

MENTORING PLUS BATH AND NORTH EAST SOMERSET

England & Wales · Charity number 1112534

Details

Status Registered

Legal form Charitable company

Company number [05589316](#)

Registered 2005-12-15

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

Contact

Address Mentoring Plus
Riverside Youth Hub
York Place
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Bath
BA1 6AE

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Website www.mentoringplus.net

Activities

Objects: • OFFER POSITIVE, SAFE AND CARING ADULT SUPPORT, BASED ON PROVEN PRACTICE SO THAT THEY CAN IMPROVE THEIR EMOTIONAL AND SOCIAL WELLBEING• ADVANCE OPPORTUNITIES TO RAISE ASPIRATIONS, BUILD ON THEIR STRENGTHS AND POSITIVE INTERESTS, SUPPORT THEM TO ACCESS EDUCATION, EMPLOYMENT OR TRAINING, AND REALISE THEIR FULL POTENTIAL• BUILD COMMUNITY CONNECTIONS BY OFFERING ACCESS TO SPORTS, ARTS, LEISURE, LIFE AND EMPLOYABILITY SKILLS, THE ENVIRONMENT, ETC, INCLUDING VOLUNTEERING AND ENTERPRISE OPPORTUNITIES• WORK IN PARTNERSHIP WITH SCHOOLS, FAMILIES AND OTHER ORGANISATIONS TO PROVIDE A HOLISTIC APPROACH TO ADDRESSING ISSUES THAT IMPACT THEIR WELLBEING• ADVOCATE FOR THEIR VOICES TO BE HEARD WITHIN AND BEYOND THE CHARITY IN DISCUSSIONS REGARDING THEIR RIGHTS, WISHES AND WELFARE

Activities: Mentoring Plus is a charity working with vulnerable young people aged between 7 and 21. We provide a year long programme of one to one mentoring and a range of activities to help them realise their potential.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Recreation
- **Who:** Children/young People

Geography

- **Area of benefit:** NOT DEFINED, IN PRACTICE BATH AND NORTH EAST SOMERSET
- Bath And North East Somerset

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£769,832	£802,570	£150,637	21
2024-03-31	£818,003	£814,123	£183,375	21
2023-03-31	£800,678	£829,459	£179,495	22
2022-03-31	£726,969	£749,884	£208,276	19
2021-03-31	£649,457	£592,007	£231,191	20

Trustees

Name	Role	Appointed
Susan Milner	Chair	2023-11-27
Ciranne Louise Barrass		2026-04-28
David Kelly		2025-11-24
Graham Abbey		2024-09-30
Jennifer Louise Crossey		2026-05-11
Lydia Ferguson Ray		2025-05-30
Paul Thomas Daniels		2023-11-27
Stephanie Paula Massie		2024-09-30

MENTORING PLUS BATH AND NORTH EAST SOMERSET

England & Wales - Charity number 1112534

Accounts

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2025
for
Mentoring Plus Bath and
North East Somerset Limited

Monahans
Chartered Accountants
Hermes House
Fire Fly Avenue
Swindon
Wiltshire
SN2 2GA

**Mentoring Plus Bath and
North East Somerset Limited**

**Contents of the Financial Statements
for the Year Ended 31 March 2025**

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**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2025**

Mentoring Plus was founded in 1998, part of a national youth mentoring project funded by central government. It became an independent charity in 2005, continuing to engage young people in positive community mentorship to improve their safety, wellbeing and opportunities.

Its uninterrupted delivery since that time in a challenging economic environment is a testament to the commitment of its funders, volunteers, staff, trustees and referring organisations to providing support to young people from and within their own community.

OBJECTIVES AND ACTIVITIES

Meeting the needs of our community

Children, teens and young adults in our community continue to face complex and difficult challenges in education, family circumstances and mental wellbeing. These challenges are rooted in overlapping educational, economic and social factors, affecting not only the individuals themselves, but their families, schools and wider communities.

More than four-fifths of the young people we support struggle with unmet educational needs. These can manifest as poor academic attainment, social withdrawal, disrupted behaviour and school refusal, all of which are deeply entwined with anxiety and low self-esteem. Alongside these learning challenges, many face difficult home circumstances such as family breakdown, chronic physical or mental health issues, and substance misuse. These, in turn, can lead to wider vulnerabilities including neglect, abuse, domestic violence and even exploitation.

These young people often become harder to reach and engage as they get older, particularly when regular school attendance becomes difficult. The transition into adulthood, especially for those with additional needs, is another point of vulnerability. The lack of equivalent support services beyond age 18 leaves many feeling isolated, disenfranchised and ill-equipped to navigate adult support services.

In recent years, the landscape of need has shifted even further. The legacy of lockdown has compounded the pressures faced by those already affected by long-term disadvantage. Many come from communities marked by intergenerational barriers to education and employment, including former mining areas and rurally isolated neighbourhoods with limited infrastructure and opportunity.

For these young people, missed schooling and social contact during the pandemic exacerbated mental health issues, increased school avoidance and heightened social anxiety. Navigating peer relationships has become more difficult, sometimes resulting in risky behaviours or deepened isolation.

Economic pressures have added another layer of complexity. The continued high cost of living strains family wellbeing and reduced community capacity to offer informal support. Working families just above the threshold for public assistance are increasingly affected.

We noted in the previous year that resources available within schools to support young people early on had seen a steep decline, which has become even more acute in the last year. This has created even greater demand for our mentoring services which are free to refer, and significantly reduced the resources available for services for which a schools contribution is necessary. This led to a significantly reduced cohort in our Professional Mentoring project.

While steps have now been successfully taken to reduce costs accordingly, we experienced a financial deficit in the year due to this shift. Decisive steps have been taken to address this in the short term, and the Board is also engaged in exploring future strategic shifts to ensure the charity is responding to changing needs and safeguarding its longer-term financial stability.

As far as resources allow, Mentoring Plus continues to provide timely, targeted and empathetic support for young people across Bath and North East Somerset. Through close collaboration with schools and local partners, we offer individualised 1-1 support tailored to young people's individual needs. Our work fosters confidence, wellbeing and connection, improving communication skills, strengthening relationships and helping young people re-engage with education and community life. Most importantly, it helps build hope for the future.

The charitable objectives of Mentoring Plus, under which these activities are delivered, are formally set out with the Charities Commission and governed by our legal and operational framework:

**Mentoring Plus Bath and
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**Report of the Trustees
for the Year Ended 31 March 2025**

For the benefit of vulnerable young people such as those at risk of offending; looked after children; care leavers; young offenders (those in custody and those leaving custody); educationally excluded; those not in education, training or employment; and those at risk of abuse, domestic violence and drug and alcohol addiction (known hereafter as young people at risk), are:

- (a) to advance the education and training of young people at risk so that they are able to realise their full potential within their community and so that they are better able to integrate into society as a whole;
- (b) to provide and assist in the provision of facilities in the interests of the social welfare and leisure time of young people at risk with the object of improving their conditions of life;
- (c) to relieve unemployment of young people at risk through the provision of career information and advice;
- (d) to preserve and protect the health of young people at risk by the provision of advice and guidance.

The Trustees are currently (2025) seeking Charity Commission approval for the update of these Objects, reflecting expansion of the charity into newer areas of work since the above were agreed.

Meanwhile, in pursuit of our vision and mission, Mentoring Plus delivers on these objects across four main projects:

Volunteer Mentoring programme

The Volunteer Mentoring (VM) project continues to be a vital part of our work, with approximately two-thirds of its delivery and operational costs funded through charitable income. Unlike our other programmes, which are directly funded, this project depends significantly on philanthropic support to sustain its impact.

The VM programme recruits, trains, and supports adult volunteers to provide one-to-one mentoring for up to 12 months. The service is offered across two strands:

- Primary Volunteer Mentoring (ages 7-11)
Secondary Volunteer Mentoring (ages 11-21, and up to 25 for young adults with special educational needs and disabilities (SEND) requiring early help)

Children in the primary programme are referred exclusively by schools. Those aged 11-25 are referred by schools, statutory services, voluntary organisations, and families. All referrals must meet thresholds of need where early, preventative support from a volunteer mentor is both appropriate and safe.

Our skilled practitioners are essential to programme delivery. They handle referrals, secure informed consent, conduct needs and risk assessments, and support each mentee to develop a personalised mentoring plan. They also engage with families to assess wider needs, signpost to external services, and participate in multi-agency meetings such as Team Around the Family to ensure the child's voice is central to support planning.

Each volunteer mentor is carefully selected, vetted, and matched with a mentee based on shared interests and personality compatibility. Practitioners support the early stages of the mentoring relationship, providing ongoing supervision and guidance to ensure sessions are safe, engaging, and impactful. All safeguarding processes are rigorously managed by our professional staff.

The Secondary VM programme is part-funded through a £65,000 annual commission from Bath & North East Somerset Council's Public Health and Prevention team. This represents 32% of the programme's total cost of £203,900 for the year (this cost includes participation, see below, which is run as part of this project). The remaining 68% is secured through grants and donations.

In the Primary VM programme, referring schools contribute approximately one-third of mentoring costs, with the balance similarly covered through charitable fundraising. Fee income from schools for the Primary programme in FY23-24 totalled £26,000, equivalent to 24% of total programme costs of £110,480.

The majority of delivery costs are attributable to practitioner salaries across these two projects (1 full-time and 4 part-time roles), without which the programme could not operate. Other costs include direct project expenses, including travel, mentoring materials, IT and telecoms, clinical supervision and training, as well as core operational costs covering management, finance, HR, insurance, premises, and utilities.

**Mentoring Plus Bath and
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**Report of the Trustees
for the Year Ended 31 March 2025**

Impact and Reach

Mentoring Plus takes focused care with accurate measurement and evaluation of impact across all projects. The voice of mentees is paramount, with feedback also gained from families, referrers, fellow professionals and our own observations. Practitioners record outcomes against defined metrics in our secure casework database - 18 outcomes for VM and PM defined by our local authority commissioners, grant funders and ourselves, and six for SAFS set by our local authority commissioner.

All outcomes require written evidence and this data forms the basis for quarterly / termly commission monitoring, impact reporting to grant-giving trusts and referring schools as appropriate. Case studies are also produced for both positive and more challenging referrals, adding qualitative context and verbatim feedback to numeric data.

In FY24-25, the VM project supported 105 individual young people (compared to 104 in FY23-24). At any given time, we maintained our targeted cohort sizes, mentoring at least 22 primary-aged and 30 secondary-aged young people at any one time.

Each mentee develops a Personal Plan with practitioner support, identifying their individual goals, challenges, and hopes for the mentoring relationship. Progress is reviewed quarterly in consultation with the mentor and, where appropriate, family and referrers.

Key outcome highlights from FY24-25 include:

- 80% of mentees were reported to feel or were observed to be safer
- 80% demonstrated improved communication and social skills
- 79% reported greater confidence and self-esteem
- 70% showed increased engagement in education, employment, or training
- 64% demonstrated improved emotional wellbeing

The role of volunteers

In FY24-25, 42 new mentors were trained, and a total of 65 active volunteers provided 1,016 mentoring sessions. Following significant investment in volunteer recruitment, we are seeing volunteer numbers significantly up on the previous year. We will continue to devote resources to the promotion of volunteering.

Volunteers are the cornerstone of this programme, not only by reducing delivery costs, but by offering authentic, community-based relationships and positive role models. Mentees recognise and value the voluntary nature of this support, understanding that their mentor has freely chosen to invest time and care in their wellbeing.

Student & Family Support (SAFS)

The Student & Family Support (SAFS) programme, delivered exclusively by Mentoring Plus and fully funded by Bath & North East Somerset Council's Education Inclusion Service, supports children and young people aged 5-16 who are struggling to engage with mainstream education. This includes those with low attendance, those who have experienced exclusion, are on directed off-site provision, or are returning to mainstream school having been electively home educated or receiving hospital education.

SAFS is delivered directly by our qualified professionals, not through volunteers or mentors. Its unique value lies in bridging the gap between home and school-working intensively with families to identify and address underlying barriers to education and signpost to appropriate services. The service plays a critical role in rebuilding relationships between families and schools, often uncovering and resolving challenges that had previously gone unrecognised by education settings.

Each student receives a structured, time-limited programme of tailored interventions, typically over a 16-week period. This may include support to manage anxiety, develop coping strategies, reconnect with trusted staff at school, and explore unmet educational needs. The goal is to help each young person build confidence and re-engage with learning in a sustainable way.

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**Report of the Trustees
for the Year Ended 31 March 2025**

Key outcomes for students supported by SAFS in FY24-25 included:

- 49% successfully reintegrated into education
- 56% demonstrated improved engagement with learning
- 52% reported enhanced emotional wellbeing.

With changes to attendance processes such as Fair Access and managed moves, increasingly the team works with students with very low attendance, and this is reflected in the outcome data above. Students with very low attendance are at higher levels of need and experience greater challenges in overcoming difficulties. Due to the shorter intervention length and termly reporting cycle, outcome data includes students at the start of SAFS intervention alongside those who have benefited for longer. We work closely with our local authority commissioners to reflect on and interpret outcome data in the context of the young people being supported.

The service continues to be highly valued by both schools and families, with demand exceeding capacity and a consistent waiting list throughout the year. Reflecting the impact and credibility of the service, a group of local primary schools directly commissioned Mentoring Plus to deliver additional SAFS provision in the 2024-25 academic year, and has extended the contract for 2025-26.

In FY24-25, SAFS supported 127 individual young people, up from 119 in FY23-24, while consistently maintaining a rolling caseload of 36 students, meeting all contractual delivery benchmarks. The full cost of delivery, including a contribution to organisational overheads, was covered by the Council commission of £180,000 per year. This budget funds staff salaries, direct programme delivery, and a proportionate share of core running costs.

Just after the end of FY24-25 we learned that we had been successful in tendering for a renewed 4-6 year local authority commission for SAFS, fully funding this service at £195,000 per year from September 2025 and ensuring its uninterrupted provision for students in need of support in re-accessing their education.

Professional Mentoring

Since 2016, our Professional Mentoring (PM) programme has provided intensive, one-to-one support for young people whose complex needs and circumstances fall beyond the safe scope of volunteer mentoring. Delivered by trained professional mentors, the programme offers the same strengths-based, child-led, community-based approach as our Volunteer Mentoring (VM) service, but with enhanced professional skills and experience tailored to higher-need cohorts.

Young people referred to PM typically face multiple and significant challenges-including poor mental health, educational disengagement, complex family dynamics, care experience, trauma, abuse, or neglect. Many are socially isolated or at elevated risk due to exploitation, substance misuse, insecure housing, or other safeguarding concerns. Most are receiving support from multiple agencies and require consistent, trusted relationships to stabilise and progress.

Since PM began, each mentoring placement has been individually commissioned, most often funded through Education, Health and Care Plans (EHCPs) or social care budgets. In FY 24-25, the capacity for schools and agencies to pay for PM mentoring dramatically reduced, and far fewer young people were able to access it despite unprecedented levels of need.

In-school mentoring

As part of the PM offer, we continued to place embedded professional mentors within several local secondary schools and one primary school. These placements offer schools high-value, responsive support that students can access quickly. Drawing inspiration from our broader mentoring approach, these sessions often include walking, cooking, or creative activities to facilitate open, relational conversations in safe, non-clinical environments.

Again due to schools' budget constraints the level of provision reduced in FY24-25, with several schools unable to renew contracts with us, despite the high value ascribed to the service.

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Impact and reach

In FY24-25, the PM programme supported 53 unique young people (FY22-23: 104), including 29 through in-school provision (FY23-24: 45) and 24 through community-based mentoring (FY23-24: 59). The programme does not operate under a commissioned framework with specific delivery benchmarks.

PM made significant financial losses during the financial year; its fixed costs were based on a previous higher level of referrals and despite every effort to attract more mentees, school budget constraints meant that it under performed relative to budget. The full cost of this delivery including running costs was £155,927 against revenue of £94,653.

In response, the project team were restructured to reduce contracted hours and transfer staff to other projects, and for the first time we secured some charitable subsidy to contribute to PM places, which will continue.

As a result of these changes, financial losses for PM will not continue into 2025-26, while we continue to offer this accessible, therapeutic, relationship-based support for young people in our region experiencing acute or crisis-level need.

Young people's group activities and participation

In FY24-25, Mentoring Plus continued its regular delivery of group-based activities designed to complement our one-to-one support and increase social connection, confidence, and participation among young people. This included:

- Twice weekly open-access evening youth club sessions during term time. One of these sessions is designed to be quieter with art-led activities, increasing accessibility for young people needing greater support due to social anxiety, educational needs or similar; the other offers sport, music, games and cookery for a larger group.
- A programme of school holiday activities and trips for mentees and youth club members

In total, we delivered 97 activity sessions for youth club members and mentees, providing 194 hours of structured activity and attracting 659 attendances.

Our quieter evening session is designed specifically for socially anxious young people or those with additional needs, offering a quieter, arts-focused environment for a smaller group. Our classic open access session continued to include sports coaching provided by Bath FC Foundation, and a professional music practitioner funded by a generous individual donor. Another local donor has kindly supported the costs of a nutritious meal or snack at every session, often cooked by young people and enjoyed as a group. These groups have steady growth in attendance among regular participants.

Mentoring Plus remains committed to making group opportunities accessible to all young people, including those in rural areas who face additional barriers to engagement. To this end, we continue to offer transport support to ensure equitable access for mentees across our geographically dispersed region.

Our separate Youth Reps group was paused in autumn 2024 to ensure all youth club members could benefit from advocacy and participation. Youth voice activities are now a core part of this provision, feeding back into the Trustee board to help shape services and priorities.

The costs of this provision are included in our VM Secondary project, summarised above.

**Mentoring Plus Bath and
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**Report of the Trustees
for the Year Ended 31 March 2025**

Training and practice sharing

Extending our impact beyond direct delivery is a strategic objective for Mentoring Plus. In FY24-25, we continued to share our expertise through training and capacity-building initiatives aimed at peer supporters, workplace leaders, and other professionals supporting young people.

Our peer mentoring partnership with Kingswood School in Bath continued, with a further 50 x year 12 students trained to provide safe, supportive peer mentoring to younger students at the school and to Year 6 pupils at local primary schools. Beechen Cliff School also engaged us to train 20 x students in years 11 and 12. Both programmes were over-subscribed, and feedback highlighted their value both for mentees and for the older students developing leadership, empathy, and communication skills.

In addition, we adapted elements of our adult volunteer mentor training for a professional audience, delivering tailored workshops to help managers (particularly those supporting apprentices or early-career colleagues) build supportive relationships in the workplace.

We also continued our work supporting other charitable organisations with service design consultancy and delivering bespoke training to adults working with young people. This aligns with our ambition to contribute to a broader culture of relational, strengths-based practice across sectors serving children and young people.

Wider benefits

The Trustees recognise the significant wider societal impact generated by the charity's work across all programmes. By providing targeted support to young people most at risk of harm, disengagement, or lost opportunity, our mentoring services contribute to improved wellbeing and resilience not only for individual participants, but also within the broader communities in which they live and learn.

Preventative, relational interventions such as ours can reduce the need for more intensive and costly statutory support later on. This includes helping to avoid prolonged absence from education, mental health crises, and vulnerabilities that increase the risk of criminal exploitation. In turn, this helps reduce the associated emotional and financial burden on families, schools, health services, and local authorities.

Through training and equipping successive cohorts of volunteer mentors, and by sharing our person-centred, strengths-based approach more widely, we foster the development of compassionate, confident, and communicative individuals across schools, workplaces, and communities. These qualities not only benefit the young people we directly support, but also strengthen social cohesion and mutual understanding across our region. We continue to provide professional training on mentoring skills in the workplace to local organisations as part of this commitment, and regularly provide pro-bono advisory support to smaller charities.

In FY24-25 we built upon a fundraising partnership with local youth counselling charity Off The Record, which provides complementary services to ours and with whom we regularly cross-refer young people. This was formed when a local entrepreneur created The Bath 5k Map, a project selling map guides promoting wellbeing walking especially for young people, and chose to support both charities with the proceeds.

In a strong example of positive co-operation between charities, we co-ran a 100k community challenge over the summer and created a pop-up shop enterprise project selling the maps and associated merchandise in Bath city centre. We were able to support Off The Record with fundraising and communications resource, and the two charities were finalists in the Bath Life Awards in recognition of this effective co-working, and the 100k fundraising challenge project continues in the current year.

Recognising the growing level of need among young people alongside an increasingly challenging funding environment, the Trustees and leadership group have invested time in considering future plans to maximise reach and impact within limited resources. This process continues, with staff and stakeholder input, and subject to funding, plans over the next 2-3 years include:

- Increased specialisation in our PM offer, including clinical mental health support and employability support
- A pilot project offering complementary education to young people struggling to thrive in mainstream settings
- Expansion of practice training in education settings, increasing staff capacity and confidence to support additional needs and trauma.

In all its decision-making and programme oversight, the Board of Trustees continues to have full regard to the Charity Commission's guidance on public benefit.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2025**

A thank you to our community

In FY24-25 Mentoring Plus was hugely grateful to receive fundraising support from local organisations including Bath Building Society, The Roper Family Trust, Orx, Bath 5k Maps, Rotork, Riviam, Wealthtime, Camella, Specsavers Midsomer Norton, Rotary Club of Bath, Kingswood School, Fosseway Golf Club, Simon's Charity and the Co-op Community Fund.

Our community directly supported our work by participating in and attending events such as the Bath Half Marathon, our annual Quiz Night, Open Gardens, buying fresh Christmas trees, wreath making, our Christmas Fair and grotto, our pop-up shop, a Rebalance Walk and our jumble sale.

Special thanks to our generous individual donors, whose continued support means a great deal to us. We also thank our young people and their families for courageously sharing their stories and the impact of mentoring, helping us build awareness and attract charitable funding to benefit future young people.

We gratefully received valued funding from grant-giving organisations. These include: Ray Harris Charitable Trust, Dandia Charitable Trust, Peter Stebbings Memorial Charity, Quartet Community Foundation, Garfield Weston Foundation, City of Bath Moral Welfare Fund, Masonic Charitable Foundation, Global Make Some Noise, St Austell Brewery Charitable Trust, Elmgrant Trust, Joyce Fletcher Charitable Trust, The Hargreaves Foundation, The Robert McAlpine Foundation, The National Lottery, The Barbara Ward Children's Foundation, The Not Pointless Charity and Cadbury Family Trust.

FINANCIAL REVIEW

Financial review

As in previous years, the principal funding sources of the charity were:

- local authority commissions directly supporting project delivery of SAFS (wholly funded) and VM (part funded) earned income from directly funded PM fees, primary school fees for VM, and paid training, directly supporting these projects respectively
- charitable sources (grants, community events and donations from individuals and businesses) supporting both the remaining VM delivery and the running costs of the Charity.

With diversified income sources, the Charity remains less exposed to financial risk from one source of income reducing. However, as highlighted above, the financial performance of the charity was negatively impacted during FY24-25 by a sudden reduction in funds available in schools for fee-paying mentoring services, which had been over-subscribed in previous years. This reflects wider education budgets rather than a change in need or the value ascribed to these services.

It required prompt action to redeploy staff, reduce the fixed costs of the PM project and seek charitable subsidy for this vital support for our highest-need young people. Despite this, a financial loss was made in this service of just over £61,000. The changes were in place for the project for the start of FY25-26 and this project is currently forecast to break even. Each project has separate funding and reduced resources within one do not financially impact the others.

Last year it felt unclear whether local authority commission funding would continue at the same levels as previously, due to consultation processes happening at the time. The charity has since bid for and won a slightly enlarged commission to deliver SAFS for 4-6 years from September 2025, and the VM commission which part-funds this service is due to be re-tendered in late 2025.

Given the funding challenges for PM and the increasingly competitive environment for grant funding, the Trustees judge that ending FY24-25 with a net deficit of -£32,738 (FY23-24: surplus £3,880) is of course disappointing but entirely manageable and within expectations.

Success in attracting donations from community sources led to an increase in unrestricted reserves to £111,383 (FY23-24: £74,555) although overall reserves fell to £150,637 (FY23-24: £183,375) due to the losses incurred as above. Our policy is to maintain 3-6 months' costs as reserves; this falls slightly short of 3 months' costs. We add to reserves monthly and retain a focus on unrestricted income generation to continue to grow this reserve level.

The Board of Trustees is satisfied that the Charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Mentoring Plus is registered with the Charity Commission and operates as a company limited by guarantee. Governance is structured in accordance with our Memorandum and Articles of Association, established on 11 October 2005 and amended by special resolution in March 2012.

Trustee responsibilities

Our Board of Trustees bears statutory responsibility for:

- Maintaining accurate accounting records that reflect the financial position of the Charity
- Ensuring compliance with the Companies Act 2006 in preparing financial statements
- Safeguarding the Charity's assets and actively managing risks, including fraud prevention and detection.

Trustees are appointed for three-year terms, with a maximum service of nine years. We are fortunate to benefit from long-standing Trustees whose expertise and commitment support our strategic direction and day-to-day oversight.

Board composition and appointments

The charity benefits from a balance of longer-standing and newer Trustees offering both stability and renewal. Our Board included:

- A commercial project manager with a background in multi-million-pound ventures
- A partner from a leading law firm
- Three specialists in charitable fundraising and community engagement
- An expert property developer
- A corporate strategy advisor
- A Professor of Politics and Society at the University of Bath

Strategic and operational oversight

Our Chief Executive Officer, Ruth Keily, continues to lead all operational aspects of the Charity and is supported by our Leadership Group. This team collectively manages strategy, delivery, finance, funding, and risk.

The full Trustee Board meets bi-monthly with senior staff to review performance and guide long-term strategy. Each meeting includes:

- A standing financial review
- A reassessment of the Charity's risk register
- Robust discussion around delivery impact
- Equality, diversity and inclusion
- Safeguarding

Senior Practitioners from each project contribute to safeguarding, staff development, policy, and practice, coordinated by our Head of Practice.

Key operational and safeguarding policies are:

- Reviewed annually by Trustees, staff, and external auditors.
- Published on our website in accordance with BathNES Council's guidelines.
- Embedded in induction and training programmes for staff and volunteers.
- Updated regularly through in-house sessions.

Health and safety, safeguarding, and risk assessments are conducted for every activity and mentoring session. Outcomes are documented and discussed weekly as standing agenda items in team meetings.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2025**

Trustee recruitment and succession

We actively seek Trustees who bring complementary skills and resources to enhance Board performance. All candidates are assessed against clear criteria and recruited via our safer recruitment procedures before formal Board approval.

Ethical fundraising commitment

Mentoring Plus adheres to an ethical fundraising policy, aligned with standards from the Chartered Institute of Fundraising and the Fundraising Regulator. This policy governs:

- Review and acceptance of all donations.
- Assessment of unsolicited, large, or anonymous gifts.
- Oversight of third-party fundraising activities.

Our aim is to safeguard vulnerable donors and uphold our reputation as an organisation committed to positive, ethical impact.

Ethical fundraising

The Charity operates according to an ethical fundraising policy prepared within guidelines provided by the Chartered Institute of fundraising and the Fundraising Regulator. This governs Trustees' review and decision-making processes over solicited and unsolicited donations from individuals or businesses, large and anonymous donations and activities of external fundraisers, with the purpose of safeguarding potentially vulnerable donors, and the positive reputation of the Charity in light of its charitable objectives.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

**Mentoring Plus Bath and
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**Report of the Trustees
for the Year Ended 31 March 2025**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05589316 (England and Wales)

Registered Charity number

1112534

Registered office

Riverside Youth Hub
York Place
Bath
BA1 6AE

Trustees

T Annear (resigned 18.11.24)
J Bartholomew
M Carter (resigned 27.1.25)
P Watson (resigned 21.7.25)
Prof S Milner
P Daniels
G Abbey
S Massie (appointed 30.9.24)
L Ferguson-Ray (appointed 30.5.25)

Independent Examiner

James Gare FCA DChA
Monahans
Chartered Accountants
Hermes House
Fire Fly Avenue
Swindon
Wiltshire
SN2 2GA

Approved by order of the board of trustees on 31st October 2025 and signed on its behalf by:



.....
Prof S Milner - Trustee

Independent Examiner's Report to the Trustees of
Mentoring Plus Bath and
North East Somerset Limited

Independent examiner's report to the trustees of Mentoring Plus Bath and North East Somerset Limited ('the Company')

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

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the 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 your charity's accounts as 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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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
4. 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 in 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.



James Gare FCA DChA

Monahans
Chartered Accountants
Hermes House
Fire Fly Avenue
Swindon
Wiltshire
SN2 2GA

Date: ...6 November 2025.....

**Mentoring Plus Bath and
North East Somerset Limited**

**Statement of Financial Activities
for the Year Ended 31 March 2025**

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	128,824	-	128,824	114,951
Charitable activities	4				
Mentoring services		561,452	75,421	636,873	700,893
Investment income	3	<u>4,135</u>	<u>-</u>	<u>4,135</u>	<u>2,159</u>
Total		<u>694,411</u>	<u>75,421</u>	<u>769,832</u>	<u>818,003</u>
 EXPENDITURE ON					
Raising funds	5	8,827	-	8,827	9,521
Charitable activities	6				
Mentoring services		<u>648,756</u>	<u>144,987</u>	<u>793,743</u>	<u>804,602</u>
Total		<u>657,583</u>	<u>144,987</u>	<u>802,570</u>	<u>814,123</u>
 NET INCOME/(EXPENDITURE)		36,828	(69,566)	(32,738)	3,880
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>74,555</u>	<u>108,820</u>	<u>183,375</u>	<u>179,495</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>111,383</u></u>	<u><u>39,254</u></u>	<u><u>150,637</u></u>	<u><u>183,375</u></u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Balance Sheet
31 March 2025**

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	12	3,448	5,777
CURRENT ASSETS			
Debtors	13	35,797	38,635
Cash in hand		<u>152,123</u>	<u>193,848</u>
		187,920	232,483
CREDITORS			
Amounts falling due within one year	14	(40,731)	(54,885)
NET CURRENT ASSETS		<u>147,189</u>	<u>177,598</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		150,637	183,375
NET ASSETS		<u>150,637</u>	<u>183,375</u>
FUNDS	17		
Unrestricted funds		111,383	74,555
Restricted funds		<u>39,254</u>	<u>108,820</u>
TOTAL FUNDS		<u>150,637</u>	<u>183,375</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 31st October 2025 and were signed on its behalf by:



.....
S Milner - Trustee

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Cash Flow Statement
for the Year Ended 31 March 2025**

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(40,436)</u>	<u>(11,071)</u>
Net cash used in operating activities		<u>(40,436)</u>	<u>(11,071)</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(1,289)</u>	<u>(955)</u>
Net cash used in investing activities		<u>(1,289)</u>	<u>(955)</u>
Change in cash and cash equivalents in the reporting period		(41,725)	(12,026)
Cash and cash equivalents at the beginning of the reporting period		<u>193,848</u>	<u>205,874</u>
 Cash and cash equivalents at the end of the reporting period		<u>152,123</u>	<u>193,848</u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2025**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(32,738)	3,880
Adjustments for:		
Depreciation charges	3,618	8,347
Decrease/(increase) in debtors	2,838	(28,284)
(Decrease)/increase in creditors	<u>(14,154)</u>	<u>4,986</u>
Net cash used in operations	<u>(40,436)</u>	<u>(11,071)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank and in hand	<u>193,848</u>	<u>(41,725)</u>	<u>152,123</u>
	<u>193,848</u>	<u>(41,725)</u>	<u>152,123</u>
Total	<u>193,848</u>	<u>(41,725)</u>	<u>152,123</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements
for the Year Ended 31 March 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

Mentoring Plus Bath and North East Somerset Limited is a charitable company limited by guarantee registered in England and Wales. The address of the registered office is given in the legal and administrative information on page 5 of these financial statements. The nature of the charity's operations and principal activities are provided in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

All income is recognised in the Statement of Financial Activities (SoFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

The value of any volunteer help received is not included in the accounts.

Investment income is included in the accounts when receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the costs associated with attracting voluntary income, fundraising costs and investment management costs.
- Expenditure on charitable activities includes the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
- Other expenditure represents those items not falling into the categories above.

Website development

Amortisation is being provided on a 33% straight line basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- | | |
|-----------------------|------------------------------|
| Fixtures and fittings | - 20% on straight line basis |
| Computer equipment | - 33% on straight line basis |

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

INCOME FROM CHARITABLE ACTIVITIES		2025	2024
	Activity	£	£
Training and extended services	Mentoring services	135,371	170,760
Grants and commissions	Mentoring services	<u>501,502</u>	<u>530,133</u>
		636,873	700,893

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

5. RAISING FUNDS

Raising donations and legacies

	2025	2024
	£	£
Fundraising	<u>8,827</u>	<u>9,521</u>

6. CHARITABLE ACTIVITIES COSTS

All charitable activity costs related to providing mentoring services (2024 the same).

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	3,618	5,398
Website development amortisation	-	2,949
Independent Examiner's fees - examination work	4,989	4,200
Independent Examiner's fees - other work	<u>2,559</u>	<u>2,442</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	534,259	542,979
Social security costs	42,268	40,126
Other pension costs	<u>33,983</u>	<u>33,294</u>
	<u>610,510</u>	<u>616,399</u>

The key management of the Charity comprise the trustees and Leadership Group of three staff members (2024: three members). The total employee benefits of the key management personnel of the Charity were £144,426 (2024: £149,223).

The average monthly number of employees during the year was as follows:

	2025	2024
	<u>21</u>	<u>23</u>
Charity staff		

No employees received emoluments in excess of £60,000.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	114,951	-	114,951
Charitable activities			
Mentoring services	487,733	213,160	700,893
Investment income	<u>2,159</u>	<u>-</u>	<u>2,159</u>
Total	<u>604,843</u>	<u>213,160</u>	<u>818,003</u>
EXPENDITURE ON			
Raising funds	9,521	-	9,521
Charitable activities			
Mentoring services	<u>592,722</u>	<u>211,880</u>	<u>804,602</u>
Total	<u>602,243</u>	<u>211,880</u>	<u>814,123</u>
NET INCOME	2,600	1,280	3,880
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>71,955</u>	<u>107,540</u>	<u>179,495</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>74,555</u></u>	<u><u>108,820</u></u>	<u><u>183,375</u></u>

11. INTANGIBLE FIXED ASSETS

	Website development £
COST	
At 1 April 2024 and 31 March 2025	<u>8,845</u>
AMORTISATION	
At 1 April 2024 and 31 March 2025	<u>8,845</u>
NET BOOK VALUE	
At 31 March 2025	<u><u>-</u></u>
At 31 March 2024	<u><u>-</u></u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024	11,345	34,544	45,889
Additions	-	1,289	1,289
At 31 March 2025	11,345	35,833	47,178
DEPRECIATION			
At 1 April 2024	6,807	33,305	40,112
Charge for year	2,269	1,349	3,618
At 31 March 2025	9,076	34,654	43,730
NET BOOK VALUE			
At 31 March 2025	2,269	1,179	3,448
At 31 March 2024	4,538	1,239	5,777

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	14,158	38,635
Other debtors	2,639	-
Prepayments and accrued income	19,000	-
	35,797	38,635

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	10,386	10,619
Social security and other taxes	10,311	9,882
Credit card	183	217
Other creditors	5,773	2,962
Deferred income	8,185	23,913
Accrued expenses	5,893	7,292
	40,731	54,885

15. LEASING AGREEMENTS

On 8 June 2020 the Charity entered into a 5 year lease with Bath & North East Somerset for its main offices in Bath, which has been extended to the end of March 2026. The Charity pays a peppercorn rent in return for providing 2 nights per week of open access youth service in term times at the premises.

The Charity is currently completing negotiations with the local authority for the continuation of this lease on similar terms.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fixed assets	3,448	-	3,448	5,777
Current assets	148,666	39,254	187,920	232,483
Current liabilities	<u>(40,731)</u>	<u>-</u>	<u>(40,731)</u>	<u>(54,885)</u>
	<u>111,383</u>	<u>39,254</u>	<u>150,637</u>	<u>183,375</u>

17. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	74,555	36,828	111,383
Restricted funds			
Participation & Activities	4,666	(4,666)	-
Volunteer Mentoring	104,154	(69,900)	34,254
Youth Group	<u>-</u>	<u>5,000</u>	<u>5,000</u>
	<u>108,820</u>	<u>(69,566)</u>	<u>39,254</u>
TOTAL FUNDS	<u>183,375</u>	<u>(32,738)</u>	<u>150,637</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	694,411	(657,583)	36,828
Restricted funds			
Participation & Activities	-	(4,666)	(4,666)
Volunteer Mentoring	64,421	(134,321)	(69,900)
Youth Group	<u>11,000</u>	<u>(6,000)</u>	<u>5,000</u>
	<u>75,421</u>	<u>(144,987)</u>	<u>(69,566)</u>
TOTAL FUNDS	<u>769,832</u>	<u>(802,570)</u>	<u>(32,738)</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2025**

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	71,955	2,600	74,555
Restricted funds			
Operational delivery	-	2,750	2,750
Participation & Activities	5,092	(1,759)	3,333
Volunteer Mentoring	<u>102,448</u>	<u>289</u>	<u>102,737</u>
	<u>107,540</u>	<u>1,280</u>	<u>108,820</u>
TOTAL FUNDS	<u><u>179,495</u></u>	<u><u>3,880</u></u>	<u><u>183,375</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	604,843	(602,243)	2,600
Restricted funds			
Operational delivery	11,000	(8,250)	2,750
Participation & Activities	4,000	(5,759)	(1,759)
Volunteer Mentoring	<u>198,160</u>	<u>(197,871)</u>	<u>289</u>
	<u>213,160</u>	<u>(211,880)</u>	<u>1,280</u>
TOTAL FUNDS	<u><u>818,003</u></u>	<u><u>(814,123)</u></u>	<u><u>3,880</u></u>

All restricted funds represent grants received towards specific mentoring and young people's activities programmes.

The comparative funds note has been restated in accordance with the Charity's request to summarise restricted funding under group headings.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025 or the year ended 31 March 2024.

MENTORING PLUS BATH AND NORTH EAST SOMERSET

England & Wales - Charity number 1112534

Accounts

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2024
for
Mentoring Plus Bath and
North East Somerset Limited

Monahans
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7FJ

**Mentoring Plus Bath and
North East Somerset Limited**

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for the Year Ended 31 March 2024**

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**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

In the summer of 2023, Mentoring Plus celebrated the 25th anniversary of its foundation in 1998, part of a national network project funded by central government with a crime prevention agenda.

This funding ended and Mentoring Plus became an independent charity in 2005, continuing to engage young people in positive community mentorship to improve their safety, wellbeing and opportunities.

It is the sole legacy project of the national programme still in operation, and its continued success is a testament to the commitment of its funders, volunteers, staff, trustees and referring organisations to providing support to young people from and within their own community.

OBJECTIVES AND ACTIVITIES

The needs we seek to meet

The Trustees reflected when marking our 25th anniversary that celebrating our continued existence meant also acknowledging the continued need for our work. Sadly, the level of need among children and young people in our community has never been higher.

Over 80% of children and young people we work with are affected by unmet educational needs, causing anxiety, poor attainment and low self-esteem, which often play out as disruptive behaviour, social isolation or school refusal.

Many are affected by family difficulties including family breakdown, poor physical and mental health or substance misuse, which can sometimes lead to issues such as lack of resources, neglect, abuse, domestic violence, exploitation or criminality.

Young people finding school attendance difficult are more at risk from factors like the above, and are harder to reach and engage. Young adults often struggle to access equivalent support services post-18, and can become isolated and dissociated, especially those with additional needs.

The changing landscape of need

For young people already affected by embedded inequity in our region - generational difficulties accessing education, employment and positive interests, few major employers, and very poorly-served neighbourhoods including rural isolated ex-mining areas - lockdown created significant added difficulties, from missed education and socialisation.

These effects are still very much evident. We see far higher levels of emotionally-based school avoidance and social anxiety across all age groups than previously. Young people who missed two years of normal social activities are less able to navigate group situations, leading in some cases to increased carrying of weapons, and in others to heightened fear of crime and social isolation. Others missed work experience opportunities, affecting their aspirations and employability skills.

On top of these issues, the financial crisis and inflationary pressures have had multiple impacts, both on our young people and our community's capacity to support them. Families' wellbeing, opportunities and resources are hugely impacted by tightening financial constraints, especially families who are working and just above thresholds entitling them to additional support.

Inflation, particularly affecting utilities, services and pressure on salaries, has meant that it costs us 19% more to deliver the same outputs as in 2020. We are proud of keeping all our projects going and avoiding cutting our reach throughout this time, but saddened to think of what extra impact we might have achieved without costs having increased across the board.

One of the issues affecting our work most directly is the shocking reduction in resources available in schools to support young people. Despite the growing needs of their students as described above, schools have been forced to divert money from pastoral care and extra-curricular activities to pay for teachers' salary increases. These were much needed, but only partly funded by government.

The outcome of this is that there are far fewer resources available to support students showing early signs of difficulties, before they become entrenched and while they are still attending. If preventative interventions can be offered which avoid later crises, they save significant financial cost, human cost, pressure on services and teaching staff, and lost opportunities for the child.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

How we meet these needs

Our work seeks to provide timely and targeted support to children, teens and young adults affected by these difficulties in education, challenges affecting family and resulting issues with mental wellbeing.

We work with schools and the local community to address the needs of children and young people who are facing these challenges. As a result of our work, young people report feeling happier, more confident, more connected with their community and more engaged with education. They have better communication and social skills, better relationships with their family and friends, and feel more hopeful about the future.

The current formal charitable objects of Mentoring Plus are set out below.

For the benefit of vulnerable young people such as those at risk of offending; looked after children; care leavers; young offenders (those in custody and those leaving custody); educationally excluded; those not in education, training or employment; and those at risk of abuse, domestic violence and drug and alcohol addiction (known hereafter as young people at risk), are:

- (a) to advance the education and training of young people at risk so that they are able to realise their full potential within their community and so that they are better able to integrate into society as a whole;
- (b) to provide and assist in the provision of facilities in the interests of the social welfare and leisure time of young people at risk with the object of improving their conditions of life;
- (c) to relieve unemployment of young people at risk through the provision of career information and advice;
- (d) to preserve and protect the health of young people at risk by the provision of advice and guidance.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

ACHIEVEMENT AND PERFORMANCE

The main achievements and performance of the Charity during the year

In pursuit of our vision and mission, Mentoring Plus delivers on these objects across four main projects:

Volunteer Mentoring

This is the project which relies on charitable income for two-thirds of its delivery costs and its running costs, the other projects being directly funded.

Volunteer Mentoring (VM) recruits, trains and supports adult volunteers to provide up to 12 months of 1-1 mentoring to children aged 7-11 in our Primary VM programme, and 11-21 in our Secondary VM programme. The latter extends to young adults aged 21-25 where they have a diagnosis of Special Educational Needs and Disabilities (SEND) and are in need of early help.

All children in our Primary programme are referred by schools. Mentees aged 11-25 are referred by schools, statutory agencies, other voluntary organisations and families. They need to meet thresholds of needs and circumstances, while being in need of preventative early help which it will be safe and appropriate for a volunteer to provide.

Our professional practitioners are central to the delivery of support, processing referrals, ensuring informed consent, conducting needs and risk assessments, helping each child be heard through making their own Personal Plan, meeting families to assess wider needs, signposting to other services, and participating in processes such as Team Around the Family where they help ensure the voice of the child is fully heard.

Having trained, background-checked, interviewed and got to know each mentor, practitioners match them 1-1 with mentees according to shared interests and personalities, and support their early interactions.

They supervise and encourage each mentor to offer confident, engaging mentoring sessions, reflecting regularly on impact, challenges and future plans. All safeguarding processes are closely managed by our skilled professionals.

The service offered to the 11-25 year old cohort is part-funded by a commission from Bath & NE Somerset Council's Public Health & Prevention team, with the remainder funded by charitable grants and donations. At £65,000 per year, this commission represents 32% of the total costs of our Secondary Volunteer Mentoring programme this year, £201,834.

Each primary school referring a 7-11 year old provides about one-third of the cost of mentoring and again we raise the remainder from charitable sources. The total fee income (£24,000) represents 33% of the total costs of the Primary Volunteer Mentoring programme.

The majority of these service delivery costs are salaries of the practitioners (1 x full time, 4 x part-time), without which the project cannot be delivered. The other costs are direct project costs (including travel, mentoring activity expenses, IT, telecoms, clinical supervision and training) and running costs (management, finance, fundraising, HR, insurance, premises and utilities).

Across the primary and secondary VM programmes, this project supported 104 unique young people in FY23-24 (FY22-23: 111). At any one time we supported at least 22 x primary aged mentees and 30 x secondary, each for up to a year, which met cohort size objectives.

Each mentee completes a Personal Plan in which they are supported to express individual best hopes, challenges and wishes for their mentoring experience in an age-appropriate way. Their practitioner meets or contacts them regularly, including quarterly reviews with their mentor, describing how they feel.

Practitioners also take input from family, school and any other referrers and record outcomes quarterly against 18 outcome metrics, with evidence, in a secure casework database.

Based on this reporting, cohort-wide outcomes for FY23-24 include:

- 77% were observed to be or reported feeling safer
- 74% showed improved communications and social skills
- 73% showed improved confidence and self esteem
- 63% showed greater engagement in education, employment or training
- 61% showed improved emotional wellbeing.

Volunteers are fundamental to the delivery of this project, not just in reducing its costs but in providing relatable, community-based companionship and positive role models. Mentees recognise that their mentor has willingly offered time to them for free because they want the best for them.

In FY23-24 we trained 23 x new mentors, and 49 x volunteers provided over 4,800 hours of mentoring time.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

Student & Family Support

Student & Family Support (SAFS), delivered by Mentoring Plus and wholly funded by Bath & NE Somerset Council's Education Inclusion Service, supports 5-16 year-olds to re-access mainstream school following low attendance, exclusion, directs off site, elective home education or hospital education.

SAFS professionals deliver their service direct, rather than via volunteers or professional mentors. Uniquely among services available, they bridge school and home, working closely with families to identify and help address underlying difficulties and signpost to services. SAFS often helps rebuild fractured relationships between school and home, surfacing family issues of which schools were not aware and solving practical problems affecting students' attendance.

With each student, SAFS offers a focused series of support interventions, usually for up to 16 weeks, understanding individual issues and helping to find coping strategies, connections with school staff and support with unmet educational needs, all to help them feel more confident and able to engage with education.

Outcomes for young people supported by SAFS in FY23-24 included:

- 67% were successfully reintegrated into education
- 67% showed improved engagement in education
- 73% reported improved emotional wellbeing

The service is highly valued by schools and families, and it constantly has a waiting list. A grouping of primary schools in the area have directly commissioned Mentoring Plus to provide additional SAFS capacity for their students in the academic year 2024-25, suggesting that some additional funding streams may be available to augment this vital attendance support in future.

In FY23-24 SAFS supported 119 unique young people (FY22-23: 95), meeting its delivery benchmarks by consistently supporting a caseload of 36 at any one time. The cost of delivery including a small contribution to running costs equates to the commission fee (£180,000 per year). This cost covers staff salaries plus direct delivery costs and running costs.

Professional Mentoring

Since 2016, we have been delivering 1-1 mentoring in our community to young people whose needs and circumstances are too complex for a volunteer to safely support. In this Professional Mentoring (PM) project, we employ a number of professional mentors who offer children and young people the same community-based, child-led mentoring experience as VM, but with a degree of skills and experience which are appropriate for this cohort.

Young people referred to PM commonly experience significant educational, social and emotional, mental health and care needs, and are receiving multi-agency support to cope with the effects of family health issues, trauma, abuse or neglect. Many are socially isolated and others are at immediate risk of harm from exploitation, substance abuse or insecure housing.

PM currently receives no charitable funding and each student's mentoring is paid for directly, often from Education Health & Care Plan (EHCP) funding or budgets attached to social care interventions. This is a popular use of funding by families, but increasing school budget pressures mean that even for students most in need, schools are less able to assign funding for this support.

We are exploring the availability of charitable subsidy to be able to offer PM to more young people, including those not yet receiving an EHCP, or young adults no longer supported in the school or the children's social care system.

Within the PM project in FY23-24 we also provided embedded in-school mentors to a number of local secondary schools and one primary school. This offers best value to the school and a service which is easily and quickly accessed by students. Mentoring in school takes inspiration from our other projects to work creatively, offering students sessions walking together, cooking or making crafts while talking about challenges.

Sadly, here again schools are having to respond to lack of resources by cutting these services, and we are seeking future charitable subsidy to ensure this valued support can remain affordable.

In FY23-24 PM supported 104 unique young people (FY22-23: 89), 45 in-school and 59 out of school, at a total cost of £238,776. With no commission or external funding, this project does not have specific benchmarks, but the level of delivery could have been even greater if staff health issues and referrer budgets had not negatively impacted it.

Achieving this is an objective for the following financial year, recognising the acute lack of alternative support currently available to young people in our region, even those in crisis.

Young people's group activities and participation

In FY23-24 Mentoring Plus provided 2 x evening open access youth club sessions per week in term-time, plus school holiday activities and trips, plus 1 x weekly Youth Reps advocacy group for young people who have completed mentoring and want to represent the voice of young people to our Board and external stakeholders.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

In total we provided 164 sessions, representing 356 hours of activities and attracting 670 attendances.

Low attendance of group activities post-pandemic was a significant concern in the previous year. Regular attendances gradually grew in FY23-24, due to one night a week of youth club being redesigned to attract more socially anxious young people or those with additional needs to a quieter, art-based group, and the other night being supported by Bath City FC Foundation with inclusive sports coaching, plus a skilled music practitioner, kindly funded by an individual donor.

Mentoring Plus remains committed to providing young people with the benefits of group activities alongside 1-1 interventions as far as its resources allow. This includes driving young people across our rural county to access them, which is essential to provide equity of opportunity.

We also aim to maximise youth voice, and are exploring how we extend opportunities to give opinions and describe experiences beyond just those young people confident enough to access groups, to actively include those whose anxieties currently prevent this.

Training

It is a strategic objective for Mentoring Plus to extend its impact beyond its own delivery capacity, by providing practice sharing and training to multiple audiences.

In FY23-24 we continued a successful peer mentor training programme at Kingswood School, Bath, training 50 x year 12 students to offer positive, rewarding and safe peer mentoring to younger Kingswood students and to year 6 pupils at neighbouring primary schools. The programme was over-subscribed and feedback reinforced the value of this work both to younger mentees and also to the mentors themselves.

Charity professionals also adapted our adult volunteer mentor training to provide relevant skills and confidence to managers in the workplace, especially those supporting younger colleagues including apprentices. We were also able to support other charities, facilitating service design and offering tailored training for volunteers supporting young people.

Wider benefits

The Trustees are mindful of the wider societal benefits of all these projects. By supporting young people most at risk of harm or lost opportunities, mentoring helps all students in a school and all residents in a neighbourhood enjoy greater calm and cohesion.

By working preventatively where possible, the greater costs of supporting young people unable to attend school, experiencing a mental health crisis or putting themselves at risk of criminal exploitation can be greatly reduced, alongside the human cost to young people and families.

And by sharing our person-centred and solution-focused mentoring practice with successive groups of volunteer mentors, we can embed compassion, communication and confidence in our communities, schools and workplaces for the benefit of everyone.

The Trustees have had regard to the Charity Commission's guidance on public benefit in managing the activities of the Charity.

A thank you to our community

In FY23-24 Mentoring Plus was grateful to receive fundraising support from organisations including Doodle COY, Roper Rhodes, Resapol, Rotork, Novia (WealthTime), Mayden, Direct Line, Accurise, Keynsham Masonic Lodge, Christ Church Bath, and our local universities.

Our community directly supported our work by participating in the Bath Dragon Boat race, Mentoring Plus quiz night, The Bath Half Marathon, our Co-op Warm Spaces crowdfunder, buying fresh Christmas trees, wreath making, purchasing the Bath 5k Map and buying online raffle tickets for The Little Barn.

Special thanks to our generous individual donors, whose continued support means a great deal to us. We also thank our young people and their families for courageously sharing their stories and the impact of mentoring, helping us build awareness and attract charitable funding to benefit future young people.

We gratefully received valued funding from grant-giving organisations. These include Quartet Community Foundation, Y Deri Charitable Fund, Forest Gate Trust, Susanna Peake Charitable Trust, St James's Place Charitable Foundation, Foundation for Children, The Newby Trust, The Parry Charity, The Robert McAlpine Foundation, The Charles Hayward Foundation, Henry Smith, Postcode Community Trust, The National Lottery Reaching Communities Fund and The Masonic Charitable Foundation.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

FINANCIAL REVIEW

Financial review

Mentoring Plus ended FY23-24 with a small net surplus of £3.8k (FY22-23: deficit £28.8k). This reflects a somewhat improving fundraising environment, a careful budgeting process and continued care taken managing costs. Inflationary pressures were still felt, with utility costs remaining high, suppliers passing on increased costs and upward salary pressure. The Trustees welcome this strengthening financial performance, especially in this context and having started the year with a deficit.

As in previous years, the principal funding sources of the charity were:

- local authority commissions directly supporting SAFS and VM project delivery
- earned income from directly funded PM fees, primary school fees for VM, and paid training, directly supporting these projects respectively
- charitable sources (grants, community events and donations from individuals and businesses) supporting both the remaining VM delivery and the running costs of the Charity.

These diversified income sources mean that the Charity is less exposed to financial risk from one source of income reducing. The Trustees are mindful that local authority funding has been subject to consultations over cuts, but the SAFS commission is being re-tendered for 4-6 years from September 2025, and the current commission which part-funds VM runs until March 2026.

It is the Charity's policy to hold unrestricted reserves of 3-6 months of running costs to be used in the event of an orderly wind-down, and to meet any short-term cash requirements. As at 31 March 2024 total funds were £183,375 (FY22-23: £179,495). Unrestricted reserves were £74,555 (FY22-23: £71,955) while restricted reserves were £108,820 (FY22-23: £107,540).

Unrestricted reserves at this date represented 1-2 months' full running costs, which is lower than our reserves policy. We continue to focus on income-earning activities, and with small but consistent monthly cash deposits the Charity has built cash reserves equivalent to 2-3 months' running costs. The lower unrestricted reserves figure takes into account short-term liabilities at year end.

The Board of Trustees is satisfied that the Charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

Mentoring Plus is registered with the Charity Commission and is a company limited by guarantee. It is governed by its Memorandum and Articles of Association on incorporation on 11th October 2005, as amended by its special resolution dated March 2012.

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. The Trustees are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

We are fortunate in having long-serving Trustees with a range of relevant skills and experience to guide our practice and govern our operation. Trustees are appointed for 3-year terms, and can serve up to 9 years.

Our Board of Trustees offer a wide skill set in support of our strategic requirements. Two new Trustees were formally appointed at our AGM in November 2023, when we welcomed a new Chair of Trustees, Susan Milner, Professor of Politics and Society at the University of Bath, and bid goodbye to Dr Karen John after nine years' valued service in the role.

Our treasurer has previously managed multi-million-pound commercial projects. In FY23-24 the Trustee Board also included a law firm partner, a wealth manager, an experienced professional charity fundraiser and an expert property developer.

Our Chief Executive Officer has responsibility for the day-to-day running of the Charity and all operational matters. Every two months the full Trustee Board meet with key staff to scrutinise delivery performance and to inform the strategic direction of the Charity. A financial review process is a standing item for each of the Trustee meetings, including regular reflection on our risk register.

CEO Ruth Keily continues to be supported by the charity's Leadership Group, together managing strategy, delivery, finance, risk management and funding. Senior Practitioners from each project collaborate closely on practice, safeguarding, staff management and policy, supported by the Head of Practice.

The policies that underpin our delivery model are reviewed annually by staff and Trustees, and by BathNES Council as the external safeguarding and delivery auditor, with key policies as directed by the Council published on our website. Policies and procedures form part of the training and induction of all staff and volunteers with regular in-house updates and training.

Safeguarding, health and safety and risk assessment processes are undertaken for each activity. These are reviewed, recorded and acted upon after each activity or mentoring session, and are a standing item at weekly team meetings.

Our Board has procedures in place to advertise for Trustees with specific skills and resources to offer where they judge these would complement the existing Board for the benefit of the Charity. All candidates applying for Trustee role(s) are considered subject to meeting the criteria set out, following our safer recruitment procedures, and formally approved by the Board.

Ethical fundraising

The Charity operates according to an ethical fundraising policy prepared within guidelines provided by the Chartered Institute of fundraising and the Fundraising Regulator. This governs Trustees' review and decision-making processes over solicited and unsolicited donations from individuals or businesses, large and anonymous donations and activities of external fundraisers, with the purpose of safeguarding potentially vulnerable donors, and the positive reputation of the Charity in light of its charitable objectives.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05589316 (England and Wales)

Registered Charity number

1112534

Registered office

Riverside Youth Hub
York Place
Bath
BA1 6AE

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2024**

Trustees

T Annear
A Banks (resigned Sept 2023)
J Bartholomew
M Carter
P Daniels (appointed Nov 2023)
Dr K John (resigned Nov 2023)
Prof S Milner (appointed Nov 2023)
P Watson

G Abbey (co-opted March 2024)
H Moore (co-opted, left Board Sept 2023)

A Banks came to the end of his maximum tenure as Trustee and resigned in September 2023. Dr K John came to the end of her maximum tenure as Trustee and resigned in November 2023. H Moore left the Board in September 2023. Prof S Milner and P Daniels were officially appointed at the 2023 AGM. G Abbey was co-opted in March 2024 and is due to be officially appointed at the 2024 AGM.

Independent Examiner

James Gare FCA DChA
Monahans
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7FJ

Approved by order of the board of trustees on 7th November 2024 and signed on its behalf by:



.....
Prof S Milner - Trustee

Independent Examiner's Report to the Trustees of
Mentoring Plus Bath and
North East Somerset Limited

Independent examiner's report to the trustees of Mentoring Plus Bath and North East Somerset Limited ('the Company')

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

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the 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 your charity's accounts as 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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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
4. 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 in 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.



James Gare FCA DChA

Monahans
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7FJ

Date: 12 November 2024.....

**Mentoring Plus Bath and
North East Somerset Limited**

**Statement of Financial Activities
for the Year Ended 31 March 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	114,951	-	114,951	78,961
Charitable activities	4				
Mentoring services		487,733	213,160	700,893	721,343
Investment income	3	<u>2,159</u>	<u>-</u>	<u>2,159</u>	<u>374</u>
Total		<u>604,843</u>	<u>213,160</u>	<u>818,003</u>	<u>800,678</u>
 EXPENDITURE ON					
Raising funds	5	9,521	-	9,521	18,077
Charitable activities	6				
Mentoring services		<u>592,722</u>	<u>211,880</u>	<u>804,602</u>	<u>811,382</u>
Total		<u>602,243</u>	<u>211,880</u>	<u>814,123</u>	<u>829,459</u>
 NET INCOME/(EXPENDITURE)		2,600	1,280	3,880	(28,781)
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>71,955</u>	<u>107,540</u>	<u>179,495</u>	<u>208,276</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>74,555</u></u>	<u><u>108,820</u></u>	<u><u>183,375</u></u>	<u><u>179,495</u></u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Balance Sheet
31 March 2024**

	Notes	2024 £	2023 £
FIXED ASSETS			
Intangible assets	11	-	2,949
Tangible assets	12	<u>5,777</u>	<u>10,220</u>
		5,777	13,169
CURRENT ASSETS			
Debtors	13	38,635	10,351
Cash in hand		<u>193,848</u>	<u>205,874</u>
		232,483	216,225
CREDITORS			
Amounts falling due within one year	14	(54,885)	(49,899)
		<u>177,598</u>	<u>166,326</u>
NET CURRENT ASSETS			
		<u>183,375</u>	<u>179,495</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>183,375</u>	<u>179,495</u>
NET ASSETS			
		<u>183,375</u>	<u>179,495</u>
FUNDS	17		
Unrestricted funds		74,555	71,955
Restricted funds		<u>108,820</u>	<u>107,540</u>
TOTAL FUNDS		<u>183,375</u>	<u>179,495</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 7th November 2024 and were signed on its behalf by:



.....
Prof S Milner - Trustee

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Cash Flow Statement
for the Year Ended 31 March 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(11,071)</u>	<u>(1,687)</u>
Net cash used in operating activities		<u>(11,071)</u>	<u>(1,687)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(955)</u>	<u>(1,804)</u>
Net cash used in investing activities		<u>(955)</u>	<u>(1,804)</u>
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the reporting period		(12,026)	(3,491)
Cash and cash equivalents at the beginning of the reporting period		<u>205,874</u>	<u>209,365</u>
Cash and cash equivalents at the end of the reporting period		<u>193,848</u>	<u>205,874</u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2024**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	3,880	(28,781)
Adjustments for:		
Depreciation charges	8,347	8,401
(Increase)/decrease in debtors	(28,284)	33,502
Increase/(decrease) in creditors	<u>4,986</u>	<u>(14,809)</u>
Net cash used in operations	<u>(11,071)</u>	<u>(1,687)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank and in hand	<u>205,874</u>	<u>(12,026)</u>	<u>193,848</u>
	<u>205,874</u>	<u>(12,026)</u>	<u>193,848</u>
Total	<u>205,874</u>	<u>(12,026)</u>	<u>193,848</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements
for the Year Ended 31 March 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

Mentoring Plus Bath and North East Somerset Limited is a charitable company limited by guarantee registered in England and Wales. The address of the registered office is given in the legal and administrative information on page 5 of these financial statements. The nature of the charity's operations and principal activities are provided in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

All income is recognised in the Statement of Financial Activities (SoFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

The value of any volunteer help received is not included in the accounts.

Investment income is included in the accounts when receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the costs associated with attracting voluntary income, fundraising costs and investment management costs.
- Expenditure on charitable activities includes the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
- Other expenditure represents those items not falling into the categories above.

Website development

Amortisation is being provided on a 33% straight line basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- | | |
|-----------------------|------------------------------|
| Fixtures and fittings | - 20% on straight line basis |
| Computer equipment | - 33% on straight line basis |

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

1. ACCOUNTING POLICIES - continued

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. DONATIONS AND LEGACIES

	2024 £	2023 £
Events & community fundraising	<u>114,951</u>	<u>78,961</u>

3. INVESTMENT INCOME

	2024 £	2023 £
Bank interest	<u>2,159</u>	<u>374</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2024 £	2023 £
Training and extended services		
Activity		
Mentoring services	170,760	173,046
Grants and commissions		
Mentoring services	<u>530,133</u>	<u>548,297</u>
	<u>700,893</u>	<u>721,343</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

5. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Fundraising	<u>9,521</u>	<u>18,077</u>

6. CHARITABLE ACTIVITIES COSTS

All charitable activity costs related to providing mentoring services (2023 the same).

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	5,398	5,453
Website development amortisation	2,949	2,948
Independent Examiner's fees - examination work	4,200	3,850
Independent Examiner's fees - other work	<u>2,442</u>	<u>1,207</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

9. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	542,979	536,582
Social security costs	40,126	44,295
Other pension costs	<u>33,294</u>	<u>41,545</u>
	<u>616,399</u>	<u>622,422</u>

The key management of the Charity comprise the trustees and Leadership Group of three staff members (2023: four members). The total employee benefits of the key management personnel of the Charity were £149,223 (2023: £184,506 for four staff members).

The average monthly number of employees during the year was as follows:

	2024	2023
	<u>23</u>	<u>22</u>
Charity staff		

No employees received emoluments in excess of £60,000.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	78,961	-	78,961
Charitable activities			
Mentoring services	541,478	179,865	721,343
Investment income	<u>374</u>	<u>-</u>	<u>374</u>
Total	<u>620,813</u>	<u>179,865</u>	<u>800,678</u>
EXPENDITURE ON			
Raising funds	18,077	-	18,077
Charitable activities			
Mentoring services	<u>637,836</u>	<u>173,546</u>	<u>811,382</u>
Total	<u>655,913</u>	<u>173,546</u>	<u>829,459</u>
NET INCOME/(EXPENDITURE)	(35,100)	6,319	(28,781)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>107,055</u>	<u>101,221</u>	<u>208,276</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>71,955</u></u>	<u><u>107,540</u></u>	<u><u>179,495</u></u>

11. INTANGIBLE FIXED ASSETS

	Website development £
COST	
At 1 April 2023 and 31 March 2024	<u>8,845</u>
AMORTISATION	
At 1 April 2023	5,896
Charge for year	<u>2,949</u>
At 31 March 2024	<u>8,845</u>
NET BOOK VALUE	
At 31 March 2024	<u>-</u>
At 31 March 2023	<u><u>2,949</u></u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2023	11,345	33,589	44,934
Additions	<u>-</u>	<u>955</u>	<u>955</u>
At 31 March 2024	<u>11,345</u>	<u>34,544</u>	<u>45,889</u>
DEPRECIATION			
At 1 April 2023	4,538	30,176	34,714
Charge for year	<u>2,269</u>	<u>3,129</u>	<u>5,398</u>
At 31 March 2024	<u>6,807</u>	<u>33,305</u>	<u>40,112</u>
NET BOOK VALUE			
At 31 March 2024	<u>4,538</u>	<u>1,239</u>	<u>5,777</u>
At 31 March 2023	<u>6,807</u>	<u>3,413</u>	<u>10,220</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	38,635	7,462
Other debtors	<u>-</u>	<u>2,889</u>
	<u>38,635</u>	<u>10,351</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	10,619	15,491
Social security and other taxes	9,882	11,607
Credit card	217	382
Other creditors	2,962	2,910
Deferred income	23,913	10,979
Accrued expenses	<u>7,292</u>	<u>8,530</u>
	<u>54,885</u>	<u>49,899</u>

15. LEASING AGREEMENTS

On 8 June 2020 the Charity entered into a 5 year lease with Bath & North East Somerset for its main offices in Bath. The Charity pays a peppercorn rent in return for providing 2 nights per week of open access youth service in term times at the premises.

The Charity is currently completing negotiations with the local authority for the extension of this lease on similar terms.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed assets	5,777	-	5,777	13,169
Current assets	123,663	108,820	232,483	216,225
Current liabilities	<u>(54,885)</u>	<u>-</u>	<u>(54,885)</u>	<u>(49,899)</u>
	<u>74,555</u>	<u>108,820</u>	<u>183,375</u>	<u>179,495</u>

17. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	71,955	2,600	74,555
Restricted funds			
Operational delivery	-	2,750	2,750
Participation & Activities	5,092	(1,759)	3,333
Volunteer Mentoring	<u>102,448</u>	<u>289</u>	<u>102,737</u>
	<u>107,540</u>	<u>1,280</u>	<u>108,820</u>
TOTAL FUNDS	<u>179,495</u>	<u>3,880</u>	<u>183,375</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	604,843	(602,243)	2,600
Restricted funds			
Operational delivery	11,000	(8,250)	2,750
Participation & Activities	4,000	(5,759)	(1,759)
Volunteer Mentoring	<u>198,160</u>	<u>(197,871)</u>	<u>289</u>
	<u>213,160</u>	<u>(211,880)</u>	<u>1,280</u>
TOTAL FUNDS	<u>818,003</u>	<u>(814,123)</u>	<u>3,880</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	107,055	(35,100)	71,955
Restricted funds			
Operational delivery	10,800	(10,800)	-
Participation & Activities	6,618	(1,526)	5,092
Volunteer Mentoring	<u>83,803</u>	<u>18,645</u>	<u>102,448</u>
	<u>101,221</u>	<u>6,319</u>	<u>107,540</u>
TOTAL FUNDS	<u><u>208,276</u></u>	<u><u>(28,781)</u></u>	<u><u>179,495</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	620,813	(655,913)	(35,100)
Restricted funds			
Operational delivery	-	(10,800)	(10,800)
Participation & Activities	21,184	(22,710)	(1,526)
Volunteer Mentoring	<u>158,681</u>	<u>(140,036)</u>	<u>18,645</u>
	<u>179,865</u>	<u>(173,546)</u>	<u>6,319</u>
TOTAL FUNDS	<u><u>800,678</u></u>	<u><u>(829,459)</u></u>	<u><u>(28,781)</u></u>

All restricted funds represent grants received towards specific mentoring and young people's activities programmes.

The comparative funds note has been restated in accordance with the Charity's request to summarise restricted funding under group headings.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024 or the year ended 31 March 2023.

**Mentoring Plus Bath and
North East Somerset Limited**

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Events & community fundraising	114,951	78,961
Investment income		
Bank interest	2,159	374
Charitable activities		
Training and extended services	170,760	173,046
Grants and commissions	<u>530,133</u>	<u>548,297</u>
	<u>700,893</u>	<u>721,343</u>
Total incoming resources	818,003	800,678
EXPENDITURE		
Raising donations and legacies		
Fundraising	9,521	18,077
Charitable activities		
Wages	542,979	536,582
Social security	40,126	44,295
Pensions	33,294	41,545
Insurance	4,484	6,289
Telephone	7,895	6,131
Postage and stationery	3,305	3,359
Sundries	258	1,190
Mentoring costs	63,010	67,475
Volunteers' and staff expenses	24,614	25,719
Staff recruitment	8,628	2,006
Repairs and maintenance	29,114	33,849
Bank charges	427	420
Software and IT	20,317	21,289
Subscriptions	2,823	3,361
Independent Examiner's fees	6,642	5,057
Legal and professional	4,978	4,414
Life Insurance	3,361	-
Development costs	2,949	2,948
Fixtures and fittings	2,269	2,269
Computer equipment	<u>3,129</u>	<u>3,184</u>
	<u>804,602</u>	<u>811,382</u>
Total resources expended	<u>814,123</u>	<u>829,459</u>
Net income/(expenditure)	<u>3,880</u>	<u>(28,781)</u>

This page does not form part of the statutory financial statements

MENTORING PLUS BATH AND NORTH EAST SOMERSET

England & Wales - Charity number 1112534

Accounts

REGISTERED COMPANY NUMBER: 05589316 (England and Wales)
REGISTERED CHARITY NUMBER: 1112534

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2023
for
Mentoring Plus Bath and
North East Somerset Limited

Monahans
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7FJ

**Mentoring Plus Bath and
North East Somerset Limited**

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for the Year Ended 31 March 2023**

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**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2023**

Mentoring Plus is registered with the Charity Commission and is a company limited by guarantee. It is governed by its Memorandum and Articles of Association on incorporation on 11th October 2005, as amended by its special resolution dated March 2012.

OBJECTIVES AND ACTIVITIES

Objectives and Activities

The following objectives and activities have been undertaken to further charitable purposes and for the public benefit. The objectives as amended in 2012 are as follows:

- (a) To advance the education and training of young people at risk so that they are able to realise their full potential within their community and so that they are better able to integrate into society as a whole
- (b) To provide and assist in the provision of facilities in the interests of the social welfare of young people at risk with the object of improving their conditions of life
- (c) To relieve unemployment of young people at risk by provision of careers information and advice
- (d) To preserve and protect the health of young people at risk by the provision of advice and guidance.

The main activities undertaken in relation to those purposes during the year.

In its charitably funded projects, Mentoring Plus supports vulnerable and disadvantaged 7-21 year olds across Bath & North East Somerset (BathNES) referred for support by schools, social and health care professionals. In our volunteer mentoring project this age range now extends to 25 for young adults with a SEND diagnosis and in need of early help.

Young people are accepted for mentoring who are affected by multiple challenges at home and in education, including poverty, family breakdown and emotional difficulties. These challenges can place them at a number of risks: disengagement from education; few positive role models; anti-social or criminal behaviour; social isolation; and poor physical or mental wellbeing.

Our professionals assess young people's needs and hopes, engages the family and supports multi-agency processes and safeguarding. This provides a safe and robust backdrop to the work of adult volunteers, whom the Charity recruits, trains and supports from our community to mentor young people one-to-one for up to a year, following their positive interests.

Mentoring builds young people's confidence, aspiration, communication strengths and community links. These outcomes support their ability to identify pathways forward, overcome difficulties and fulfil their potential in education and employment. Part of this work (supporting young people aged over 11) is core funded by a BathNES commission, with the remaining funding requirement being met from charitable sources.

Mentoring Plus offers mentees a structured programme of inspirational group activities (arts, sporting, community and enterprise) weekly in term-time, plus additional school holiday sessions. Alongside 1-1 mentoring, activities enable young people to try new things, build confidence and make new friends in a supported setting, while gaining access to inspirational role models.

We also offer a weekly session for our Youth Reps advocacy group of previous mentees, aiming to build life skills while enabling young people to co-design practice, policy, activity choices and fundraising. These groups benefit from free car transport to and from activities, without which most would be unable to have access.

Our Professional Mentoring practice supports higher-need mentees in more complex situations, including those refusing school or with special educational needs. A similar 1-1 community mentoring experience for young people to our volunteer project, this work is delivered by professionals with a higher level of experience, confidence and capacity. Most students' mentoring is funded through an EHCP or care budget. We also provide embedded in-school mentors for a number of local primary and secondary schools. Any surplus this paid work generates helps the long-term financial sustainability of our charitable work.

Our other main activity is Student & Family Support (SAFS), an established professional mentoring project for primary and secondary students re-accessing education after exclusion, low attendance, a move between schools or a period outside mainstream education. This is commissioned and fully funded by BathNES Council.

As part of its custodianship of Riverside Youth Hub, Mentoring Plus also delivers open-access youth clubs. This work supports 11-19 year olds from local communities, many affected by inequality of opportunity and low aspirations. They are offered a safe space to meet friends, engage in activities, cook and eat nutritious meals together, and be supported by skilled youth workers.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2023**

OBJECTIVES AND ACTIVITIES

Public benefit

The main activities undertaken during the year to further the Charity's purpose for the public benefit

In the year April 2022-March 2023, Mentoring Plus provided one-to-one volunteer mentoring to 71 x 11-21-year-olds and 40 x 7-11-year-olds, both a small increase on the previous year. 89 young people benefited from professional mentoring, again a slight increase. This combined total of 200 beneficiaries of community-based mentoring is higher than the previous year (182).

These numbers include those young people coming to the end of their mentoring year during this period and those recently matched at the end of it. In any one month, over 90 of these young people were working with a mentor, and others were in assessment with the organisation's professional practitioners.

SAFS supports up to 36 students aged 5-16 at any one time, usually for a 16-week intervention. In the 12 months the SAFS team directly mentored 95 students, a reduction from the previous year's 109 students due to longer interventions required for some students.

Youth club delivery reached 16 young people with twice-weekly sessions. Across our projects, young people are showing less willingness to leave home and join in group activities. Those who access the clubs continue to enjoy the support of their youth workers and enjoy nutritious meals as part of every session, but activities need to attract young people as a positive alternative to online gaming and similar.

Another significant challenge experienced by this charity and the whole sector is attracting new volunteers. We have consistently trained 40-50 new mentors every year pre-pandemic, but numbers coming forward are about half that currently. We are working hard with messaging and social media to attract sufficient numbers. Staff also volunteer and we have a good retention rate of previous mentors.

The Trustees have had regard to the Charity Commission's guidance on public benefit in managing the activities of the Charity.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2023**

ACHIEVEMENT AND PERFORMANCE

The main achievements and performance of the Charity during the year

Young people are showing continued impacts from lockdowns, missed opportunities and resulting struggles in education and social contact. Schools are struggling with reduced pastoral resources and rates of non-attendance and behaviour issues are the highest we have ever seen.

In this context, helping young people feel able to get out of the house and participate in mentoring and activities feels especially important. A significant number of mentees rarely leave the house except for mentoring sessions and find our small, well-supported groups the only social contact they feel able to access.

With this backdrop, outdoor school holiday activity sessions were especially valued. Young people enjoyed visits to a local falconry centre, city farm and bushcraft settings.

Mentoring Plus continued delivering its renewed local authority commission for volunteer mentoring. This commission contributes £65,000 per year towards the cost of volunteer mentoring (about one third of the total cost) for 11-21-year-olds. This service extends to 21-25-year-olds with a SEND diagnosis in need of early help. Mentors showed imagination and resourcefulness in connecting young people with over 85 different activity types responding to their individual interests, from geocaching and cake baking to miniature golf, wildlife spotting to football to board games.

Our SAFS commission awarded in 2018 has been extended to August 2024 and is being recommissioned by open tender in late 2023. This extension reflected the very positive outcomes, relationships and reputation this service has built for independent advocacy for students in need of support to re-access mainstream education.

In the academic year 2022-3 we worked with our SAFS commissioners to pilot a project offering short intervention early help to students at risk of anxiety-based school avoidance. The Rapid Intervention Team achieved highly positive outcomes for participating students, but a key finding of the pilot was that schools wanted support with students at very low or no attendance, rather than early help. We are grateful for the opportunity to co-design this pilot and explore new routes to support young people.

We continued to provide our schools peer mentor training programme, enabling older students to mentor younger in four state schools and one independent school. This work benefits both mentees (often year 7-8 students) and their mentors (often year 12s) helping to embed a mentoring culture among all students. We also brought local parents together for talks on teenage behaviour and support, a programme of practice sharing which is continuing.

A number of our volunteer mentors have stayed with us to mentor a number of young people, enjoying the rewards it brings. Mentor John Harvey has mentored ten mentees, an achievement marked with a Volunteer of the Year award in our local authority's Community Awards.

In 2022-23 Mentoring Plus was grateful to receive fundraising support from local organisations Brewin Dolphin, TAK Ltd, Roper Rhodes, Novia, Fresh Student Housing, 12 Trim Street, Touchstone Property, Kingswood School, Somervale School, Bath University SEAP team, 100 Strong Official and EZ Education.

Our community directly supported our work by participating in the Bath Marches, the Bath Dragon Boat race, the Bath Half Marathon, our Co-op Warm Spaces crowdfunder, buying fresh Christmas trees, and buying tickets for Vintage Dance Collective's charity gig and our annual quiz.

Special thanks to our generous individual donors, whose continued support means a great deal to us. We also thank our young people and their families for courageously sharing their stories and the impact of mentoring, helping us build awareness and attract charitable funding to benefit future young people.

We also gratefully received valued funding from grant-giving organisations. These include Quartet Community Foundation, Henry Smith, Global Make Some Noise, St James's Place Charitable Foundation, St John's Foundation, BBC Children in Need, The Medlock Charitable Trust, The Society of Merchant Venturers, The National Lottery Reaching Communities Fund, Foundation for Children, and Garfield Weston Foundation.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2023**

ACHIEVEMENT AND PERFORMANCE

The difference the Charity has made to beneficiaries during the year

The outputs listed above are measured alongside qualitative assessment of young people's progress at least monthly, and quarterly reporting across the cohort against 18 measures of observed outcomes, recording relevant evidence. Our most recent outcome reporting includes:

- 87% were observed to be or reported feeling safer
- 72% showed improved engagement with education, employment or training
- 83% showed improved confidence and self esteem
- 85% showed improved teamwork strengths
- 80% showed improved physical wellbeing, and 72% improved mental wellbeing.

Mentees also rate the Charity's service to them, giving an average score of 9 out of 10 for the period.

The SAFS team continue to meet all the performance expectations set by BathNES Council commissioners for a cohort at a significantly higher level of need and case complexity. Outcomes are measured termly and for term 3 2022-3 include:

- 53% of students were successfully supported fully back into education (with others continuing interventions into the following period)
- 47% showed increased engagement in learning
- 53% showed increased attendance.

How achievements and performance during the year have benefited wider Society

The needs of young people referred to Mentoring Plus are identified through behaviours such as anxiety, social withdrawal, disruption or non-engagement at school, criminal and anti-social behaviour in the community, being perpetrators or victims of bullying, and harm to themselves and others. Young people are referred to us by schools, other charities and agencies, statutory care services, families and others.

Young people referred for volunteer and professional mentoring during the year showed disengagement from school or risk of exclusion, signs of anti-social behaviour, significant challenges with family or peers and issues with emotional wellbeing. A number are in or leaving care including kinship care settings.

Many live in neighbourhoods in south-west Bath experiencing high deprivation and poor educational outcomes. Others live in smaller towns and villages in rural NE Somerset where lower income levels are compounded by poor transport provision and lack of amenities. It is part of our mission to build awareness that Bath & NE Somerset is not a wealthy county: despite pockets of affluence, inequality is exceptionally high and availability of services and employment low.

Our work with mentors to help young people understand and overcome underlying difficulties enables them to improve key relationships, engage with education, training or employment, and maximise their potential. With a focus on early intervention and support, mentoring will save society considerable costs, e.g. in reduced earnings, social and health care, and criminal justice, as well as directly improving the wellbeing of vulnerable and disadvantaged young people.

Our adult volunteer mentors reported on their increased well-being and sense of purpose from volunteering, and valued the quality of training and supervision they received.

Partnerships with local professionals, charities and organisations help to strengthen the Charity's good practice and the quality of support offered to vulnerable young people. Our training and support build vital skills for our volunteers and the organisations to whom they belong, and build cohesion in our community.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2023**

FINANCIAL REVIEW

Financial position

As anticipated, 2022-23 was financially challenging for Mentoring Plus, as for all charities. The combined impacts of reduced community fundraising post-pandemic, greatly increased competition for grants as a result and diversion of giving to support causes in Ukraine meant the fundraising environment presented unprecedented difficulties.

Alongside this, rapidly spiralling inflation created significant pressures, requiring us to plan for salary increases to compete for skilled staff, and tripling our utility bills. Some limited extra funding was available for the latter which was hugely valued, as were multi-year grants.

Early signs for 2023-24 are more favourable, with unrestricted funding from community donors and events more forthcoming, greater availability of larger grants, and a gradual reduction in the level of cost inflation.

In this context, and especially given the continued high need for support among our beneficiaries, the £28,781 deficit with which we ended the year was still unwelcome but manageably small. Post-pandemic effects meant the deficit for 2021-22 was £22,915, which impacted the net position for 2022-23, as did the quarterly / termly income cycle of our local authority commissions and service fees from schools. Income for 2022-23 increased to £800,678 (21-22: £726,969) so the deficit is just 3% of income.

Our earned income for directly-funded mentoring held up well despite growing pressures on school budgets.

The Trustees judge that our financial performance continues to respond appropriately to need and the funding climate. The Trustees therefore consider this financial performance by the Charity during the year to be sound, especially in the context of unprecedented cost pressures and continued post-pandemic impacts on fundraising.

Reserves policy

It is our policy to hold unrestricted reserves of 3-6 months of running costs. With community fundraising still reduced as described above, our unrestricted reserves were impacted, reducing to £71,955 at 31 March 2023 (21-22: £107,055). Restricted reserves rose to £107,540 (21-22: £101,221).

Unrestricted reserves at this date represented 1-2 months' full running costs which is lower than our reserves policy. Despite continued cost pressures, increasing unrestricted reserves remains a key aim, through continued focus on income-earning activities and small but consistent monthly cash deposits.

The Board of Trustees is satisfied that the Charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure, governance and management of the charity

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2023**

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. The Trustees are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

We are fortunate in having long-serving Trustees with a range of relevant skills and experience to guide our practice and govern our operation. Trustees are appointed for 3-year terms, and can serve up to 9 years. Our Board of Trustees offer a wider skill set in support of our strategic requirements. Our chair is expert in the academic and practical application of psychology relevant to our service users, complemented by experience of senior management in large charities.

Our treasurer has previously managed multi-million-pound commercial projects. The Trustee Board also includes a senior university academic, law firm partner, a wealth manager, a retired head teacher, an experienced professional charity fundraiser and an expert property developer.

Our Chief Executive has responsibility for the day-to-day running of the Charity and all operational matters. Every two months the full Trustee Board meet with key staff to scrutinise delivery performance and to inform the strategic direction of the Charity. A financial review process is a standing item for each of the Trustee meetings, including regular reflection on our risk register.

Chief Executive Officer Ruth Kelly continues to be supported by the charity's Leadership Group, together managing strategy, delivery, risk management and funding. Senior Practitioners from each project collaborate closely on practice, safeguarding, staff management and policy, supported by the Head of Practice.

The policies that underpin our delivery model are reviewed annually by staff and Trustees, and by BathNES Council as the external safeguarding and delivery auditor. Updated policies and procedures are circulated to all staff and volunteers. Safeguarding, health and safety and risk assessment processes are undertaken for each activity. These are reviewed, recorded and acted upon after each activity or mentoring session, and are a standing item at weekly team meetings.

Our Board has procedures in place to advertise for Trustees with specific skills and resources to offer where they judge these would complement the existing Board for the benefit of the Charity. All candidates applying for Trustee role(s) are considered subject to meeting criteria set out, and our safer recruitment procedures, and voted upon with the ultimate decision in the hands of the Chair.

Ethical fundraising

The Charity operates according to an ethical fundraising policy prepared within guidelines provided by the Institute of fundraising and the Fundraising Regulator. This governs Trustees' review and decision-making processes over solicited and unsolicited donations from individuals or businesses, large and anonymous donations and activities of external fundraisers, with the purpose of safeguarding potentially vulnerable donors, and the positive reputation of the Charity in light of its charitable objectives.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
05589316 (England and Wales)

Registered Charity number
1112534

Registered office
Riverside Youth Hub
York Place
Bath
BA1 6AE

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2023**

Trustees

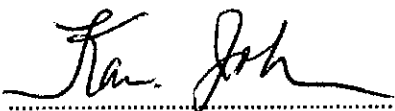
T Annear
A Banks
J Bartholomew
Dr K John
L McIsaac (resigned 30.9.22)
M Carter
P Watson
Prof S Milner (appointed 31.1.23)
H Moore (appointed 31.1.23)

Prof Milner and H Moore were co-opted to the Board in January 2023. H Moore was unfortunately unable to continue as a Trustee but Prof Milner will be officially appointed at the 2023 AGM.

Independent Examiner

James Gare FCA DChA
Monahans
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7FJ

Approved by order of the board of trustees on 15/11/2023 and signed on its behalf by:



Dr K John - Trustee

Independent Examiner's Report to the Trustees of
Mentoring Plus Bath and
North East Somerset Limited

Independent examiner's report to the trustees of Mentoring Plus Bath and North East Somerset Limited ('the Company')

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

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the 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 your charity's accounts as 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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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
4. 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 in 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.



James Gare FCA DChA

Monahans
Chartered Accountants
County Gate
County Way
Trowbridge
Wiltshire
BA14 7FJ

Date: 22/11/2023

**Mentoring Plus Bath and
North East Somerset Limited**

**Statement of Financial Activities
for the Year Ended 31 March 2023**

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	78,961	-	78,961	95,753
Charitable activities	4				
Mentoring services		541,478	179,865	721,343	631,168
Investment income	3	374	-	374	48
Total		<u>620,813</u>	<u>179,865</u>	<u>800,678</u>	<u>726,969</u>
EXPENDITURE ON					
Raising funds	5	18,077	-	18,077	9,386
Charitable activities	6				
Mentoring services		637,836	173,546	811,382	740,498
Total		<u>655,913</u>	<u>173,546</u>	<u>829,459</u>	<u>749,884</u>
NET INCOME/(EXPENDITURE)		(35,100)	6,319	(28,781)	(22,915)
RECONCILIATION OF FUNDS					
Total funds brought forward		107,055	101,221	208,276	231,191
TOTAL FUNDS CARRIED FORWARD		<u>71,955</u>	<u>107,540</u>	<u>179,495</u>	<u>208,276</u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Balance Sheet
31 March 2023**

	Notes	2023 £	2022 £
FIXED ASSETS			
Intangible assets	11	2,949	5,897
Tangible assets	12	10,220	13,869
		<u>13,169</u>	<u>19,766</u>
CURRENT ASSETS			
Debtors	13	10,351	43,853
Cash in hand		205,874	209,365
		<u>216,225</u>	<u>253,218</u>
CREDITORS			
Amounts falling due within one year	14	(49,899)	(64,708)
		<u>166,326</u>	<u>188,510</u>
NET CURRENT ASSETS			
		<u>179,495</u>	<u>208,276</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>179,495</u>	<u>208,276</u>
NET ASSETS			
		<u>179,495</u>	<u>208,276</u>
FUNDS	17		
Unrestricted funds		71,955	107,055
Restricted funds		107,540	101,221
TOTAL FUNDS		<u>179,495</u>	<u>208,276</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

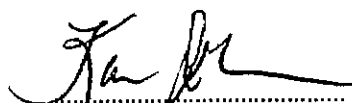
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 15/11/2023 and were signed on its behalf by:


K John - Trustee

**Mentoring Plus Bath and
North East Somerset Limited**

**Cash Flow Statement
for the Year Ended 31 March 2023**

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	(1,687)	522
Net cash (used in)/provided by operating activities		(1,687)	522
Cash flows from investing activities			
Purchase of intangible fixed assets		-	(8,845)
Purchase of tangible fixed assets		(1,804)	(17,972)
Net cash used in investing activities		(1,804)	(26,817)
Change in cash and cash equivalents in the reporting period		(3,491)	(26,295)
Cash and cash equivalents at the beginning of the reporting period		209,365	235,660
Cash and cash equivalents at the end of the reporting period		205,874	209,365

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2023**

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(28,781)	(22,915)
Adjustments for:		
Depreciation charges	8,401	9,393
Decrease/(increase) in debtors	33,502	(23,100)
(Decrease)/increase in creditors	(14,809)	37,144
Net cash (used in)/provided by operations	<u>(1,687)</u>	<u>522</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank and in hand	209,365	(3,491)	205,874
	<u>209,365</u>	<u>(3,491)</u>	<u>205,874</u>
Total	<u>209,365</u>	<u>(3,491)</u>	<u>205,874</u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements
for the Year Ended 31 March 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

Mentoring Plus Bath and North East Somerset Limited is a charitable company limited by guarantee registered in England and Wales. The address of the registered office is given in the legal and administrative information on page 5 of these financial statements. The nature of the charity's operations and principal activities are provided in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

All income is recognised in the Statement of Financial Activities (SoFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Income from tax reliefs is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

The value of any volunteer help received is not included in the accounts.

Investment income is included in the accounts when receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the costs associated with attracting voluntary income, fundraising costs and investment management costs.
- Expenditure on charitable activities includes the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
- Other expenditure represents those items not falling into the categories above.

Website development

Amortisation is being provided on a 33% straight line basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- | | |
|-----------------------|------------------------------|
| Fixtures and fittings | - 20% on straight line basis |
| Computer equipment | - 33% on straight line basis |

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

1. ACCOUNTING POLICIES - continued

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. DONATIONS AND LEGACIES

	2023 £	2022 £
Events & community fundraising	78,961	95,753

3. INVESTMENT INCOME

	2023 £	2022 £
Bank interest	374	48

4. INCOME FROM CHARITABLE ACTIVITIES

	2023 £	2022 £
Training and extended services	173,046	157,456
Grants and commissions	548,297	473,712
	721,343	631,168

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

5. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Fundraising	18,077	9,386

6. CHARITABLE ACTIVITIES COSTS

All charitable activity costs related to providing mentoring services (2021 the same).

7. NET INCOME/(EXPENDITURE)

Net Income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation - owned assets	5,453	6,445
Website development amortisation	2,948	2,948
Independent Examiner's fees - examination work	3,850	3,700
Independent Examiner's fees - other work	1,207	862

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

9. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	536,582	466,468
Social security costs	44,295	41,783
Other pension costs	41,545	34,523
	<u>622,422</u>	<u>542,774</u>

The key management of the Charity comprise the Trustees and Leadership Group of four staff members. The total employee benefits of the key management personnel of the Charity were £184,506 (2022: £188,383).

The average monthly number of employees during the year was as follows:

	2023	2022
	22	19
Charity staff	<u>22</u>	<u>19</u>

No employees received emoluments in excess of £60,000.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	95,753	-	95,753
Charitable activities			
Mentoring services	428,092	203,076	631,168
Investment income	48	-	48
Total	<u>523,893</u>	<u>203,076</u>	<u>726,969</u>
EXPENDITURE ON			
Raising funds	9,386	-	9,386
Charitable activities			
Mentoring services	599,095	141,403	740,498
Total	<u>608,481</u>	<u>141,403</u>	<u>749,884</u>
NET INCOME/(EXPENDITURE)	(84,588)	61,673	(22,915)
Transfers between funds	3,333	(3,333)	-
Net movement in funds	(81,255)	58,340	(22,915)
RECONCILIATION OF FUNDS			
Total funds brought forward	188,310	42,881	231,191
TOTAL FUNDS CARRIED FORWARD	<u>107,055</u>	<u>101,221</u>	<u>208,276</u>

11. INTANGIBLE FIXED ASSETS

	Website development £
COST	
At 1 April 2022 and 31 March 2023	<u>8,845</u>
AMORTISATION	
At 1 April 2022	2,948
Charge for year	<u>2,948</u>
At 31 March 2023	<u>5,896</u>
NET BOOK VALUE	
At 31 March 2023	<u>2,949</u>
At 31 March 2022	<u>5,897</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2022	11,345	31,785	43,130
Additions	-	1,804	1,804
At 31 March 2023	11,345	33,589	44,934
DEPRECIATION			
At 1 April 2022	2,269	26,992	29,261
Charge for year	2,269	3,184	5,453
At 31 March 2023	4,538	30,176	34,714
NET BOOK VALUE			
At 31 March 2023	6,807	3,413	10,220
At 31 March 2022	9,076	4,793	13,869

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	7,462	42,299
Other debtors	2,889	1,554
	10,351	43,853

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	15,491	19,013
Social security and other taxes	11,607	11,146
Credit card	382	356
Other creditors	2,910	-
Deferred Income	10,979	28,135
Accrued expenses	8,530	6,058
	49,899	64,708

15. LEASING AGREEMENTS

On 8 June 2020 the Charity entered into a 5 year lease with Bath & North East Somerset for its main offices in Bath. The Charity pays a peppercorn rent in return for providing 2 nights per week of open access youth service in term times at the premises.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets	13,169	-	13,169	19,766
Current assets	108,685	107,540	216,225	253,218
Current liabilities	(49,899)	-	(49,899)	(64,708)
	71,955	107,540	179,495	208,276

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

17. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	107,055	(35,100)	71,955
Restricted funds			
Operational delivery	10,800	(10,800)	-
Participation & Activities	6,618	(1,526)	5,092
Volunteer Mentoring	83,803	18,645	102,448
	<u>101,221</u>	<u>6,319</u>	<u>107,540</u>
TOTAL FUNDS	<u>208,276</u>	<u>(28,781)</u>	<u>179,495</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	620,813	(655,913)	(35,100)
Restricted funds			
Operational delivery	-	(10,800)	(10,800)
Participation & Activities	21,184	(22,710)	(1,526)
Volunteer Mentoring	158,681	(140,036)	18,645
	<u>179,865</u>	<u>(173,546)</u>	<u>6,319</u>
TOTAL FUNDS	<u>800,678</u>	<u>(829,459)</u>	<u>(28,781)</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	188,310	(84,588)	3,333	107,055
Restricted funds				
Operational delivery	7,500	6,633	(3,333)	10,800
Participation & Activities	6,471	(2,353)	-	4,118
Volunteer Mentoring	23,499	62,804	-	86,303
Student & Family Support	5,411	(5,411)	-	-
	<u>42,881</u>	<u>61,673</u>	<u>(3,333)</u>	<u>101,221</u>
TOTAL FUNDS	<u>231,191</u>	<u>(22,915)</u>	<u>-</u>	<u>208,276</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	523,893	(608,481)	(84,588)
Restricted funds			
Operational delivery	14,963	(8,330)	6,633
Participation & Activities	21,184	(23,537)	(2,353)
Volunteer Mentoring	166,929	(104,125)	62,804
Student & Family Support	-	(5,411)	(5,411)
	<u>203,076</u>	<u>(141,403)</u>	<u>61,673</u>
TOTAL FUNDS	<u>726,969</u>	<u>(749,884)</u>	<u>(22,915)</u>

All restricted funds represent grants received towards specific mentoring and young people's activities programmes.

The comparative funds note has been restated in accordance with the Charity's request to summarise restricted funding under group headings.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023 or the year ended 31 March 2022.

**Mentoring Plus Bath and
North East Somerset Limited**

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2023**

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Events & community fundraising	78,961	95,753
Investment income		
Bank interest	374	48
Charitable activities		
Training and extended services	173,046	157,456
Grants and commissions	548,297	473,712
	<u>721,343</u>	<u>631,168</u>
Total Incoming resources	800,678	726,969
EXPENDITURE		
Raising donations and legacies		
Fundraising	18,077	9,386
Charitable activities		
Wages	536,582	466,468
Social security	44,295	41,783
Pensions	41,545	34,523
Insurance	6,289	5,291
Telephone	6,131	5,815
Postage and stationery	3,359	5,375
Sundries	1,190	1,491
Events and mentoring costs	67,475	75,375
Volunteers' and staff expenses	25,719	20,845
Staff recruitment	2,006	1,568
Repairs and maintenance	33,849	31,713
Bank charges	420	382
Software and IT	21,289	12,090
Subscriptions	3,361	5,595
Independent Examiner's fees	5,057	8,382
Legal and professional	4,414	11,470
Life Insurance	-	2,939
Development costs	2,948	2,948
Fixtures and fittings	2,269	2,269
Computer equipment	3,184	4,176
	<u>811,382</u>	<u>740,498</u>
Total resources expended	829,459	749,884
Net expenditure	<u>(28,781)</u>	<u>(22,915)</u>

MENTORING PLUS BATH AND NORTH EAST SOMERSET

England & Wales - Charity number 1112534

Accounts

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2022
for
Mentoring Plus Bath and
North East Somerset Limited

Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

**Mentoring Plus Bath and
North East Somerset Limited**

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for the Year Ended 31 March 2022**

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**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2022**

Mentoring Plus is registered with the Charity Commission and is a company limited by guarantee. It is governed by its Memorandum and Articles of Association on incorporation on 11th October 2005, as amended by its special resolution dated March 2012.

Objectives and Activities

The following objectives and activities have been undertaken to further charitable purposes and for the public benefit. The objectives as amended in 2012 are:

- (a) To advance the education and training of young people at risk so that they are able to realise their full potential within their community and so that they are better able to integrate into society as a whole
- (b) To provide and assist in the provision of facilities in the interests of the social welfare of young people at risk with the object of improving their conditions of life
- (c) To relieve unemployment of young people at risk by provision of careers information and advice
- (d) To preserve and protect the health of young people at risk by the provision of advice and guidance.

The main activities undertaken in relation to those purposes during the year.

In its charitably funded projects, Mentoring Plus supports vulnerable and disadvantaged 7-21 year olds across Bath & North East Somerset (BathNES) referred for support by schools, social and health care professionals. In our volunteer mentoring project this age range now extends to 25 for young adults with a SEND diagnosis and in need of early help.

Young people are accepted for mentoring who are affected by multiple challenges at home and in education, including poverty, family breakdown and emotional difficulties. These challenges can place them at a number of risks: disengagement from education; few positive role models; anti-social or criminal behaviour; social isolation; and poor physical or mental wellbeing.

Alongside assessing young people's needs and hopes and supporting them directly with our own professionals, the Charity recruits, trains and supports adult volunteers from our community to mentor young people one-to-one for a year, following their positive interests. This helps build young people's confidence, aspiration, communication strengths and self-efficacy. These outcomes support their ability to identify pathways forward, overcome difficulties and fulfil their potential in education and employment. Part of this work (supporting young people aged over 11) is core funded by a local authority commission, with the remaining funding requirement being met from charitable sources.

Mentoring Plus provides a structured programme of inspirational group activities (arts, sporting, community and enterprise) weekly in term-time with additional school holiday sessions. These are designed to enable young people to try new things, build confidence and make new friends in a supported setting, while gaining access to inspirational role models.

Regular weekly activities for our volunteer mentoring cohort recommenced in September 2021, offering a supported small group environment and a choice of activities including sport, art, cookery, music, walks and visits. We also offer a weekly session for our Youth Reps advocacy group of previous mentees, aiming to build life skills while benefiting from their input in practice design, activity choices and fundraising. Our Girls' Group enables young people identifying as female to thrive in a supportive setting, discussing their choice of issues and trying new skills. All these groups moved back to in-person settings and mentees also benefit from free car transport to and from activities, without which most would be unable to access them.

Our professional mentoring practice continues its strong organic growth alongside volunteer mentoring. Demand for mentoring for higher-need mentees in more complex situations, including those refusing school or with special educational needs, remains very high. Most students' mentoring is funded through an EHCP or care budget and any surplus this paid work generates helps the long-term financial sustainability of our charitable work.

Since 2018 we have run a successful local authority-commissioned project to provide professional mentoring to primary and secondary students re-accessing education after exclusion, low attendance, a managed move between schools or a period outside mainstream education. Student & Family Support (SAFS) is fully funded by BathNES Council and supports up to 36 students aged 5-16 at any one time for a 16-week intervention.

Our professional mentoring practice continues its strong organic growth alongside volunteer mentoring. Demand for mentoring for higher-need mentees in more complex situations, including those refusing school or with special educational needs, remains very high. Most students' mentoring is funded through an EHCP or care budget and any surplus this paid work generates helps the long-term financial sustainability of our charitable work.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2022**

The main activities undertaken in relation to those purposes during the year

As part of its custodianship of Riverside Youth Hub, Mentoring Plus also delivers open-access youth clubs previously run by BathNES Council. Part-funded by BBC Children in Need, this work was delivered in partnership with local charity Bath Youth for Christ (the sessions have no religious content). 13-19 year olds from local communities, many affected by inequality of opportunity and low aspirations, are offered a safe space to meet friends, engage in activities and be supported by skilled youth workers.

The main activities undertaken during the year to further the Charity's purpose for the public benefit

In the year April 2021-March 2022, Mentoring Plus provided one-to-one volunteer mentoring to 64 x 11-21-year-olds and 39 x 7-11-year-olds. 79 young people benefited from professional mentoring. This combined total of 182 beneficiaries of community-based mentoring is higher than the previous year (151) with much of this growth coming from professional mentoring.

These numbers include those young people coming to the end of their mentoring year during this period and those recently matched at the end of it. In any one month, over 90 of these young people were working with a mentor, and others were in assessment with the organisation's professional practitioners.

In the 12 months the SAFS team directly mentored 109 students, an increase from the previous year's 88 students which were slightly lower than usual due to lockdowns. SAFS interventions last about 16 weeks in a typical year, with some extended to provide further support where needed.

Youth club delivery reached 20 young people with twice-weekly sessions, a small increase on 2020-21 but still lower than pre-Covid as young people showed less willingness to leave home and join in group activities. Numbers are picking up again in 2022. Those who access the clubs continue to enjoy the support of their youth workers and enjoy nutritious meals as part of every session.

We ran three volunteer mentor training sessions as usual across the year, which were in person but limited on numbers to allow for social distancing. We trained 34 new mentors which is lower than pre-Covid years where 45-50 would be trained. In common with many charities, we are seeing volunteer enquiries reduced post-lockdown as people prioritise time with family and travelling, and are having to work harder to attract sufficient numbers. Staff also volunteer and we have a good retention rate of previous mentors.

The Trustees have had regard to the Charity Commission's guidance on public benefit in managing the activities of the Charity.

The main achievements and performance of the Charity during the year

All of our projects were still impacted by Covid disruption, with schools closing to year groups, individuals having to isolate repeatedly and young people's activities for Christmas 2021 feeling unsafe to offer due to the Omicron variant.

With this backdrop, outdoor school holiday activity sessions were especially valued and young people enjoyed bushcraft, falconry, farm visits and rock climbing. We thank staff and volunteers for so much flexibility and imagination, finding ways to keep young people feeling connected despite many frustrations, delays and cancelled sessions.

Mentoring Plus continued delivering its renewed local authority commission for volunteer mentoring. This commission runs from April 2021 to at least March 2024, at which point there is scope for extension until March 2026. The commission contributes £65,000 per year towards the cost of volunteer mentoring (about one third of the total cost) for 11-21 year olds. This service now extends to 21-25 year olds with a SEND diagnosis in need of early help.

Our SAFS commission awarded in 2018 was extended for another 2 years from August 2021. This reflects the very positive outcomes, relationships and reputation this service has built for independent advocacy for students in need of support to re-access mainstream education. We are grateful for strong and supportive relationships with our commissioning teams for both these commissions, which allow us to work effectively across our county to support young people most in need. From September 2022 this contract is being extended to include a 1-year pilot project offering early help to students at risk of anxiety-based school avoidance.

We benefited from community partnerships in offering inspiring opportunities, such as Georgian lido Cleveland Pools engaging Youth Reps in an inter-generational film project, and Holburne Museum offering youth club participants a full day jewellery making project.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2022**

The main achievements and performance of the Charity during the year

It's part of our mission to share our practice generously to reach the maximum numbers of beneficiaries possible. Local independent school Kingswood helped re-energise our schools peer mentor training programme, enabling older students to mentor younger. Four state schools followed suit, engaging us to provide training and helping to embed a mentoring culture among their students.

As part of our diversified funding strategy we often trial new enterprise projects, especially where young people can get involved. In December 2021 we launched a new website with an online shop which allowed us to sell nearly 200 fresh Christmas trees over one weekend. Many new community connections were forged and we aim to repeat the project, with refinements, for Christmas 2022.

In 2021-22 Mentoring Plus received valuable help from organisations in our community including Roper Rhodes, Bath University Management School, Mayden, Holburne Museum, Bath Festivals, Brewin Dolphin, Fresh Student Housing, EZ Education, Breathing Space and Bath Marches, The Apartment at the Barn, Bathavon Rotary Club and Rotary Club of Bath, Prior Park School, Yeo Valley and Bath Outdoors. Thank you to them, and to all our individual donors who make our work possible.

We also gratefully received valued funding from grant-giving organisations including Quartet Foundation, Henry Smith Charity, Sobell Foundation, KFC Foundation, Foundation for Children, Bath & NE Somerset Council, Charles Hayward Foundation, St James's Place Charitable Foundation, Dandia Charitable Trust, The National Lottery Reaching Communities Fund, The Medlock Charitable Trust, BBC Children in Need, Postcode Lottery, Newby Trust, The Joyce Fletcher Charitable Trust, The Clothworkers Foundation, The Hedley Foundation, Sperring Foundation, Bath Moral Welfare Fund, Denman Charitable Trust, Van Neste Foundation, Global's Make Some Noise, Local Giving and Monday Charitable Trust.

We ended the financial year with the happy news that our work was recognised for a second time with a Bath Life Award as Charity of the Year.

The difference the Charity's performance during the year has made to the beneficiaries of the Charity

The outputs listed above are measured alongside qualitative assessment of young people's progress at least monthly, and quarterly reporting across the cohort against 18 measures of observed outcomes, recording relevant evidence. Our most recent outcome reporting includes:

- 93% were observed to be or reported feeling safer
- 93% were positively engaged in education, employment or training
- 83% showed improved emotional wellbeing
- 96% reported higher aspirations for their future
- 96% showed improved confidence and self esteem

Mentees also rate the Charity's service to them, giving an average score of 9 out of 10 for the period.

The SAFS team continue to meet all the performance expectations set by BathNES Council commissioners for a cohort at a significantly higher level of need and case complexity. Outcomes are measured termly and for term 3 2021-2 include:

- 42% of students were successfully supported fully back into education (with others continuing interventions into the following period)
- 62% showed increased engagement in learning
- 58% showed increased attendance
- 51% also showed improved emotional wellbeing.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2022**

How our achievements and performance during the year have benefited wider society

The needs of young people referred to Mentoring Plus are identified through behaviours such as anxiety, social withdrawal, disruption or non-engagement at school, criminal and anti-social behaviour in the community, being perpetrators or victims of bullying, and harm to themselves and others. Young people are referred to us by schools, other charities and agencies, statutory care services, families and others.

Young people referred for volunteer and professional mentoring during the year showed disengagement from school or risk of exclusion, signs of anti-social behaviour, significant challenges with family or peers and issues with emotional wellbeing. A number were in or leaving care including kinship care settings.

Many live in neighbourhoods in south-west Bath often experiencing high deprivation and poor educational outcomes. Others live in smaller towns and villages in rural NE Somerset where lower income levels are compounded by poor transport provision and lack of amenities. The remainder live in the rest of greater Bath.

Our work with mentors to help young people understand and overcome underlying difficulties enables them to improve key relationships, engage with education, training or employment, and maximise their potential. With a focus on early intervention and support, mentoring will save society considerable costs, e.g. in reduced earnings, social and health care, and criminal justice, as well as directly improving the wellbeing of vulnerable and disadvantaged young people.

Our adult volunteer mentors reported on their increased well-being and sense of purpose from volunteering, and valued the quality of training and supervision they received.

Partnerships with local professionals, charities and organisations help to strengthen the Charity's good practice and the quality of support offered to vulnerable young people. Our training and support build vital skills for our volunteers and the organisations to whom they belong, and build cohesion in our community.

Structure, governance and management of the Charity

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

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. The Trustees are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

We are fortunate in having long-serving Trustees with a range of relevant skills and experience to guide our practice and govern our operation. Trustees are appointed for 3-year terms. Our Board of Trustees offer a wider skill set in support of our strategic requirements. Our chair is expert in the academic and practical application of psychology relevant to our service users, complemented by experience of senior management in large charities.

Our treasurer has previously managed multi-million-pound commercial projects. The Trustee Board also includes a law firm partner, a wealth manager, a retired head teacher, an experienced professional charity fundraiser and an expert property developer.

Our Chief Executive has responsibility for the day-to-day running of the Charity and all operational matters. Every two months the full Trustee Board meet with key staff to scrutinise delivery performance and to inform the strategic direction of the Charity. A financial review process is a standing item for each of the Trustee meetings, including regular reflection on our risk register.

Chief Executive Officer Ruth Keily continues to be supported by the charity's Leadership Group, together managing strategy, delivery, risk management and funding. This comprises Ruth Keily, Head of Practice Kev Long, Head of Business and Operations Rachel Harris, and Head of Fundraising & Communications Jenny Perez.

We continued our commitment to staff development this year. Meg Ely was promoted to Senior Practitioner for Professional Mentoring and Volunteer Co-ordinator Chris Hart maintains this responsibility but also stepped up to being Volunteer Mentoring Practitioner. Previous freelancer Amy Austin became Youth Mentor and we welcomed new practitioners Lou Welch, Samantha Fountain and Sarah Quarren-Evans, all from education backgrounds.

The policies that underpin our delivery model are reviewed annually by staff, Trustees and BathNES Council as an external safeguarding and delivery auditor. Updated policies and procedures are circulated to all staff and volunteers. Safeguarding, health and safety and risk assessment processes are undertaken for each activity. These are reviewed, recorded and acted on after each activity or mentoring session and are a standing item at weekly team meetings.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2022**

Structure, governance and management of the Charity

Staff training is a key priority, in particular child safeguarding and related skills. Practitioners continue training in the Thrive child support framework, as well as undertaking further training in areas including SAFE contraceptive advice, bereavement support and supporting speech and language needs.

Our Board has procedures in place to advertise for Trustees with specific skills and resources to offer where they judge these would complement the existing Board for the benefit of the Charity. All candidates applying for Trustee role(s) are considered subject to meeting criteria set out, and our safer recruitment procedures, and voted upon with the ultimate decision in the hands of the Chair.

Ethical fundraising

The Charity operates according to an ethical fundraising policy prepared within guidelines provided by the Institute of Fundraising and the Fundraising Regulator. This governs Trustees' review and decision-making processes over solicited and unsolicited donations from individuals or businesses, large and anonymous donations and activities of external fundraisers, with the purpose of safeguarding potentially vulnerable donors, and the positive reputation of the Charity in light of its charitable objectives.

Financial review of the position at the reporting date, 31 March 2022

Having ended the previous two years with a surplus of (2020-21 £57,450; 2019-20 £62,787) the charity ended 2021-22 with a deficit of £22,915 representing 3% of income.

Income was higher than 20-21 at £726,969 (£649,457) while expenditure of £749,884 was significantly higher than 20-21 (£592,007) reflecting a post-lockdown return to full in-person service delivery with its related costs, as well as investment in new service delivery staff in our growing professional mentoring project.

We were fortunate in securing a number of significant grants from charitable trusts in 21-22, although so far in 2022-23 the availability of major grants is lower and the competition for funds very much higher. As for many neighbouring charities, community fundraising was at a greatly reduced level compared to pre-pandemic, with many events cancelled or rescheduled, while corporate giving and fundraising was impacted by disruption and hybrid working. Together, this led to an increase in our restricted reserves and reduction in unrestricted reserves at year end.

We anticipate that the financial year 2022-23 will be significantly impacted by these continued trends, as well as Ukraine charities attracting funding and rising inflation. We continue to pursue additional earned income as part of our diversified funding strategy with the aim of limiting the impact of these factors on our delivery, which is all the more vital as the families of our young people come under unprecedented financial pressure.

Over the last two financial years the Trustees judge that our financial performance represented a solid base ready for responding to need and the funding climate in the years ahead. The Trustees therefore consider this financial performance by the Charity during the year to be good in the context of great service demand and economic uncertainty.

Policies on reserves

It is our policy to hold unrestricted reserves of 3-6 months of running costs. For the reasons outlined above, our unrestricted reserves reduced to £107,055 at 31 March 2022 (20-21: £188,310), while restricted reserves rose to £101,221 (£42,881). Unrestricted reserves represent over 2 months' full running costs which is lower than our reserves policy. Rebuilding unrestricted reserves is a key aim as far as possible in the current funding climate, through continued focus on income-earning activities and small but consistent monthly cash deposits.

The Board of Trustees is satisfied that the Charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05589316 (England and Wales)

Registered Charity number

1112534

Registered office

Riverside Youth Hub
York Place
Bath
BA1 6AE

Trustees

T Annear
A Banks
J Bartholomew
Dr K John
L McIsaac
M Carter
P Watson

Independent Examiner

James Gare FCA DChA
Institute of Chartered Accountants in England & Wales
Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Approved by order of the board of trustees on 14 October 2022..... and signed on its behalf by:

.....
Dr K John - Trustee

Independent Examiner's Report to the Trustees of
Mentoring Plus Bath and
North East Somerset Limited

Independent examiner's report to the trustees of Mentoring Plus Bath and North East Somerset Limited ('the Company')

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

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the 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 your charity's accounts as 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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England & Wales which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. 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 in 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.



James Gare FCA DChA
Institute of Chartered Accountants in England & Wales
Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Date: 14 October 2022.....

**Mentoring Plus Bath and
North East Somerset Limited**

**Statement of Financial Activities
for the Year Ended 31 March 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	95,753	-	95,753	92,105
Charitable activities					
Mentoring services		428,092	203,076	631,168	557,200
Investment income	3	<u>48</u>	<u>-</u>	<u>48</u>	<u>152</u>
Total		<u>523,893</u>	<u>203,076</u>	<u>726,969</u>	<u>649,457</u>
EXPENDITURE ON					
Raising funds	5	9,386	-	9,386	5,017
Charitable activities	6				
Mentoring services		<u>599,095</u>	<u>141,403</u>	<u>740,498</u>	<u>586,990</u>
Total		<u>608,481</u>	<u>141,403</u>	<u>749,884</u>	<u>592,007</u>
NET INCOME/(EXPENDITURE)		(84,588)	61,673	(22,915)	57,450
Transfers between funds	17	<u>3,333</u>	<u>(3,333)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(81,255)	58,340	(22,915)	57,450
RECONCILIATION OF FUNDS					
Total funds brought forward		188,310	42,881	231,191	173,741
TOTAL FUNDS CARRIED FORWARD		<u>107,055</u>	<u>101,221</u>	<u>208,276</u>	<u>231,191</u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Balance Sheet
31 March 2022**

	Notes	2022 £	2021 £
FIXED ASSETS			
Intangible assets	11	5,897	-
Tangible assets	12	<u>13,869</u>	<u>2,342</u>
		19,766	2,342
CURRENT ASSETS			
Debtors	13	43,853	20,753
Cash in hand		<u>209,365</u>	<u>235,660</u>
		253,218	256,413
CREDITORS			
Amounts falling due within one year	14	(64,708)	(27,564)
		<u>188,510</u>	<u>228,849</u>
NET CURRENT ASSETS			
		208,276	231,191
NET ASSETS		<u>208,276</u>	<u>231,191</u>
FUNDS	17		
Unrestricted funds		107,055	188,310
Restricted funds		<u>101,221</u>	<u>42,881</u>
TOTAL FUNDS		<u>208,276</u>	<u>231,191</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 14 October 2022..... and were signed on its behalf by:


.....
K John - Trustee

**Mentoring Plus Bath and
North East Somerset Limited**

**Cash Flow Statement
for the Year Ended 31 March 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	<u>522</u>	<u>67,955</u>
Net cash provided by operating activities		<u>522</u>	<u>67,955</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(8,845)	-
Purchase of tangible fixed assets		<u>(17,972)</u>	<u>(1,122)</u>
Net cash used in investing activities		<u>(26,817)</u>	<u>(1,122)</u>
Change in cash and cash equivalents in the reporting period		(26,295)	66,833
Cash and cash equivalents at the beginning of the reporting period		<u>235,660</u>	<u>168,827</u>
Cash and cash equivalents at the end of the reporting period		<u>209,365</u>	<u>235,660</u>

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2022**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(22,915)	57,450
Adjustments for:		
Depreciation charges	9,393	5,624
(Increase)/decrease in debtors	(23,100)	7,556
Increase/(decrease) in creditors	<u>37,144</u>	<u>(2,675)</u>
Net cash provided by operations	<u>522</u>	<u>67,955</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	<u>235,660</u>	<u>(26,295)</u>	<u>209,365</u>
	<u>235,660</u>	<u>(26,295)</u>	<u>209,365</u>
Total	<u>235,660</u>	<u>(26,295)</u>	<u>209,365</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements
for the Year Ended 31 March 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

Mentoring Plus Bath and North East Somerset Limited is a charitable company limited by guarantee registered in England and Wales. The address of the registered office is given in the legal and administrative information on page 6 of these financial statements. The nature of the charity's operations and principal activities are provided in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

All income is recognised in the Statement of Financial Activities (SoFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

The value of any volunteer help received is not included in the accounts.

Investment income is included in the accounts when receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the costs associated with attracting voluntary income, fundraising costs and investment management costs.
- Expenditure on charitable activities includes the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
- Other expenditure represents those items not falling into the categories above.

Website development

Amortisation is being provided on a 33% straight line basis.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

- | | |
|-----------------------|------------------------------|
| Fixtures and fittings | - 20% on straight line basis |
| Computer equipment | - 33% on straight line basis |

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

1. ACCOUNTING POLICIES - continued

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. DONATIONS AND LEGACIES

	2022 £	2021 £
Events & community fundraising	<u>95,753</u>	<u>92,105</u>

3. INVESTMENT INCOME

	2022 £	2021 £
Bank interest	<u>48</u>	<u>152</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2022 £	2021 £
Activity		
Training and extended services	157,456	89,951
Grants and commissions	<u>473,712</u>	<u>467,249</u>
	<u>631,168</u>	<u>557,200</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

5. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£
Fundraising	<u>9,386</u>	<u>5,017</u>

6. CHARITABLE ACTIVITIES COSTS

All charitable activity costs related to providing mentoring services (2021 the same).

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	6,445	5,624
Website development amortisation	2,948	-
Independent Examiner's fees - examination work	3,700	3,456
Independent Examiner's fees - other work	<u>862</u>	<u>-</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

9. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	466,468	378,165
Social security costs	41,783	33,195
Other pension costs	<u>34,523</u>	<u>31,068</u>
	<u>542,774</u>	<u>442,428</u>

The average monthly number of employees during the year was as follows:

	2022	2021
	<u>19</u>	<u>20</u>
Charity staff		

No employees received emoluments in excess of £60,000.

The key management of the Charity comprise the Trustees and Leadership Group of four staff members. The total employee benefits of the key management personnel of the Charity were £188,383 (2020: £192,635).

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	92,105	-	92,105
Charitable activities			
Mentoring services	137,277	419,923	557,200
Investment income	<u>152</u>	<u>-</u>	<u>152</u>
Total	<u>229,534</u>	<u>419,923</u>	<u>649,457</u>
EXPENDITURE ON			
Raising funds	5,017	-	5,017
Charitable activities			
Mentoring services	<u>157,517</u>	<u>429,473</u>	<u>586,990</u>
Total	<u>162,534</u>	<u>429,473</u>	<u>592,007</u>
NET INCOME/(EXPENDITURE)	67,000	(9,550)	57,450
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>121,310</u>	<u>52,431</u>	<u>173,741</u>
TOTAL FUNDS CARRIED FORWARD	<u>188,310</u>	<u>42,881</u>	<u>231,191</u>

11. INTANGIBLE FIXED ASSETS

	Website development £
COST	
Additions	<u>8,845</u>
AMORTISATION	
Charge for year	<u>2,948</u>
NET BOOK VALUE	
At 31 March 2022	<u>5,897</u>
At 31 March 2021	<u>-</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2021	-	25,158	25,158
Additions	<u>11,345</u>	<u>6,627</u>	<u>17,972</u>
At 31 March 2022	<u>11,345</u>	<u>31,785</u>	<u>43,130</u>
DEPRECIATION			
At 1 April 2021	-	22,816	22,816
Charge for year	<u>2,269</u>	<u>4,176</u>	<u>6,445</u>
At 31 March 2022	<u>2,269</u>	<u>26,992</u>	<u>29,261</u>
NET BOOK VALUE			
At 31 March 2022	<u>9,076</u>	<u>4,793</u>	<u>13,869</u>
At 31 March 2021	<u>-</u>	<u>2,342</u>	<u>2,342</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	42,299	20,711
Other debtors	<u>1,554</u>	<u>42</u>
	<u>43,853</u>	<u>20,753</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	19,013	9,528
Social security and other taxes	11,146	9,292
Credit card	356	222
Deferred income	28,135	5,522
Accrued expenses	<u>6,058</u>	<u>3,000</u>
	<u>64,708</u>	<u>27,564</u>

Deferred income represents charges for services contracted to take place from April 2022 onwards.

15. LEASING AGREEMENTS

On 8 June 2020 the Charity entered into a 5 year lease with Bath & North East Somerset for its main offices in Bath. The Charity pays a peppercorn rent in return for providing 2 nights per week of open access youth service in termtimes at the premises.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
Fixed assets	19,766	-	19,766	2,342
Current assets	151,997	101,221	253,218	256,413
Current liabilities	(64,708)	-	(64,708)	(27,564)
	<u>107,055</u>	<u>101,221</u>	<u>208,276</u>	<u>231,191</u>

17. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	188,310	(84,588)	3,333	107,055
Restricted funds				
BANES Council commission	-	500	-	500
Henry Smith Charity	-	17,100	-	17,100
Medlock Charitable Trust	-	2,500	-	2,500
Student & Family Support Service	5,411	(5,411)	-	-
BBC Children in Need (Youth Club)	3,971	64	-	4,035
Hedley Foundation - Mentor expenses	-	1,500	-	1,500
11+ Volunteer Mentoring	8,998	(8,998)	-	-
Community Fundraising (Quartet Express)	-	9,133	-	9,133
Girls' Group (Arbonne)	2,500	(2,500)	-	-
Quartet Express Community Outreach				
Radstock	-	2,500	-	2,500
Quartet Bath Half Marathon				
	-	465	-	465
Sperring Somersset Outreach	667	(667)	-	-
RBG Kew	-	83	-	83
St James Place	-	1,667	-	1,667
Charles Hayward Trust	2,500	-	-	2,500
Global Make Some Noise	3,167	(667)	-	2,500
Clothworkers Foundation	7,500	(2,500)	(3,333)	1,667
Newby Trust	-	2,500	-	2,500
Foundation for Children	-	11,250	-	11,250
Postcode Local Trust	-	9,343	-	9,343
National Lottery	-	22,500	-	22,500
Global Charities Ltd	-	8,333	-	8,333
Rotary Club of Bathavon Trust Fund	-	687	-	687
Elm Grant Trust	-	458	-	458
Van Neste	5,500	(5,500)	-	-
Novia Financial	667	(667)	-	-
Big Give	1,333	(1,333)	-	-
Mayden Foundation	667	(667)	-	-
	<u>42,881</u>	<u>61,673</u>	<u>(3,333)</u>	<u>101,221</u>
TOTAL FUNDS	<u>231,191</u>	<u>(22,915)</u>	<u>-</u>	<u>208,276</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	523,893	(608,481)	(84,588)
Restricted funds			
BANES Council commission	600	(100)	500
Henry Smith Charity	34,200	(17,100)	17,100
Medlock Charitable Trust	10,000	(7,500)	2,500
Sobell Foundation	11,000	(11,000)	-
Student & Family Support Service	-	(5,411)	(5,411)
BBC Children in Need (Youth Club)	9,684	(9,620)	64
Hedley Foundation - Mentor expenses	3,000	(1,500)	1,500
11+ Volunteer Mentoring	-	(8,998)	(8,998)
Community Fundraising (Quartet Express)	9,963	(830)	9,133
Girls' Group (Arbonne)	-	(2,500)	(2,500)
Quartet Express Community Outreach Radstock	5,000	(2,500)	2,500
Quartet Bath Half Marathon			
	1,862	(1,397)	465
Sperring Somersset Outreach	-	(667)	(667)
RBG Kew	500	(417)	83
St James Place	10,000	(8,333)	1,667
Charles Hayward Trust	15,000	(15,000)	-
Global Make Some Noise	10,000	(10,667)	(667)
Clothworkers Foundation	5,000	(7,500)	(2,500)
Newby Trust	5,000	(2,500)	2,500
Foundation for Children	15,000	(3,750)	11,250
Postcode Local Trust	16,017	(6,674)	9,343
National Lottery	30,000	(7,500)	22,500
Global Charities Ltd	10,000	(1,667)	8,333
Rotary Club of Bathavon Trust Fund	750	(63)	687
Elm Grant Trust	500	(42)	458
Van Neste	-	(5,500)	(5,500)
Novia Financial	-	(667)	(667)
Big Give	-	(1,333)	(1,333)
Mayden Foundation	-	(667)	(667)
	<u>203,076</u>	<u>(141,403)</u>	<u>61,673</u>
TOTAL FUNDS	<u>726,969</u>	<u>(749,884)</u>	<u>(22,915)</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	121,310	67,000	188,310
Restricted funds			
Mentoring and activity projects	3,728	(3,061)	667
Primary Schools	(5,709)	5,709	-
Henry Smith Charity	9,146	(9,146)	-
St John's Foundation (extended activities)	362	(362)	-
Student & Family Support Service	4,316	1,095	5,411
Tampon Tax Community Fund	2,184	(2,184)	-
BBC Children in Need (Youth Club)	5,161	(1,190)	3,971
Hedley Foundation - Mentor expenses	782	(782)	-
11+ Volunteer Mentoring	28,555	(19,557)	8,998
Youth Reps (Quartet Youth Social Action)	3,906	(3,906)	-
Volunteer Mentoring	-	21,334	21,334
Girls' Group - Bath Women's Fund	-	2,500	2,500
	<u>52,431</u>	<u>(9,550)</u>	<u>42,881</u>
TOTAL FUNDS	<u>173,741</u>	<u>57,450</u>	<u>231,191</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	229,534	(162,534)	67,000
Restricted funds			
Mentoring and activity projects	3,750	(6,811)	(3,061)
Primary Schools	22,700	(16,991)	5,709
Henry Smith Charity	-	(9,146)	(9,146)
St John's Foundation (core costs)	10,002	(10,002)	-
St John's Foundation (extended activities)	-	(362)	(362)
Student & Family Support Service	185,475	(184,380)	1,095
Tampon Tax Community Fund	-	(2,184)	(2,184)
BBC Children in Need (Youth Club)	9,530	(10,720)	(1,190)
Hedley Foundation - Mentor expenses	-	(782)	(782)
11+ Volunteer Mentoring	65,000	(84,557)	(19,557)
Youth Reps (Quartet Youth Social Action)	-	(3,906)	(3,906)
Volunteer Mentoring	44,500	(23,166)	21,334
Covid Response	25,380	(25,380)	-
Core Costs	43,586	(43,586)	-
Girls' Group - Bath Women's Fund	10,000	(7,500)	2,500
	<u>419,923</u>	<u>(429,473)</u>	<u>(9,550)</u>
TOTAL FUNDS	<u>649,457</u>	<u>(592,007)</u>	<u>57,450</u>

The restricted funds represent grants received towards specific mentoring programmes, with the exception of the St John's Foundation who have provided funding towards capacity development consultancy, an extended activities programme and core costs.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022 or the year ended 31 March 2021.

**Mentoring Plus Bath and
North East Somerset Limited**

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2022**

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Events & community fundraising	95,753	92,105
Investment income		
Bank interest	48	152
Charitable activities		
Training and extended services	157,456	89,951
Grants and commissions	<u>473,712</u>	<u>467,249</u>
	<u>631,168</u>	<u>557,200</u>
Total incoming resources	726,969	649,457
EXPENDITURE		
Raising donations and legacies		
Fundraising	9,386	5,017
Charitable activities		
Wages	466,468	378,165
Social security	41,783	33,195
Pensions	34,523	31,068
Insurance	5,291	4,477
Telephone	5,815	5,196
Postage and stationery	5,375	3,208
Sundries	1,491	1,491
Events and mentoring costs	75,375	60,344
Volunteers' and staff expenses	20,845	2,368
Staff recruitment	1,568	677
Repairs and maintenance	31,713	25,463
Bank charges	382	570
Software and IT	12,090	7,323
Subscriptions	5,595	6,217
Independent Examiner's fees	8,382	5,574
Legal and professional	11,470	12,087
Marketing	-	419
Life Insurance	2,939	2,388
Sundry expenses	-	1,136
Development costs	2,948	-
Fixtures and fittings	2,269	-
Computer equipment	<u>4,176</u>	<u>5,624</u>
	<u>740,498</u>	<u>586,990</u>
Total resources expended	<u>749,884</u>	<u>592,007</u>
Net (expenditure)/income	<u>(22,915)</u>	<u>57,450</u>

This page does not form part of the statutory financial statements

MENTORING PLUS BATH AND NORTH EAST SOMERSET

England & Wales - Charity number 1112534

Accounts

REGISTERED COMPANY NUMBER: 05589316 (England and Wales)
REGISTERED CHARITY NUMBER: 1112534

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2021
for
Mentoring Plus Bath and
North East Somerset Limited

MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

**Mentoring Plus Bath and
North East Somerset Limited**

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for the Year Ended 31 March 2021**

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**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2021**

Mentoring Plus is registered with the Charity Commission and is a company limited by guarantee. It is governed by its Memorandum and Articles of Association on incorporation on 11th October 2005, as amended by its special resolution dated March 2012.

OBJECTIVES AND ACTIVITIES

Objectives and Activities

The following objectives and activities have been undertaken to further charitable purposes and for the public benefit. The objectives as amended in 2012 are as follows:

- (a) To advance the education and training of young people at risk so that they are able to realise their full potential within their community and so that they are better able to integrate into society as a whole
- (b) To provide and assist in the provision of facilities in the interests of the social welfare of young people at risk with the object of improving their conditions of life
- (c) To relieve unemployment of young people at risk by provision of careers information and advice
- (d) To preserve and protect the health of young people at risk by the provision of advice and guidance.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2021**

OBJECTIVES AND ACTIVITIES

The main activities undertaken in relation to those purposes during the year.

In its charitably funded projects, Mentoring Plus supports vulnerable and disadvantaged 7-21 year olds across Bath & North East Somerset (BathNES) referred for support by schools, social and health care professionals. In our volunteer mentoring project this age range now extends to 25 for young adults with a SEND diagnosis and in need of early help.

Young people are accepted for mentoring who are affected by multiple challenges at home and in education, including poverty, family breakdown and emotional difficulties. These challenges can place them at a number of risks: disengagement from education; few positive role models; anti-social or criminal behaviour; social isolation; and poor physical or mental wellbeing.

Alongside assessing young people's needs and hopes and supporting them directly with our own professionals, the Charity recruits, trains and supports adult volunteers from our community to mentor young people one-to-one for a year, following their positive interests. This helps build confidence, aspiration, communication strengths and self-efficacy, in support of their ability to identify pathways forward, overcome difficulties and fulfil their potential in education and employment. Part of this work (supporting young people aged over 11) is core funded by a local authority commission, with the remaining funding requirement being met from charitable sources.

Mentoring Plus usually provides a structured programme of inspirational activities (arts, sporting, community and enterprise) weekly in term-time with additional school holiday sessions. In a normal year these are designed to enable young people to try new things, build confidence and make new friends in a supported setting, while gaining access to inspirational role models.

This year, activities were severely limited by lockdowns with restrictions on groups meeting indoors and driving young people. Following the principle of focusing on what we could do rather than what we could not, we provided activity packs delivered by our professionals to young people stuck at home, and provided regular online group support to our participation groups Youth Reps and Girls Group, provided detached outdoor youth work for youth club members, and seized chances for outdoor group activities in school holidays when allowed, including bushcraft and a farm visit. Young people fed back that they appreciated continued support in any format during these times, although they were relieved to return to meeting live when they could.

Our professional mentoring practice continues its strong organic growth alongside volunteer mentoring and our newer BathNES commission, Student & Family Support (SAFS). Professional mentoring supports young people whose needs or risks are at a level unsuitable for a volunteer to support, enabling us to reach more young people in need.

Demand for this professional mentoring remains high, especially from alternative education providers looking for positive activities to encourage attendance, services supporting children in the care system and those subject to statutory protection processes, and a consortium of local schools seeking extra support for students at the point of permanent exclusion. Most students' mentoring is funded through an EHCP or care budget and any surplus this paid work generates helps the long-term financial sustainability of our charitable work.

Since 2018 we have run a successful local authority-commissioned project to provide professional mentoring to primary and secondary students re-accessing education after exclusion, low attendance, a managed move between schools or a period outside mainstream education. Student & Family Support (SAFS) is fully funded by BathNES Council and supports up to 36 students aged 5-16 at any one time for a 16-week intervention.

SAFS work continued in lockdowns with regular phone and online support sessions. Periods where students returned to school after lengthy lockdowns initially saw higher than average engagement, but difficulties soon resurfaced and many found the transition back to a regular timetable a further challenge.

Mentoring Plus delivers open-access youth clubs as part of its custodianship of Riverside Youth Hub, previously run by BathNES Council. Part-funded by BBC Children in Need, this work is delivered in partnership with local charity Bath Youth for Christ (the sessions have no religious content). A committed cohort of 13-19-year-olds from local communities, many affected by inequality of opportunity and low aspirations, are offered a safe space to meet friends, engage in activities and be supported by skilled youth workers. In lockdown, group leaders offered online group sessions which many enjoyed but with which others did not engage. So, as soon as allowed we extended this service to offer outdoor detached youth work in the local neighbourhood, and then outdoor group sessions

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2021**

OBJECTIVES AND ACTIVITIES

Public benefit

In the year April 2019-March 2020, Mentoring Plus provided one-to-one volunteer mentoring to 64 x 11-21-year-olds and 39 x 7-11-year-olds. Forty-eight young people benefited from professional mentoring. This combined total of 151 beneficiaries is slightly higher than the previous year (141) despite the challenges of reaching young people during lockdown periods. This includes those young people coming to the end of their mentoring year during this period and those recently matched at the end of it.

In the year 2020-21 we extended the normal intervention periods for each project, so each individual was supported for longer, rather than their cases being closed during lockdowns when no other support was available. We prioritised new referrals for all services when schools returned in September 2020, which enabled us to engage new mentees before the January-March 2021 school closures. In any one month, 70-80 of these young people were working with a mentor, and others were in assessment with the organisation's professional practitioners.

In the 12 months the SAFS team directly mentored 88 students, a reduction from the previous year's 114 students directly reflecting the pace of referrals reducing during lockdowns and the increased need for family support and regular welfare checks. SAFS interventions last about 16 weeks in a typical year, with some extended to provide further support where needed, and this was frequently the case this year while students were away from the safety of the school setting.

Over 12 months of youth club delivery, we supported 18 young people. This is considerably lower than the previous year (41) reflecting the stasis in membership during lockdowns and the limitations of online and outreach delivery. These young people continue to enjoy the support of their youth club and with limitations on numbers now removed, new recruitment has begun.

We were unable to hold one of our three normally scheduled volunteer mentor training sessions in May 2020, but still trained 31 new mentors (compared to 47 the previous year) with online training delivered for the first time in February 2020.

The Trustees have had regard to the Charity Commission's guidance on public benefit in managing the activities of the Charity.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2021**

ACHIEVEMENT AND PERFORMANCE

The main achievements and performance of the Charity during the year

We are proud of continuing 100% delivery to our young people throughout lockdown in different formats, with the enduring support of our staff, volunteers and wider community. Like many organisations we were forced to re-invent service delivery quickly and repeatedly, working out what was safe and sufficient as each guideline changed. We learned what could be done in those circumstances, how vital any support is rather than none, and how remote working and online contact can positively complement face-to-face work. We are taking forward key learnings into our future practice.

Mentoring Plus won a new commission for its existing volunteer mentoring project from Bath & NE Somerset Council in a full competitive tender process. This new commission runs from April 2021 to at least March 2024, at which point there is scope for extension until March 2026. The commission provides £65,000 per year towards the cost of volunteer mentoring (about one third of the total cost) for 11-21 year olds. This service now extends to 21-25 year olds with a SEND diagnosis in need of early help.

Our SAFS commission awarded in 2018 was extended for another 2 years from August 2021. This reflects the very positive outcomes, relationships and reputation this service has built for independent advocacy for students in need of support to re-access mainstream education. We are grateful for strong and supportive relationships with our commissioning teams for both these commissions, which allows us to work effectively across our county to support young people most in need.

Community relationships were more important than ever in such an unprecedented year. In 2020-21 Mentoring Plus received valuable help from organisations including Roper Rhodes, Bath University Management School, Dance Fit Zumba, Mayden, RealityHouse, Holburne Museum, Sow Lush, Brewin Dolphin, Fresh Student Housing, TK Maxx, Novia Foundation, The Sewing Collective, Breathing Space and Bath Marches, Matt Roberts and Sam Sowden, Have Faith Tattoo, Dorothy House, Team Bath Tennis and The Apartment at the Barn. Thank you to them, and to all our individual donors who make our work possible.

We also gratefully received valued funding from grant-giving organisations including Charities Aid Foundation, Quartet Foundation, Henry Smith Charity, Sobell Foundation, KFC Foundation, Bath & NE Somerset Council, Charles Hayward Foundation, Dandia Charitable Trust, St John's Foundation, Bath Women's Fund, National Lottery Covid Funding, BBC Children in Need, Julia & Hans Rausing Charitable Trust, Foundation for Children, Newby Trust, The Joyce Fletcher Charitable Trust, Sperring Foundation, Bath Moral Welfare Fund, Denman Charitable Trust, Van Neste Foundation, Card Factory Foundation, Local Giving and Four Acre Trust.

We enjoyed continued delivery partnerships with community organisations over the year, including Bath Festivals, Bath YFC, BANES Youth Partnership, Children & Young People's Network and Bath Cultural Education Partnership.

A key aim for 2021-22 is ensuring we are growth-ready to meet future opportunities to increase our reach while maintaining quality outcomes for young people. This includes maintaining financial sustainability and increasing the visibility of future income through long-term funding and earned income growth. We are also focused on building capacity and infrastructure to support a more complex organisation, a larger team and future partnerships.

The difference the Charity has made to beneficiaries during the year

The outputs listed above are measured alongside qualitative assessment of young people's progress at least monthly, and quarterly reporting across the cohort against 18 measures of observed outcomes, recording relevant evidence. Our most recent outcome reporting includes:

- 85% were observed to be or reported feeling safer
- 85% were positively engaged in education, employment or training
- 73% showed improved physical wellbeing, and 73% improved emotional wellbeing
- 70% reported higher aspirations for their future
- 88% showed improved confidence and self esteem

Mentees also rate the Charity's service to them, giving an average score of 9 out of 10 for the period.

The SAFS team continue to meet all the performance expectations set by BathNES Council commissioners for a cohort at a significantly higher level of need and case complexity. Outcomes are measured termly and for the term ending Easter 2021 include:

- 43% of students were successfully supported fully back into education (with others continuing interventions into the following period)
- 68% showed increased engagement in learning
- 64% showed increased attendance
- 47% also showed improved emotional wellbeing.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2021**

ACHIEVEMENT AND PERFORMANCE

How achievements and performance during the year have benefited wider Society

The needs of young people referred to Mentoring Plus are identified through behaviours such as anxiety, social withdrawal, disruption or non-engagement at school, criminal and anti-social behaviour in the community, being perpetrators or victims of bullying, and harm to themselves and others. This year 75% of young people were referred to us by schools, 5% by other charities and agencies, 14% by statutory care services and 6% by families and others.

Young people referred for volunteer and professional mentoring during the year showed disengagement from school or risk of exclusion (58%); signs of anti-social behaviour (30%); significant challenges with family or peers (41%) and significant issues with emotional wellbeing (28%). 4% were in or leaving care. [Young people need to meet at least two of these qualifying criteria, hence figures do not total 100%.]

34% live in neighbourhoods in south-west Bath often experiencing high deprivation and poor educational outcomes. 23% live in smaller towns and villages in rural NE Somerset where lower income levels are compounded by poor transport provision and lack of amenities. The remainder live in the rest of greater Bath.

Our work with mentors to help young people understand and overcome underlying difficulties enables them to improve key relationships, engage with education, training or employment, and maximise their potential. With a focus on early intervention and support, mentoring will save society considerable costs, e.g. in reduced earnings, social and health care, and criminal justice, as well as directly improving the wellbeing of vulnerable and disadvantaged young people.

Practice training is offered to schools, through which we are enabling staff to feel more equipped and confident in their support of more vulnerable learners. We delivered our peer mentoring training and support programme in three local schools this year, training sixth form students to mentor their younger peers, although programmes were halted due to lockdowns and year-bubbles in schools. These are recommencing now in 2021.

Our adult volunteer mentors reported on their increased well-being and sense of purpose from volunteering, and valued the quality of training and supervision they received. Mentors showed resilience and imagination in finding ways to connect with young people online and by phone during periods when face-to-face contact had to pause. Later they embraced outdoor sessions and socially-distanced activities, and felt the rewards of their much-needed contact with young people despite these limitations.

Partnerships with local professionals, charities and organisations help to strengthen the Charity's good practice and the quality of support offered to vulnerable young people. Our training and support build vital skills for our volunteers and the organisations to whom they belong, and build cohesion in our community.

FINANCIAL REVIEW

Financial position

The Charity ended the year with a surplus of £57,450 (2020: £62,787) having increased income 1.5% to £649,457 (2020: £640,082). Over the same period expenditure rose 2.5% to £592,007 (2020: £577,295).

Like many charities, our costs and income were lower for the year than budgeted because of the unprecedented constraints of lockdown. Due to continuing all services at 100% of capacity, albeit in different formats as guidelines allowed, we were able to secure some emergency Covid-19 response funding, which enabled us to maintain our salary costs despite a significant reduction in charitable funding from our normal community sources such as fundraising events. Six staff members were furloughed for different periods of time during the first lockdown.

We continued to grow our professional services which met growing demand over the year. This earned income and unrestricted Covid-19 response grants helped increase our unrestricted reserves (see below). The funding environment is tighter so far in 2021-22 with emergency funding no longer available and community events not yet back to normal. Costs have increased since full face-to-face services and activities have resumed, so we do not anticipate a large surplus for 2021-22, nor significantly increased unrestricted reserves.

Over the last two financial years the Trustees judge that our financial performance represented a solid base ready for consolidation and responsiveness to need and the funding climate in the years ahead. Having weathered the uncertainties of lockdown and maintaining financial stability, the Trustees therefore consider this financial performance by the Charity during the year to be good and a useful preparation for yet more uncertainty ahead.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2021**

FINANCIAL REVIEW

Reserves policy

It is our policy to hold unrestricted reserves of 3-6 months of running costs. Our unrestricted reserves increased to £185,968 at 31 March 2021. This represents approximately 4 months' full running costs which is within our reserves policy.

To maximise our financial resilience and ability to maintain and grow services in uncertain times, it remains a core business plan objective to maintain unrestricted reserves at a level consistently within the target above, through continued focus on income-earning activities and small but consistent monthly cash deposits.

The Board of Trustees is satisfied that the Charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure, governance and management of the charity

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

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. The Trustees are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

We are fortunate in having long-serving Trustees with a range of relevant skills and experience to guide our practice and govern our operation. Trustees are appointed for 3-year terms. Our Board of Trustees offer a wider skill set in support of our strategic requirements. Our chair is expert in the academic and practical application of psychology relevant to our service users, complemented by experience of senior management in large charities.

Our long-serving vice-chair retired from the Board after the usual nine year maximum term, and we are exploring replacing him with another trustee with appropriate experience. Our treasurer has previously managed multi-million-pound commercial projects. The Trustee Board also included a law firm partner, a wealth manager, a retired head teacher, an experienced professional charity fundraiser and an expert property developer.

Our Executive Director has responsibility for the day-to-day running of the Charity and all operational matters. Every two months the full Trustee Board meet with key staff to scrutinise delivery performance and to inform the strategic direction of the Charity. A financial review process is a standing item for each of the Trustee meetings, including regular reflection on our risk register.

Executive Director Ruth Keily changed title to Chief Executive Officer reflecting the breadth of this role. She continues to be supported by the charity's Leadership Group, together managing strategy, delivery, risk management and funding. This comprises Ruth Keily, Head of Practice Kev Long, Head of Business and Operations Rachel Harris, and Head of Fundraising & Communications Jenny Perez.

We continued our commitment to staff development this year. Promoted to Head of Practice in September 2020, Kev Long worked to develop the roles of two additional staff, Helen Goodchild and Karen George, to be Senior Practitioners for 11+ volunteer mentoring and SAFS respectively. Humphrey Pain remained Primary Mentoring Manager and also took the responsibility of Deputy Safeguarding Lead, supporting Kev in his role as Designated Safeguarding Lead. Our previous lead practitioner for volunteer mentoring, Katy Massey, left the organisation in 2020 to study for an MA in London.

The policies that underpin our delivery model are reviewed annually by staff, Trustees and BathNES Council as an external safeguarding and delivery auditor. Updated policies and procedures are circulated to all staff and volunteers. Safeguarding, health and safety and risk assessment processes are undertaken for each activity. These are reviewed, recorded and acted on after each activity or mentoring session and are a standing item at weekly team meetings.

Staff training is a key priority, in particular child safeguarding and related skills. Practitioners continue training in the Thrive child support framework, as well as undertaking further training in areas including SAFE contraceptive advice, bereavement support and supporting speech and language needs.

Our Board has procedures in place to advertise for Trustees with specific skills and resources to offer where they judge these would complement the existing Board for the benefit of the Charity. All candidates applying for Trustee role(s) are considered subject to meeting criteria set out, and our safer recruitment procedures, and voted upon with the ultimate decision in the hands of the Chair.

**Mentoring Plus Bath and
North East Somerset Limited**

**Report of the Trustees
for the Year Ended 31 March 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Ethical fundraising

The Charity operates according to an ethical fundraising policy prepared within guidelines provided by the Institute of fundraising and the Fundraising Regulator. This governs Trustees' review and decision-making processes over solicited and unsolicited donations from individuals or businesses, large and anonymous donations and activities of external fundraisers, with the purpose of safeguarding potentially vulnerable donors, and the positive reputation of the Charity in light of its charitable objectives.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

05589316 (England and Wales)

Registered Charity number

1112534

Registered office

Riverside Youth Hub
York Place
Bath
BA1 6AE

Trustees

T Annear
A Banks
J Bartholomew
S l'Anson (resigned 23.11.20)
Dr K John
L McIsaac
M Carter
P Watson

Independent Examiner

James Gare
FCA DChA
MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Approved by order of the board of trustees on 11.11.21 and signed on its behalf by:



Trustee

**Independent Examiner's Report to the Trustees of
Mentoring Plus Bath and
North East Somerset Limited**

Independent examiner's report to the trustees of Mentoring Plus Bath and North East Somerset Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the 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 your charity's accounts as 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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCA DChA which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. 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 in 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.



James Gare
FCA DChA
MHA Monahans
Chartered Accountants
Fortescue House
Court Street
Trowbridge
Wiltshire
BA14 8FA

Date: 16/11/21

**Mentoring Plus Bath and
North East Somerset Limited**

**Statement of Financial Activities
for the Year Ended 31 March 2021**

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	92,105	-	92,105	94,677
Charitable activities	4				
Mentoring services		137,277	419,923	557,200	545,003
Investment income	3	152	-	152	402
Total		229,534	419,923	649,457	640,082
EXPENDITURE ON					
Raising funds	5	5,017	-	5,017	15,658
Charitable activities	6				
Mentoring services		157,517	429,473	586,990	561,637
Total		162,534	429,473	592,007	577,295
NET INCOME/(EXPENDITURE)		67,000	(9,550)	57,450	62,787
RECONCILIATION OF FUNDS					
Total funds brought forward		121,310	52,431	173,741	110,954
TOTAL FUNDS CARRIED FORWARD		188,310	42,881	231,191	173,741

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Balance Sheet
31 March 2021**

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	11	2,342	6,844
CURRENT ASSETS			
Debtors	12	20,753	28,309
Cash in hand	13	235,660	168,827
		<u>256,413</u>	<u>197,136</u>
CREDITORS			
Amounts falling due within one year	14	(27,564)	(30,239)
NET CURRENT ASSETS		<u>228,849</u>	<u>166,897</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>231,191</u>	<u>173,741</u>
NET ASSETS		<u>231,191</u>	<u>173,741</u>
FUNDS	17		
Unrestricted funds		188,310	121,310
Restricted funds		42,881	52,431
TOTAL FUNDS		<u>231,191</u>	<u>173,741</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 11.11.21 and were signed on its behalf by:


Trustee

**Mentoring Plus Bath and
North East Somerset Limited**

**Cash Flow Statement
for the Year Ended 31 March 2021**

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	67,955	55,759
Net cash provided by operating activities		67,955	55,759
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,122)	(4,780)
Net cash used in investing activities		(1,122)	(4,780)
Change in cash and cash equivalents in the reporting period		66,833	50,979
Cash and cash equivalents at the beginning of the reporting period		168,827	117,848
Cash and cash equivalents at the end of the reporting period		235,660	168,827

The notes form part of these financial statements

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2021**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	57,450	62,787
Adjustments for:		
Depreciation charges	5,624	6,310
Decrease/(increase) in debtors	7,556	(19,185)
(Decrease)/increase in creditors	(2,675)	5,847
Net cash provided by operations	<u>67,955</u>	<u>55,759</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Net cash			
Cash at bank and in hand	168,827	66,833	235,660
	<u>168,827</u>	<u>66,833</u>	<u>235,660</u>
Total	<u>168,827</u>	<u>66,833</u>	<u>235,660</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements
for the Year Ended 31 March 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

Mentoring Plus Bath and North East Somerset Limited is a charitable company limited by guarantee registered in England and Wales. The address of the registered office is given in the legal and administrative information on page 5 of these financial statements. The nature of the charity's operations and principal activities are provided in the Report of the Trustees.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Income

All income is recognised in the Statement of Financial Activities (SoFA) once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

The value of any volunteer help received is not included in the accounts.

Investment income is included in the accounts when receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the costs associated with attracting voluntary income, fundraising costs and investment management costs.
- Expenditure on charitable activities includes the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
- Other expenditure represents those items not falling into the categories above.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on straight line basis

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

1. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. DONATIONS AND LEGACIES

	2021 £	2020 £
Events & community fundraising	92,105	94,677

3. INVESTMENT INCOME

	2021 £	2020 £
Bank interest	152	402

4. INCOME FROM CHARITABLE ACTIVITIES

	2021 £	2020 £
Activity		
Training and extended services	89,951	81,723
Grants and commissions	467,249	463,280
	557,200	545,003

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

5. RAISING FUNDS

Raising donations and legacies

	2021	2020
	£	£
Fundraising	5,017	15,658
	<u>5,017</u>	<u>15,658</u>

6. CHARITABLE ACTIVITIES COSTS

All charitable activity costs related to providing mentoring services (2020 the same).

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation - owned assets	5,624	6,310
Independent Examiner's fees - examination work	3,000	3,000
	<u>8,624</u>	<u>9,310</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

The key management personnel of the charity comprise the Trustees and Executive Director. The total employee benefits of the key management personnel of the Charity were £47,862 (2020: £61,891).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

9. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	378,165	332,955
Social security costs	33,195	28,271
Other pension costs	31,068	28,694
	<u>442,428</u>	<u>389,920</u>

The average monthly number of employees during the year was as follows:

	2021	2020
	20	16
Charity staff	<u>20</u>	<u>16</u>

No employees received emoluments in excess of £60,000.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	94,677	-	94,677
Charitable activities			
Mentoring services	141,411	403,592	545,003
Investment income	402	-	402
Total	236,490	403,592	640,082
EXPENDITURE ON			
Raising funds	10,311	5,347	15,658
Charitable activities			
Mentoring services	147,981	413,656	561,637
Total	158,292	419,003	577,295
NET INCOME/(EXPENDITURE)	78,198	(15,411)	62,787
RECONCILIATION OF FUNDS			
Total funds brought forward	43,112	67,842	110,954
TOTAL FUNDS CARRIED FORWARD	121,310	52,431	173,741

11. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2020	24,036
Additions	1,122
At 31 March 2021	25,158
DEPRECIATION	
At 1 April 2020	17,192
Charge for year	5,624
At 31 March 2021	22,816
NET BOOK VALUE	
At 31 March 2021	2,342
At 31 March 2020	6,844

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	20,711	28,267
Other debtors	42	42
	<u>20,753</u>	<u>28,309</u>

13. CASH IN HAND

	General fund £	Mentoring and activity projects £	Student & Family Support Service £	BBC Children in Need (Youth Club) £
Cash in hand	192,779	667	5,411	3,971
Total	<u>192,779</u>	<u>667</u>	<u>5,411</u>	<u>3,971</u>

	11+ Volunteer Mentoring £	Volunteer Mentoring £	Girls' Group - Bath Women's Fund £	2021 Total funds £	2020 Total funds £
Cash in hand	8,998	21,334	2,500	235,660	168,827
Total	<u>8,998</u>	<u>21,334</u>	<u>2,500</u>	<u>235,660</u>	<u>168,827</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	9,528	4,860
Social security and other taxes	9,292	7,439
Credit card	222	758
Other creditors	-	2,242
Deferred income	-	11,940
Accrued expenses	8,522	3,000
	<u>27,564</u>	<u>30,239</u>

15. LEASING AGREEMENTS

On 8 June 2020 the Charity entered into a 5 year lease with Bath & North East Somerset for its main offices in Bath. The Charity pays a peppercorn rent in return for providing 2 nights per week of open access youth service in termtimes at the premises.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
Fixed assets	2,342	-	2,342	6,844
Current assets	213,532	42,881	256,413	197,136
Current liabilities	(27,564)	-	(27,564)	(30,239)
	<u>188,310</u>	<u>42,881</u>	<u>231,191</u>	<u>173,741</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

17. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	121,310	67,000	188,310
Restricted funds			
Mentoring and activity projects	3,728	(3,061)	667
Primary Schools	(5,709)	5,709	-
Henry Smith Charity	9,146	(9,146)	-
St John's Foundation (extended activities)	362	(362)	-
Student & Family Support Service	4,316	1,095	5,411
Tampon Tax Community Fund	2,184	(2,184)	-
BBC Children in Need (Youth Club)	5,161	(1,190)	3,971
Hedley Foundation - Mentor expenses	782	(782)	-
11+ Volunteer Mentoring	28,555	(19,557)	8,998
Youth Reps (Quartet Youth Social Action)	3,906	(3,906)	-
Volunteer Mentoring	-	21,334	21,334
Girls' Group - Bath Women's Fund	-	2,500	2,500
	<u>52,431</u>	<u>(9,550)</u>	<u>42,881</u>
TOTAL FUNDS	<u>173,741</u>	<u>57,450</u>	<u>231,191</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	229,534	(162,534)	67,000
Restricted funds			
Mentoring and activity projects	3,750	(6,811)	(3,061)
Primary Schools	22,700	(16,991)	5,709
Henry Smith Charity	-	(9,146)	(9,146)
St John's Foundation (core costs)	10,002	(10,002)	-
St John's Foundation (extended activities)	-	(362)	(362)
Student & Family Support Service	185,475	(184,380)	1,095
Tampon Tax Community Fund	-	(2,184)	(2,184)
BBC Children in Need (Youth Club)	9,530	(10,720)	(1,190)
Hedley Foundation - Mentor expenses	-	(782)	(782)
11+ Volunteer Mentoring	65,000	(84,557)	(19,557)
Youth Reps (Quartet Youth Social Action)	-	(3,906)	(3,906)
Volunteer Mentoring	44,500	(23,166)	21,334
Covid Response	25,380	(25,380)	-
Core Costs	43,586	(43,586)	-
Girls' Group - Bath Women's Fund	10,000	(7,500)	2,500
	<u>419,923</u>	<u>(429,473)</u>	<u>(9,550)</u>
TOTAL FUNDS	<u>649,457</u>	<u>(592,007)</u>	<u>57,450</u>

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	43,112	78,198	121,310
Restricted funds			
Mentoring and activity projects	8,440	(4,712)	3,728
Primary Schools	-	(5,709)	(5,709)
Henry Smith Charity	15,859	(6,713)	9,146
St John's Foundation (core costs)	3,211	(3,211)	-
St John's Foundation (extended activities)	2,073	(1,711)	362
Student & Family Support Service	5,324	(1,008)	4,316
Tampon Tax Community Fund	4,397	(2,213)	2,184
BBC Children in Need (Youth Club)	14,272	(9,111)	5,161
Hedley Foundation - Mentor expenses	2,500	(1,718)	782
11+ Volunteer Mentoring	-	28,555	28,555
Youth Reps (Quartet Youth Social Action)	-	3,906	3,906
St Johns Consulting	11,766	(11,766)	-
	67,842	(15,411)	52,431
TOTAL FUNDS	110,954	62,787	173,741

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	236,490	(158,292)	78,198
Restricted funds			
Mentoring and activity projects	5,320	(10,032)	(4,712)
Primary Schools	41,005	(46,714)	(5,709)
Henry Smith Charity	27,000	(33,713)	(6,713)
St John's Foundation (core costs)	9,825	(13,036)	(3,211)
St John's Foundation (extended activities)	20,000	(21,711)	(1,711)
Student & Family Support Service	175,711	(176,719)	(1,008)
Tampon Tax Community Fund	-	(2,213)	(2,213)
BBC Children in Need (Youth Club)	9,880	(18,991)	(9,111)
Hedley Foundation - Mentor expenses	-	(1,718)	(1,718)
11+ Volunteer Mentoring	104,945	(76,390)	28,555
Community Fundraising (Quartet Express)	5,000	(5,000)	-
Youth Reps (Quartet Youth Social Action)	4,906	(1,000)	3,906
St Johns Consulting	-	(11,766)	(11,766)
	403,592	(419,003)	(15,411)
TOTAL FUNDS	640,082	(577,295)	62,787

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	43,112	145,198	188,310
Restricted funds			
Mentoring and activity projects	8,440	(7,773)	667
Henry Smith Charity	15,859	(15,859)	-
St John's Foundation (core costs)	3,211	(3,211)	-
St John's Foundation (extended activities)	2,073	(2,073)	-
Student & Family Support Service	5,324	87	5,411
Tampon Tax Community Fund	4,397	(4,397)	-
BBC Children in Need (Youth Club)	14,272	(10,301)	3,971
Hedley Foundation - Mentor expenses	2,500	(2,500)	-
11+ Volunteer Mentoring	-	8,998	8,998
St Johns Consulting	11,766	(11,766)	-
Volunteer Mentoring	-	21,334	21,334
Girls' Group - Bath Women's Fund	-	2,500	2,500
	<u>67,842</u>	<u>(24,961)</u>	<u>42,881</u>
TOTAL FUNDS	<u>110,954</u>	<u>120,237</u>	<u>231,191</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	466,024	(320,826)	145,198
Restricted funds			
Mentoring and activity projects	9,070	(16,843)	(7,773)
Primary Schools	63,705	(63,705)	-
Henry Smith Charity	27,000	(42,859)	(15,859)
St John's Foundation (core costs)	19,827	(23,038)	(3,211)
St John's Foundation (extended activities)	20,000	(22,073)	(2,073)
Student & Family Support Service	361,186	(361,099)	87
Tampon Tax Community Fund	-	(4,397)	(4,397)
BBC Children in Need (Youth Club)	19,410	(29,711)	(10,301)
Hedley Foundation - Mentor expenses	-	(2,500)	(2,500)
11+ Volunteer Mentoring	169,945	(160,947)	8,998
Community Fundraising (Quartet Express)	5,000	(5,000)	-
Youth Reps (Quartet Youth Social Action)	4,906	(4,906)	-
St Johns Consulting	-	(11,766)	(11,766)
Volunteer Mentoring	44,500	(23,166)	21,334
Covid Response	25,380	(25,380)	-
Core Costs	43,586	(43,586)	-
Girls' Group - Bath Women's Fund	10,000	(7,500)	2,500
	<u>823,515</u>	<u>(848,476)</u>	<u>(24,961)</u>
TOTAL FUNDS	<u>1,289,539</u>	<u>(1,169,302)</u>	<u>120,237</u>

The restricted funds represent grants received towards specific mentoring programmes, with the exception of the St John's Foundation who have provided funding towards capacity development consultancy, an extended activities programme and core costs.

**Mentoring Plus Bath and
North East Somerset Limited**

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2021**

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021 or the year ended 31 March 2020.

**Mentoring Plus Bath and
North East Somerset Limited**

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2021**

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Events & community fundraising	92,105	94,677
Investment income		
Bank interest	152	402
Charitable activities		
Training and extended services	89,951	81,723
Grants and commissions	467,249	463,280
	<u>557,200</u>	<u>545,003</u>
Total incoming resources	649,457	640,082
EXPENDITURE		
Raising donations and legacies		
Fundraising	5,017	15,658
Charitable activities		
Wages	378,165	332,955
Social security	33,195	28,271
Pensions	31,068	28,694
Insurance	4,477	4,310
Telephone	5,196	4,497
Postage and stationery	3,208	5,980
Sundries	1,491	1,491
Events and mentoring costs	60,344	83,331
Volunteers' and staff expenses	2,368	12,725
Staff recruitment	677	1,688
Rent	-	24
Repairs and maintenance	25,463	11,468
Bank charges	570	706
Software and IT	7,323	7,958
Subscriptions	6,217	2,797
Independent Examiner's fees	5,574	5,269
Legal and professional	12,087	11,502
Marketing	419	8,492
Life Insurance	2,388	2,284
Sundry expenses	1,136	885
Computer equipment	5,624	6,310
	<u>586,990</u>	<u>561,637</u>
Total resources expended	592,007	577,295
Net income	<u>57,450</u>	<u>62,787</u>