

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
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**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
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**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
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**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.

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**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
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**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
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**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			
		183,375	179,495
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
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**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
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**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>2,949</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