

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**

**Contents of the Financial Statements
for the Year Ended 31 March 2021**

	Page
Report of the Trustees	1 to 7
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Cash Flow Statement	11
Notes to the Cash Flow Statement	12
Notes to the Financial Statements	13 to 21
Detailed Statement of Financial Activities	22



**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>

	2021	2020
	Girls' Group - Bath	Total funds £
	11+ Volunteer Mentoring £	Volunteer Mentoring £
Cash in hand	8,998	21,334
Total	<u>8,998</u>	<u>21,334</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>