Structure and constitution

The Board continues to review the number and make-up of trustees and undertook a recruitment drive to raise numbers to the full complement, with limited success.

A rigorous review of skillsets and attributes of board members continues. New members have been introduced and are more demanding of each other, and expectations have been raised from all Board Members, aimed at growing the organisational funding opportunities and brand awareness.

We are actively seeking new trustees, especially representative of the diverse communities of LBH, and need to recruit four more members to reach our full complement.

Management Employees and Contractors

There are no direct employees.

The company contracts with Sallie Crook (Admin and Operations Manager) and Becky O'Flynn of Bright Bookkeeping Solutions.

Lead Trustees and Grant Management

The rewritten and refreshed grant management process, policy and procedure has worked well. Lead Grant application and funding process training was unable to take place this year

f) Reference and Administrative details

References

The Charity name and registration number address and principal office are detailed at the start of this do Charity trustees and recruitment dates are detailed in section e3 (Management) above.

Meetings and Communications

The Board meetings and much of the operational work have had to be transferred online. The Zoom meeting process has worked well. Governance and decision making has often been through email, with confirmation of activity being confirmed and minuted at Board meetings.

The schedule of meetings for 21/22 and into 2023 has been established for review with the Board.

Administration

The procedures, processes, minute collection and collation have all been reviewed over the past year, by the Co-chairs, Sallie Crook (Operations Manager and Leonie Cowen (Company Solicitor). All processes have been tightened and refreshed.

Marketing, Brand and Digital Policies

The Brand uplift has been well received and we now have a clear identity. Office 365 and communication processes have been established, but much has been held in abeyance, again due to the Lockdown. All trustees now have IH email addresses.

Property and Assets belonging to Inspire Hounslow

There are no Property or Tangible assets belonging to Inspire Hounslow.

g) Exemption form disclosure

There are no formal exemptions from disclosure.

h) Funds held by trustees on behalf of others

Inspire Hounslow is a fund giving charity. IH does not hold funds as custodian trustees on behalf of other individuals or entities

INSPIRE HOUNSLOW
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TRUSTEES' ANNUAL REPORT for the year ended 31st March 2021

Independent Examiner

Charity law requires that the accounts of registered charities should be certified by an Independent Examiner; Janice Matthews FCA of Menzies LLP has been asked to fulfil this role for the company.

In so far as the trustees are aware at the time of approving this trustees' annual report,

- there is no relevant information, being information required by the independent examiner in connection with preparing their report, of which the examiner is unaware, and
- the trustees, having made enquiries of fellow directors and the independent examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish the the examiner is aware of that information.

Trustees responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company, and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently
- observe the methods and principles of the charity 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board
& signed on its behalf

EDWARD LOCKE
Company Secretary

Date:

INSPIRE HOUNSLOW
(A company limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT for the year ended 31st March 2021

Independent Examiner's report to the Trustees of Inspire Hounslow (the "Company")

I report to the Trustees on my examination of the accounts of the Company for the year ended 31st March

The report is made to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Responsibilities and basis of report

As the Trustees of the Company (and its Directors for the purposes of Company Law) you are responsible for the preparation of accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under Section 145 of the Charities Act 2011 ("the 2011 Act") . In carrying out my examination, I have followed the Directions given by the Charity Commission under Section 145 (5)(b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I can confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- i) accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act , or
- ii) the accounts do not accord with those records
- iii) the accounts do not comply with the accounting requirements of Section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- iv) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Janice Matthews FCA
Independent Examiner

Menzies LLP
Chartered Accountants
Centrum House, 36 Station Road
Egham, Surrey, TW20 9LF

Dated

INSPIRE HOUNSLOW
(A company limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31st March 2021

	Note	2020-21 £	2019-20 £
INCOME FROM			
Incoming resources from generated funds			
Investment income	2	38,538	58,611
		<u>38,538</u>	<u>58,611</u>
EXPENDITURE ON			
Charitable activities	4	(36,825)	(72,393)
Governance costs	3	(15,190)	(20,662)
Support costs	5	(27,033)	(85,724)
		<u>(79,048)</u>	<u>(178,779)</u>
NET MOVEMENT OF FUNDS		(40,510)	(120,168)
GAINS FROM INVESTMENTS			
Realised (losses)/gains from investments		135,168	(5,502)
Unrealised gains/(losses)	6	119,061	(168,047)
NET INCOME/(EXPENDITURE) FOR THE YEAR		<u>213,719</u>	<u>(293,717)</u>
TOTAL FUNDS BROUGHT FORWARD		1,733,026	2,026,743
TOTAL FUNDS CARRIED FORWARD		<u><u>£1,946,745</u></u>	<u><u>£1,733,026</u></u>

All recognised gains or losses are included in the statement of financial activities.

The notes on pages 22 to 25 form part of these financial statements

BALANCE SHEET as at 31st March 2021

	Note	31/3/2021 £	31/3/2020 £
Fixed Assets			
Investments	6	1,958,091	1,783,639
Current assets			
Debtors	7	126	5
Cash at bank		<u>55,638</u>	<u>34,800</u>
		55,764	34,805
Creditors: Amounts falling due within one year	8	(67,110)	(85,418)
Net current assets		<u>(11,346)</u>	<u>(50,613)</u>
		<u>£1,946,745</u>	<u>£1,733,026</u>
Represented by			
Capital and reserves			
Unrestricted funds	10	1,946,745	1,733,026
		<u>£1,946,745</u>	<u>£1,733,026</u>

For the year ending 31st March 2021, the Company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies. The members have not required the Company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

These financial statements were approved by the directors and authorised for issue on _____, and are signed on their behalf by

JULIAN KNOTT

Co-Chairman

EDWARD LOCKE

Co-Chairman

The notes on pages 22 to 25 form part of these financial statements

INSPIRE HOUNSLOW
(A company limited by Guarantee)

STATEMENT OF CASH FLOWS for the year ended 31st March 2021

	2020/21		2019/20	
	£	£	£	£
Cash used in operating activities		<u>180,246</u>		<u>(287,170)</u>
Cash flows from investing activities				
Income received		38,537		58,611
Sales of investments		2,041,871		1,411,125
Purchases of investments		<u>(2,525,417)</u>		<u>(926,127)</u>
		<u>(445,009)</u>		<u>543,609</u>
Cash flows from financing activities				
None		<u>0</u>		<u>0</u>
Increase/(decrease) in cash during the year		(264,763)		256,439
Cash at the beginning of the year				
Trustees' accounts	34,800		62,764	
Investment Managers' account	<u>342,586</u>		<u>58,183</u>	
		377,386		120,947
Cash at the end of the year				
Trustees' accounts	55,638		34,800	
Investment Managers' account	<u>56,985</u>		<u>342,586</u>	
		<u>£112,623</u>		<u>£377,386</u>
RECONCILIATION OF OPERATING LOSS WITH CASH BALANCE				
	£	£	£	£
Net (decrease)/increase in funds		213,719		(293,717)
Net movements in net current assets				
Decrease/(Increase) in Debtors	(121)		62	
Increase/(Decrease) in Creditors	<u>(18,308)</u>		<u>(33,722)</u>	
		(18,429)		(33,660)
Net loss/(gain) on investments		23,494		98,818
Income received		(38,538)		(58,611)
Net cash flow from operating activities		<u>£180,246</u>		<u>(£287,170)</u>

The notes on pages 22 to 25 form part of these financial statements

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of these financial statements are as follows:-

Basis of Preparation

These financial statements are 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 1st January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspire Hounslow meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

The Coronavirus pandemic is creating significant uncertainty and the charity is not immune to this although, at this stage, it is not possible to reliably forecast what the long term impact of this may be. The trustee's are confident, however, that the charity will be able to see through the current uncertainty as income streams have not been affected by Covid-19 and they are taking action to control costs where appropriate and will continue to monitor the position carefully. Therefore, it is the trustee's opinion that the going concern basis of preparation of the accounts continues to be appropriate.

Income

The charity presently has no trading activity, so all its income is derived from interest and dividends on its investments and bank interest.

Donated services and facilities

The charity has neither premises or employees which it has to fund.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Investments are measured at fair value through the Statement of Financial Activities.

Resources expended

Expenditure is accounted for on an accruals basis and has been categorised under the following

Charitable activities - funds disbursed in order to directly further the objects of the charity

Governance costs - incurred in connection with the compliance of the charity with constitutional and

Support costs - associated with the funding of grants and general management costs of the charity

Other

Both Incoming resources and resources expended are recognised on an accruals basis.

INSPIRE HOUNSLOW**(A company limited by Guarantee)****NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2021 (cont'd)**

	2020/21	2019/20
2 Incoming resources	£	£
Investment income	38,443	58,372
Interest received	95	239
Sundry income	0	0
	<u>£38,538</u>	<u>£58,611</u>
	2020/21	2019/20
3 Governance costs		
Accountancy	4,051	7,825
Independent examination	3,600	3,600
Investment advisors' fees	7,539	9,237
	<u>£15,190</u>	<u>£20,662</u>
4 Charitable activities		
Charitable grants		
Air Quality	0	500
Scouts and guides	0	720
West Middlesex Hospital	0	5,000
Friends of St Pauls	0	1,016
Riana	0	13,707
New Life	0	500
Our Barn	46,500	0
TGU	10,000	0
Brentford	0	500
St George	660	2,700
Artreach Trust	0	15,000
Ivybridge	0	500
Wild Minds	10,824	0
Reach	0	5,250
Sunshine of of Hounslow	1,000	0
Polish Klan	500	1,000
Spark	13,161	0
Springboard	0	26,000
Feltham Arts	727	0
Green Dragon	1,000	0
Centre for human dev	900	0
Unclaimed grants written back	(48,447)	0
	<u>£36,825</u>	<u>£72,393</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2021 (cont'd)

5 Support costs

Legal & professional	19,089	71,405
Operations Manager	1,500	0
Trustees' expenses	0	402
Insurance	378	504
Bank charges	0	7
Advertising and marketing	244	5,576
Admin support	4,700	7,330
Venue hire	72	129
IT software and subscriptions	1,050	371
	<u>£27,033</u>	<u>£85,724</u>

There were no Director/Trustee expenses during the year as all meetings were conducted online (2020: £402).

The Company has no staff (2020: Nil)

	2020/21	2019/20
	£	£
6 Fixed asset investments		
Listed investments		
Brought forward - at Market value	1,783,629	2,083,042
Additions in the year	2,525,417	925,087
Net (decrease)/increase in portfolio cash	(285,601)	285,442
Disposals in the year	<u>(2,184,415)</u>	<u>(1,341,895)</u>
	1,839,030	1,951,676
Revaluation (deficit)/surplus	<u>119,061</u>	<u>(168,047)</u>
	1,958,091	1,783,629
Unlisted investment		10
Market value at 31st March	<u>£1,958,091</u>	<u>£1,783,639</u>
Analysis of investments		
UK quoted investments	1,901,106	1,441,043
Cash in portfolio	56,985	342,586
Unlisted investment		10
	<u>£1,958,091</u>	<u>£1,783,639</u>
7 Debtors		
Prepaid expenses	126	0
Bank reimbursement	0	0
Group companies	0	5
	<u>£126</u>	<u>£5</u>

INSPIRE HOUNSLOW
(A company limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31st March 2021 (cont'd)

8 Creditors: Amounts falling due within one year

Trade creditors and accruals	5,204	14,227
Charitable grants payable	61,907	33,916
Other creditors	0	37,275
	<u>£67,111</u>	<u>£85,418</u>

9 Company status

The company is a private company, limited by guarantee. In the event of the company being wound up, each member is required to contribute an amount not exceeding £1.

10 Unrestricted funds

Balance brought forward	1,733,026	2,026,743
(Deficit)/Surplus for the year	213,719	(293,717)
Balance carried forward	<u>£1,946,745</u>	<u>£1,733,026</u>

The surplus for the year is arrived at after Independent examiner's fees of £3,000 (2020: £3,000).

11 Related party transactions

One trustee, R G Norris, invoiced the charity for £Nil (2020: £5,850) for accountancy services during the period in accordance with clause 7.1 of the company's Articles of Association, and with the approval of the Board and Charity Commission.

12 Subsidiary companies

The company had one wholly owned subsidiary in the year:-

- Creative Action Hounslow Limited, a company that was limited by guarantee and incorporated in England and Wales. The net assets at 31st March 2021 were £nil, and the company has since dissolved, from 15th June 2021.