

ACT FOR CHANGE

England & Wales - Charity number 1119291

Details

Status	Registered
Legal form	Charitable company
Company number	05475037
Registered	2007-05-18
Register	View on the Charity Commission register

Contact

Address	17 Canons Close Radlett WD7 7ER
Phone	07793656225
Email	admin@actforchange.org.uk
Website	www.actforchange.org.uk

Activities

Objects: The promotion of racial harmony for the public benefit by: the advancement of the education of the public in the history of the Holocaust and by the provision of information, training, resources, materials and support; Working towards the elimination of discrimination on the grounds of race. To promote the mental health and wellbeing of children and young people who have experienced trauma by providing therapeutic support, counselling services, and trauma-informed interventions that address both individual and collective experiences of trauma, with particular attention to cultural, communal, and developmental needs.

Activities: Our main activities are to provide: - 1:1 counselling or psychotherapy for young people. - Assessment & support planning - Carer & parenting support- Ongoing supervision, training for our partners & stakeholders in the wellbeing of young people5) We also run forums in the community around difficult, often marginalised issues affecting young people and their families.

Classification

- **How:** Provides Human Resources, Provides Services, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People

Geography

- **Area of benefit:** NOT DEFINED IN PRACTICE NATIONAL
- Bedford
- Bexley
- Greenwich
- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-10-29	£215,370	£246,391	-	-
2023-10-29	£270,841	£260,174	-	-
2022-10-29	£212,903	£142,561	-	-
2021-10-29	£76,985	£86,420	-	-
2020-10-29	£86,272	£73,191	-	-

Trustees

Name	Role	Appointed
DARREN JOHNSON		
Joanne Boddison		2024-01-08
Marc Keidan		2020-08-17
Sean J Clarke		2024-01-08

ACT FOR CHANGE

England & Wales - Charity number 1119291

Accounts

Charity registration number 1119291

Company registration number 05475037 (England and Wales)

ACT FOR CHANGE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2024

ACT FOR CHANGE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr D Johnson Mr Marc Keidan Natalie Machta-Joseph Joanne Boddison Mr Sean Clarke	(Appointed 8 January 2024) (Appointed 8 January 2024)
Charity number	1119291	
Company number	05475037	
Principal address	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Registered office	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Independent examiner	Sobell Rhodes LLP The Kinetic Centre Theobald Street Elstree Borehamwood Hertfordshire United Kingdom WD6 4PJ	
Bankers	Charities Aid Foundation 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	

ACT FOR CHANGE

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ACT FOR CHANGE

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 OCTOBER 2024

Act for Change operates in a challenging landscape. Too many young people and families lack the supportive network they desperately need. Their lived experiences grow increasingly complex. As both needs and service delivery evolve, we must mobilise all our sectors' resources to achieve better outcomes for everyone—especially in the face of increased funding constraints.

Act for Change has deployed its best efforts to gear up and provide innovative and collaborative ways of meeting that need. Following our comprehensive strategic review in 2023 with both internal and external stakeholders, we have consolidated our learnings and gained renewed strength, enabling us to establish an ambitious Strategic Plan for 2025-2027 that addresses evolving needs.

Act for Change has traditionally straddled the health and social care sector. We have seen a strong emphasis on integrating social and health services and we continue to review the charity's operational structure to ensure line management of all staff and students and their supervision is strengthened.

During 2025 we will redouble our efforts to embed our ethos and method across the service to enable a more integrated delivery.

We continue to seek and build complementary funding solutions independent of our Commissioners.

Throughout 2023-2024, we have expanded our partnerships within both Local Authority and Health sectors. We continue to play an active role in reshaping services toward more integrated care, strengthening the connections between our services and partners.

As a learning organisation, Act for Change places training at the heart of our staff development and this is reflected not least by the prominent role of training and research on our management team and the scheduling of our internal trainings and supervision for our staff.

None of this would have been possible without the commitment and dedication of our staff, volunteers, and supporters. As Chair, I am deeply grateful for their hard work this year. I look forward to 2025, when we will further integrate care across our communities, helping to narrow the gap and support society's most vulnerable members.



Darren Johnson

Chairman

Date:20/03/2025

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ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 OCTOBER 2024

The Trustees present their annual report and financial statements for the year ended 31 October 2024.

The Trustees, who are also directors of the Charitable Company for the purposes of the Companies Act, have pleasure in submitting the report and financial statements of the Charitable Company for the year ended 31 October 2023. The financial statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charitable Company's governing document and requirements of the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102 SORP) issued in March 2015, applicable UK Accounting Standards and the Companies Act 2006.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Our Objectives

Mission

Our mission at Act for Change focuses on developing interventions that help children, young people, and their families overcome trauma and build mental health resilience.

We are committed to the principles that underpin Every Child Matters.

We foster better access and engagement by providing youth-friendly services that respond to specific cultural, communal, and developmental needs.

We empower local communities with tools and equip young people with the skills to create positive change at crucial moments.

About Us

Act for Change was founded on fostering empathy and preventing violence, emerging from Holocaust memorial work with young people.

This foundational work in addressing collective trauma evolved into our current comprehensive approach, where we focus on maximising the potential of every child and young person who has experienced adverse childhood, family, and historical experiences. We address collective traumas and recognise their systemic nature to interrupt cycles of violence and promote healing. This approach aligns with our charitable objectives of promoting racial harmony and eliminating discrimination.

Through years of collaboration with Social Services and Youth Justice teams, we developed our DATIS method, which now forms the backbone of our service delivery.

Our holistic approach is based on DATIS, a method we've developed through over 15 years of collaboration with Social Services and Youth Justice teams, where it was observed that approximately 8 out of 10 young people had experienced trauma and social skills deficits.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

Core Components:

- Development (D): Acknowledges different developmental stages and how trauma can impact normal development.
- Awareness (A): Helps make sense of complexities and prevents chaos in the process.
- Trauma-Informed (TI): Recognises how trauma shatters reality and impacts capacity for change.
- Systems (S): Considers both individual agency and the broader systemic context.

Implementation and Value:

- The framework has proven valuable across various therapeutic modalities and can be applied in different settings, from individual therapy to community-wide interventions.
- It's currently being implemented in work with at-risk youth across schools, colleges, and communities in London, with commissions from Local Authorities and Children's Services.

Evidence and Research: Recent research indicates strong interest from public bodies in the DATIS framework, particularly its alignment with trauma-informed approaches, though there's a need for more evidence-based validation.

Act for Change primarily serves communities across Bexley and Greenwich in South East London, while actively sharing our methodology and training across the UK. While our direct service delivery is focused in South East London, we maintain openness to opportunities for expansion where our expertise can benefit communities nationwide.

Our impact extends through partnerships with local authorities, CAMHS, schools, and social services.

In 2023-24, our impact with young people and families includes:

- Supported over 200 young people through individual counselling and mentoring programs
- Developed and began delivery of trauma-informed training to parents in addition to the already established training of practitioners across partner organisations
- Achieved an 85% engagement rate with traditionally hard-to-reach families
- Reduced school avoidance behaviours in 70% of EBSA program participants (we were seeing young people avoiding school even before the office program began)

Client Testimonial:

"The support from Act for Change transformed our family. Through their counselling services, my teenager developed better coping mechanisms, and we learned to communicate more effectively. The impact has been life-changing." - Parent of 15-year-old client

Program Success Metrics:

- 90% of participants reported improved emotional wellbeing after completing our programs
- 75% reduction in conflict incidents among families participating in our parental conflict intervention program
- 80% of schools reported improved student engagement after implementing our trauma-informed practices

We are working towards more evidence-based validation of our framework to strengthen its scientific foundation through systematic data collection and positive outcome measurements.

We place the young person at the heart of a support network, ensuring service quality through rigorous staff training and supervision. Through structured processes, we carefully measure and monitor progress while offering student placements and conducting research to enhance our interventions.

Our work extends beyond individual support. We collaborate with local community partners and unite communities to examine issues from all perspectives. Through creativity and innovation, Act for Change achieves systemic improvements and addresses various roles in conflicts to reduce tension and create positive outcomes for all parties.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

Our trauma-informed practice enables practitioners to work with young people on complex systemic and developmental issues within their families, including parental conflict and domestic violence.

Our newest initiatives both implement trauma-informed practices across schools and communities:

EBSA - helps students overcome school avoidance.

Changemakers - is community-based and fosters engagement and empowerment. The project has the potential to make a lasting impact on communities across the region with a particular emphasis on encouraging traditionally disadvantaged or disengaged communities to actively participate when the project is rolled out in their neighbourhoods. The Changemakers Project has demonstrated its effectiveness in bringing about positive change and empowering participants. "We have found huge benefits in introducing the Changemaker programme to both our students and faculty. Use and exploration of '*The Tribe Within*' helped our students greatly with approach to crises and conflict resolution. Building from the programme, we have also developed a 'Trauma Informed Practice' within our faculty which has been an extremely useful tool in managing the wide range of issues within the cohort, whilst also nurturing the team's own boundaries and welfare." Gary Watson Ambassador & Artistic Associate London College of Performing Arts

Who we Serve

We serve the most vulnerable young people in our partner boroughs, identified by teachers, social workers, and youth workers based on their adverse experiences and exposure to conflict.

We support parents and carers facing mental health challenges that affect their children's wellbeing.

We work with practitioners, counsellors, mentors, and volunteers across our partner boroughs.

We engage with communities, faith groups, and charities to foster cultural health through communities of practice.

We collaborate with Schools, Family Wellbeing Services, Children's Social Care, and Youth Justice as well as National Health Service Integrated Care Boards to provide comprehensive support for families and young people.

Our services are tailored for different target groups:

- add specific data on number of beneficiaries in each category

For youth at risk of violence: we provide continuity of care and help maintain supportive community connections

For pupils and students: we help them overcome school avoidance

For parents and carers: we offer mental health support services, Family therapy, Training and parenting support through the Connecting Families program

For practitioners: we provide Team supervision & Training in Trauma-Informed Practice and Cultural competency

Practitioners, counsellors, mentors, and volunteers participated in training on reducing parental conflict and trauma-informed practice.

- add outcomes or success metrics for each target group to demonstrate effectiveness

Our Activities - same as before, but add:

- 1:1 counselling, high intensive mentoring (for 12 years+)
- Mental health support and wellbeing services
- Systemic family support to their families and carers / foster carers including Family Therapy
- Connecting Families - Training and parenting / carer support
- Trauma-Informed Practice Training for social workers and practitioners and schools
- Undertaking Research and building an evidence-base for our body of work
- Cultural competency training
- Spearheading Community Engagement and youth development
- Team Supervision

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

2024 saw us develop our online Connecting Families provision and we are poised in 2024-25 to reach more parents across the Borough and beyond, with a special focus on engaging fathers. This conflict de-escalation program aims to reduce Social Services interventions in families where parental conflict tends to escalate.

We strive to maintain continuity of care for young people at risk of violence who have received support from Act for Change counsellors. We help these young people maintain supportive connections within their communities.

Spread, Scale and Collaborate

We continue to partner with other charities, research institutions and those equally committed to understanding diverse engagement with mental health services such as the South East London Integrated Care Board and the University of West London.

Our ongoing collaboration with faith community partners focuses on addressing systemic barriers to cultural health, particularly concerning human dignity and power dynamics.

Through our research into these barriers and efforts to raise awareness about potential solutions, we are steadily reducing obstacles to diverse engagement while strengthening community resilience.

Achievements & Review

In 2024 our Service has continued to grow.

Act for Change continues its transformative journey. Building on our change plan and identified growth pathways from the previous year, we have now developed our Strategic Plan for 2025-27, setting out an ambitious roadmap for the charity's evolution over the next three years.

We have continued to strengthen our systems and line management and this has enabled us to consistently grow and develop our counselling and mentoring team with fortnightly trainings and supervision.

The new Act for Change Learning Hub section of our website providing resources for practitioners, mentors, counsellors and social workers as well as community and family support workers. This will come online in early 2025.

Information management system - our system is now poised to drive efficiencies and provide data-driven growth in our ability to deliver new services and build an evidence base for our methodology.

This system will see significant enhancement throughout 2025 as we expand our data analysis capabilities, enabling deeper insights into service impact and outcomes.

We have continued to strengthen our governance structures with internal systems, building our organisational capacity for a heightened pace of growth. This year, a Trustee has taken on responsibility for developing our existing informal youth advisory arrangements, ensuring young people's voices continue to shape our work while maintaining appropriate safeguarding measures.

This year we focused on consolidating and strengthening our partnership with the South East London Integrated Care Board, which has led to our EBSA (Emotionally Based School Avoidance) pilot program together with our partners.

Do we have specific metrics and quantifiable achievements to better illustrate impact?

Plans for the Future

In 2024-25, we will broaden our reach to diverse communities and mental health providers through our Connecting Families program, using an efficient network model for training and support.

Our priority is to engage staff, new recruits, and partners in comprehensive training that supports both their personal wellbeing and their mastery of our trauma-informed methodology (DATIS).

To meet growing service demands, we have implemented streamlined systems for case management and connectivity, positioning Act for Change for wider impact in 2024-25.

We will share our expertise by training other charities, public sector practitioners, parents, carers, and community volunteers.

Following the success of our Changemakers pilot—our community engagement initiative—we are thoughtfully expanding its reach while preserving its core effectiveness.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

We are building robust yet agile systems to support sustainable organizational growth and impact scaling.

For the coming year, we have identified three key strategic priorities:

1. **Impact Evaluation and Research:** Our Strategic Plan 2025-27 emphasizes evidence-based practice through systematic research. We are implementing a comprehensive evaluation framework that merges quantitative metrics with qualitative insights across our counselling and mentoring programs, supported by enhanced data analytics and strategic partnerships.
2. **Practitioner Development:** We are enhancing our training initiatives, with special attention to our Connecting Families program. A new component focused on Engaging Fathers will reach practitioners and parents through both online and in-person channels, working with Council partners, community organizations, and housing associations. We will also expand our trauma-informed practice training for social workers to meet growing demand.
3. **Digital Transformation:** We are leveraging technology to enhance service delivery and knowledge sharing through our new Interconnected newsletter and enhanced website features. This digital foundation will strengthen our research and training programs while improving service accessibility.

Other key initiatives include:

- Broadening reach to diverse communities through the Connecting Families program.
- Expanding the successful Changemakers pilot program.
- Building robust systems for sustainable organisational growth.

Governance

As the charity grows, we have sought to bring in additional expertise onto our Board. We have grown the number of Trustees we have from three to five. Trustees oversee the charity and bring their expertise to their specific briefs. 40% of our Board has direct lived experience of the issues we deal with.

Darren Johnson

Joanne Boddison

Marc Keidan

Natalie Machta-Joseph

Sean Clarke

We have an informal youth advisory board. Our youth advisory board (past and present participants) help us understand the youth voices and plan future activities. This board is run informally, behind the scenes, as young people involved in gang activity, for example, might be at further risk of 'reprisals' by their peers were they to be seen actively in such roles.

Our Trustees oversee the performance of our delivery to ensure we consistently meet our high standards and Continuous Improvement as set out in our Quality Assurance Policy and Procedures and deliver each of the expectations placed on staff - as set out in our Clinical Governance, Safeguarding and Information Sharing and Compliance Policies. Our Board meets quarterly.

This past year we have focused on data management and communications systems. In the coming year we are undertaking a re-alignment of our HR capacity and growing our volunteer cohort to accommodate for the growth in demand we are experiencing.

As a mission driven charity, we will strengthen our recruitment, inductions, training and the organisational culture to align with our mission.

Management

The day-to-day operational management of Act for Change rests with the Chief Executive, who receives management supervision from the Chair of Trustees. She is supported by a Research in Health and Wellbeing Lead and a Training Lead, who oversee our main areas of responsibility: Research in Practice and Training. This leadership team ensures the charity can effectively manage the complex and growing demands from various stakeholders.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

Induction and Training of Trustees

We have adopted a policy for the induction and training of Trustees and will continue to strengthen the implementation of it in the coming period.

Training and Development

Gender Diversity Workshops

In October and November 2023, we conducted a workshop and a follow-up session on gender diversity. We collaborated with Pride Outside, an established external organisation known for bringing lived experiences to their workshops. We also invited Bexley Moorings to participate, as they were offering group sessions for young people where topics of gender identity and exploration frequently arose. This initiative aligns with AFC's core value of diversity and inclusion. Although the workshop focused on gender diversity, participants were encouraged to apply the learning to other structurally marginalised groups.

Safeguarding Workshops

We offered three safeguarding workshops led by our Trustee and Safeguarding Lead, Darren Johnson, in December 2023, April 2024, and July 2024. These workshops were designed to address current issues faced by counsellors, providing practical training for practitioners working in statutory settings with individuals under 18 years old.

EF36 Cards Training

To familiarise practitioners with the EF36 cards, a key component of AFC methodology, we conducted an in-person training session followed by 2-3 online follow-ups. This training was part of the preparations for a research project on the effectiveness of EF36 cards, planned for the coming year. We plan to offer this training again, with a longer duration and specific plans for integrating the cards into sessions, along with supervision support.

Reevaluation of Training and Supervision

We re-evaluated our training and supervision approach based on feedback from our Supervisor, who proposed incorporating training into supervision sessions. While this idea was promising, as it addressed current issues arising in supervision, it required more coordination with the training lead, case management, and CEO.

Goal for 2024-25

This reevaluation has now developed into a goal for 2024-25: to align our methodology, training, and supervision. We aim to ensure better integration and coordination among all stakeholders to effectively address current issues and enhance the overall training and supervision experience for our practitioners.

EBSA Project Training

AFC joined the Emotionally Based School Avoidance (EBSA) project in Bexley. This project focuses on identifying EBSA in schools, with AFC and Bexley Moorings piloting interventions such as counselling, mentoring, and groupwork. As part of the preparation, educational psychologists developed a 'train the trainer' program. Our training lead conducted two in-person sessions for AFC counsellors and mentors, as well as for Bexley Moorings counsellors, in September and October 2024. This training will continue into early 2025 and will be offered to new counsellors and mentors as EBSA referrals increase.

Remuneration Policy

Act for Change aims to ensure that all staff are paid above the London Living Wage (currently £13.85/ hour) and appropriately according to the nature of their work and experience, knowledge and skills needed to carry out their job.

The charity is committed to principles ensuring that pay and conditions of employment do not discriminate unlawfully and are free from bias.

Organisational Development and Growth

In 2023-24, we have made significant progress in strengthening our organisational capacity across several key areas:

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

Strategic Development and Governance

- Implemented a comprehensive Strategic Plan with clear action items and Key Performance Indicators
- Developed robust financial planning through baseline budgeting
- Enhanced organisational effectiveness
- Introduced leadership assessment tools including conflict resolution metrics

Funding and Partnership Development

- Expanded our funding portfolio through new strategic partnerships, including:
- Establishing collaboration with Vantage for fundraising initiatives
- Engaging with the Ministry of Justice regarding Youth Endowment Fund opportunities

Digital Transformation and Communications

- Strengthened our digital presence through:
 - The successful launch of our Interconnected platform
 - Development of dedicated student placement resources
 - Website modernisation
 - Increased media coverage

Service Development

- Enhanced our programme delivery through:
 - The completion of our Connecting Families programme
 - Development of our organisational messaging

Community Engagement and Marketing

- Expanded our community outreach through a newsletter, with readership growing month by month

Affiliations & Partnerships

We have continued to develop key community partnerships on the specific issues affecting mental health which we are focused on, such as:

- Trauma and Child Abuse
- The structural barriers to access mental health provision
- Developing Conflict Resolution processes and co-creating materials
- Developing Systemic Safeguarding from a community bottoms up perspective and the need for an interface with top down institutional safeguarding procedures.
- Diverse Engagement

We are engaging with increasing numbers of local communities as part of an effort to embed integrated care in the community.

Our partners are:

Our Funding partners

Department of Work and Pensions

London Councils

London Engagement Collective

National Lottery

MOPAC

St. James Place

Ealing Abbey

Benevity

We will continue to expand our network of partners best placed to pick up the pieces when things go wrong.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

Financial review

The Statement of Financial Activities on page 12 shows net movements in funds for the year of (£31,021) 2023: £10,667, which results in a decrease in total funds at the balance sheet date to £53,405 (2023: £84,426).

Income received after the balance sheet date is earmarked to increase the unrestricted reserves of the charity.

It is the policy of the charity that unrestricted funds should be maintained at a level equivalent to a minimum of six months operating expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while they consider how additional funds may be raised or the operating costs reduced. The trustees have also agreed that the level of reserves may drop below six months' operating expenditure for a defined length of time, and this is regularly under review.

The Trustees' report was approved by the Board of Trustees.



Mr D Johnson

Trustee

Dated:20/03/2025

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ACT FOR CHANGE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 OCTOBER 2024

The Trustees, who are also the directors of Act For Change for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

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

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

ACT FOR CHANGE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ACT FOR CHANGE

I report to the Trustees on my examination of the financial statements of Act For Change (the Charity) for the year ended 31 October 2024.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.



Adam Shelley (FCCA)
Sobell Rhodes LLP
The Kinetic Centre
Theobald Street
Elstree
WD6 4PJ
United Kingdom

Dated:20/03/2025.

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ACT FOR CHANGE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies		115,720	99,171	214,891	143,164	126,918	270,082
Investments	2	479	-	479	759	-	759
Total income		116,199	99,171	215,370	143,923	126,918	270,841
Expenditure on:							
Charitable activities	3	167,167	79,224	246,391	120,161	140,013	260,174
Total expenditure		167,167	79,224	246,391	120,161	140,013	260,174
Net income/(expenditure)		(50,968)	19,947	(31,021)	23,762	(13,095)	10,667
Transfers between funds		(6,326)	6,326	-	-	-	-
Net movement in funds		(57,294)	26,273	(31,021)	23,762	(13,095)	10,667
Reconciliation of funds:							
Fund balances at 1 November 2023		59,112	25,314	84,426	35,350	38,409	73,759
Fund balances at 31 October 2024		1,818	51,587	53,405	59,112	25,314	84,426

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ACT FOR CHANGE

BALANCE SHEET

AS AT 31 OCTOBER 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	7	56,316		54,418	
Cash at bank and in hand		41,981		55,014	
		<u>98,297</u>		<u>109,432</u>	
Creditors: amounts falling due within one year					
	8	<u>(44,892)</u>		<u>(25,006)</u>	
Net current assets			<u>53,405</u>		<u>84,426</u>
Income funds					
Restricted funds	9		51,587		25,314
Unrestricted funds			1,818		59,112
			<u>53,405</u>		<u>84,426</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 October 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on20/03/2025



Mr D Johnson
Trustee

Company Registration No. 05475037

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2024

1 Accounting policies

1.1 Accounting convention

These financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice- Accounting and Reporting by Charities (FRS 102 SORP), applicable UK Accounting Standards and the Companies Act 2006. The principal accounting policies used, which have been consistently applied, are set out below.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

Income comprises grants and payments receivable for delivering the programmes and activities of the charity.

1.4 Expenditure

Resources expended are included in the Statement of Financial Activities on an accrual basis.

2 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	479	759

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

3 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Provision of workshops and training	199,316	188,925
Professional fees	2,027	-
	<u>201,343</u>	<u>188,925</u>
Share of support and governance costs (see note)		
Support	38,305	65,150
Governance	6,743	6,099
	<u>246,391</u>	<u>260,174</u>
Analysis by fund		
Unrestricted funds	167,167	120,161
Restricted funds	79,224	140,013
	<u>246,391</u>	<u>260,174</u>

4 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

5 Employees

2024 Number	2023 Number
4	4

None of the Trustees have received any remuneration from the Charitable Company during the year.

There were no employees whose annual remuneration was more than £60,000.

6 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

7 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	55,040	54,418
Prepayments and accrued income	1,276	-
	<u>56,316</u>	<u>54,418</u>

8 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	1,214	4,107
Other creditors	590	509
Accruals and deferred income	43,088	20,390
	<u>44,892</u>	<u>25,006</u>

9 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 November 2023	Incoming resources	Resources expended	Transfers At 31 October 2024	
	£	£	£	£	£
Health & Wellbeing - Family Therapy	14,888	56,025	(38,883)	-	32,030
Youth Endowment Fund Grant	2,253	-	(2,253)	-	-
Training - DWP (Includes Reducing Parental Conflict)	8,173	39,583	(28,199)	-	19,557
Research - CYI	-	3,563	(9,889)	6,326	-
	<u>25,314</u>	<u>99,171</u>	<u>(79,224)</u>	<u>6,326</u>	<u>51,587</u>

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

9 Restricted funds (Continued)

Previous year:	At 1 November 2022	Incoming resources	Resources expended	Transfers At 31 October 2023	
	£	£	£	£	£
	-	-	-	-	-
Health & Wellbeing - Family Therapy	-	24,666	(9,778)	-	14,888
Youth Endowment Fund Grant	-	32,066	(29,813)	-	2,253
Training - DWP	-	45,000	(36,827)	-	8,173
Other restricted funds	38,409	-	(38,409)	-	-
The National Lottery	-	25,186	(25,186)	-	-
	<u>38,409</u>	<u>126,918</u>	<u>(140,013)</u>	<u>-</u>	<u>25,314</u>

10 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 November 2023	Incoming resources	Resources expended	Transfers At 31 October 2024	
	£	£	£	£	£
General funds	59,112	116,199	(167,167)	(6,326)	1,818
	<u>59,112</u>	<u>116,199</u>	<u>(167,167)</u>	<u>(6,326)</u>	<u>1,818</u>
Previous year:	At 1 November 2022	Incoming resources	Resources expended	Transfers At 31 October 2023	
	£	£	£	£	£
General funds	35,350	143,923	(120,161)	-	59,112
	<u>35,350</u>	<u>143,923</u>	<u>(120,161)</u>	<u>-</u>	<u>59,112</u>

11 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 October 2024:			
Current assets/(liabilities)	1,818	51,587	53,405
	<u>1,818</u>	<u>51,587</u>	<u>53,405</u>

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2024

11 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 October 2023:			
Current assets/(liabilities)	59,112	25,314	84,426
	<u>59,112</u>	<u>25,314</u>	<u>84,426</u>
	<u><u>59,112</u></u>	<u><u>25,314</u></u>	<u><u>84,426</u></u>

12 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

ACT FOR CHANGE

England & Wales - Charity number 1119291

Accounts

Charity registration number 1119291

Company registration number 05475037 (England and Wales)

ACT FOR CHANGE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2023

ACT FOR CHANGE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr D Johnson Mr Marc Keidan Natalie Machta-Joseph Joanne Boddison Mr Sean Clarke	(Appointed 8 January 2024) (Appointed 8 January 2024)
Charity number	1119291	
Company number	05475037	
Principal address	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Registered office	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Independent examiner	Sobell Rhodes LLP The Kinetic Centre Theobald Street Elstree Borehamwood Hertfordshire United Kingdom WD6 4PJ	
Bankers	Charities Aid Foundation 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	

ACT FOR CHANGE

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ACT FOR CHANGE

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 OCTOBER 2023

Dear AFC Supporter,

Act for Change operates within a complex and demanding environment. Regrettably, numerous young people and families find themselves without the vital support they require. Their lived experiences are often marked by increasing complexity. This shifting landscape not only underscores the evolving needs but also demands a concerted effort to mobilize resources within our sectors to ensure improved outcomes for all stakeholders.

Act For Change has made significant strides in enhancing its approach to addressing these needs, employing innovative and collaborative strategies. Our dedicated staff and Executive Director have risen to the challenges with renewed determination, conducting a thorough strategic review of our services in consultation with both internal and external stakeholders. This process has led to the refinement and alignment of our Business Plan to better navigate the evolving landscape. With a longstanding presence spanning the health and social care sectors, Act For Change has consistently emphasized the integration of social and health services. We remain committed to enhancing our operational structure to ensure robust line management for all staff and students, bolstering supervision practices. Looking ahead to 2024, we are steadfast in our commitment to further embed our ethos and methodology across the organisation, facilitating a more seamless and integrated service delivery approach.

We continue to seek and build complementary funding solutions independent of Tenders.

Our efforts to expand and build partnerships has continued throughout 2022-23.

This year saw the launch of the Changemakers Project a community-based initiative that aims at fostering community engagement and empowerment. It has already emerged as a beacon of success in its inaugural run.

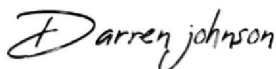
We have been developing relationships with our funders and extended our services both within Local Authority and the Health sectors playing an active part in the reshaping of services that is currently taking place to provide more integrated care, creating ever stronger joins between our services and our partners.

2023-24 will see further efforts by act for change to capture new demand for act for change light touch and our network model and support engagement with a wide array of mental health provision.

As a learning organisation, act for change places training at the heart of our staff development. In addition, Act for Change has given a prominent role to delivering external training. Our management team and the scheduling of our internal trainings and supervision for our staff has now been embedded in the policies and processes of Act for Change. Communicating and motivating staff, new recruits and our partners to take part in this offering as part of self-care as well as part of developing a trauma-informed practice is a key focus for 2023-24.

The heightened demand for services has propelled us to develop effective, efficient systems for case management and connectivity that meets our requirements. We are now well positioned and ready for greater reach of act for change in 2023-24.

Without the commitment and dedication of our staff, volunteers and supporters, none of this would have been possible and as Chair, I am thankful for all their hard work this year and look forward to 2024 when we will integrate care in the communities we engage, to help narrow the gap and support the most vulnerable in our society.



.....
Darren Johnson
Chairman

Date:06/06/2024

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ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 OCTOBER 2023

Trustees' report for the year ended 31 October 2023

The Trustees, who are also directors of the Charitable Company for the purposes of the Companies Act, have pleasure in submitting the report and financial statements of the Charitable Company for the year ended 31 October 2023. The financial statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charitable Company's governing document and requirements of the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102 SORP) issued in March 2015, applicable UK Accounting Standards and the Companies Act 2006.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Our Objectives

Our mission at Act For Change focuses on the development of interventions supporting children, young people and their families to overcome trauma and strengthen their mental health resilience.

We are committed to the principles that underpin Every Child Matters.

We create the context for better access and engagement by responding to their special cultural, communal and developmental needs with youth friendly services.

Providing local communities with the tools to continue the work and equip young people with the skills to Act For Change at crucial moments.

Who We Serve

The most disadvantaged young people in our partner boroughs. These young people are selected by their teachers, social workers and youth workers for the adverse experiences which they are grappling with and often their direct exposure to conflict.

The parents and carers who often struggle with their own mental health issues and so impact the outcomes of children and young people.

Practitioners, counsellors, mentors and volunteers in our partner boroughs.

Communities, Faith Communities and Charities to develop cultural health by facilitating communities of practice.

We work alongside Schools and Family Wellbeing Services, Children's Social Care and Youth Justice in supporting families and young people.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

About us

We focus our efforts to maximise the potential of every child and young person who has experienced childhood family and historical adverse experiences. Our holistic approach is based on DATIS (Developmental Awareness, Trauma Informed and Systemic) - our method developed in over 15 years of working with Social Services and Youth Justice teams.

- We focus on the young person at the heart of a network of support.
- We provide rigorous ongoing training and supervision to ensure our staff maintain a high-quality service
- We provide a structured process that allows us to accurately measure and monitor progress.
- We provide student placements.
- We undertake research to fine-tune and continually develop our interventions
- We join up with local community partners
- We bring a community together to discuss issues from all sides.

Act For Change deploys creativity and innovation for systemic wins.

Act For Change brings attention to the different roles in any conflict in a way that diffuses tension and enables everyone to come out a winner.

All our programs use our

Act for change model of practice tm

A trauma-informed practice which enables practitioners working with young people to address the complex systemic and developmental issues impacting their lives within their families (including parental conflict, domestic violence).

The **Changemakers project** is our newest deploying a trauma-informed practice across schools and communities.

This community-based initiative aims at fostering community engagement and empowerment and has emerged as a beacon of success in its inaugural run.

The project has the potential to make a lasting impact on communities across the region with a particular emphasis on encouraging traditionally disadvantaged or disengaged communities to actively participate when the project is rolled out in their neighbourhoods. The Changemakers Project has demonstrated its effectiveness in bringing about positive change and empowering participants.

“We have found huge benefits in introducing the Changemaker programme to both our students and faculty. Use and exploration of ‘The Tribe Within’ helped our students greatly with approach to crises and conflict resolution. Building from the programme, we have also developed a ‘Trauma Informed Practice’ within our faculty which has been an extremely useful tool in managing the wide range of issues within the cohort, whilst also nurturing the team’s own boundaries and welfare.”

Gary Watson

Ambassador & Artistic Associate

London College of Performing Arts

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

Our Activities

We provide the following targeted support:

Early therapeutic interventions for young people at severe risk of violence (Counselling and High Intensity Mentoring)

Developing a culture of systemic safeguarding

Systemic family support to the parents or carers of these young people

Facilitate conversations in person and online to meet individual needs

Engaging with communities through group work

1:1 counselling, high intensive mentoring

Systemic family support to their families and carers / foster carers including Family Therapy

Reducing Parental Conflict Intervention Training and parenting/ carer support

Trauma-Informed Practice Training for social workers and practitioners

Mentoring

Undertaking Research and building an evidence-base for our body of work

Practitioners, counsellors, mentors and volunteers in our partner boroughs of Bexley took part in inter-parental conflict intervention training and an induction into trauma-informed practice as we gear up to delivery in 2022-23 to a wider base across the Borough. This program de-escalating conflict is intended to reduce the demand on Social Services with families in which inter-parental conflict often escalates into increased intervention.

In Ealing the continued fortnightly Community of Practice facilitation has been growing awareness of systemic safeguarding. This has been increasing the ability of a community to address the first signs of vulnerability to abuse taking place.

To grow Community Safety together with our Bexley partners, Community Circles supported by volunteers in our neighbourhoods in North Bexley is being piloted to provide continuity of care to young people at risk of violence who have received support by Act for Change counsellors and wish to continue to have a supportive contact within their own communities.

With our University partners, University of West London and Durham University, we have been working to reduce the systemic barriers to cultural health particularly as regards human dignity and abuse of power. With both the University of West London and the South East London Integrated Care Board we have partnered separately towards understanding diverse engagement with mental health services.

By undertaking research into those barriers and then raising awareness of how we might mitigate the barriers, we are making a dent in the barriers to diverse engagement and strengthening community resilience.

Counselling and High Intensity Mentoring

For Young People

Intensive programmes (20 weeks) with a focus on increasing self-awareness, emotional resilience and the ability to manage conflict.

For Parents, Carers and Families

In tandem, we offer family support and interventions wherever these are most effective within the family system. (Systemic Family Therapy).

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

Research

Common Fault Lines and Common Ground Research and presentation of findings by running forums, round tables, conferences, studies and talks on:

- Diverse Engagement (systemic discrimination)
- Community-based systemic safeguarding
- Inclusive Education through (systemic win implementation)

Training

We run a range of trauma-informed trainings that follow our Trauma, Developmental, Systemic Model. In particular, we are running communication trainings for parents and carers in conflict situations, as well as training practitioners and counsellors in conflict intervention.

- 1:1 counselling, high intensive mentoring (for 11 years+)
- Playtherapy for under 11s
- Systemic family support to their families and carers / foster carers including Family Therapy
- Reducing Parental Conflict Intervention Training and parenting/ carer support
- Trauma-Informed Practice Training for social workers and practitioners and schools
- Mentoring
- Undertaking Research and building an evidence-base for our body of work
- Playing a lead role in the Family Togetherness Conference spearheading our Community Engagement work

Practitioners, counsellors, mentors and volunteers in our partner borough of Bexley took part in reducing parental conflict intervention training and an induction into trauma-informed practice. We are gearing up for delivery in 2023-24 to a wider base including parents across the Borough. This program de-escalating conflict is intended to reduce the demand on Social Services with families in which inter-parental conflict often escalates into increased intervention.

In Ealing the continued fortnightly Community of Practice facilitation has been growing awareness of systemic safeguarding. This has been increasing the ability of a community to address the first signs of vulnerability to abuse taking place.

To grow Community Safety together with our Bexley partners, Community Circles supported by volunteers in our neighbourhoods in North Bexley is being piloted to provide continuity of care to young people at risk of violence who have received support by Act for Change counsellors and wish to continue to have a supportive contact within their own communities.

With our University partner, University of West London, as with faith communities, we have been working to reduce the systemic barriers to cultural health particularly as regards human dignity and abuse of power.

Spread and Scale and Collaborate

We continue to partner with other charities, research institutions and those equally committed to understanding diverse engagement with mental health services such as the South East London Integrated Care Board and the University of West London.

By undertaking research into those barriers and then raising awareness of how we might mitigate the barriers, we are making a dent in the barriers to diverse engagement and strengthening community resilience.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

Achievements and performance

In 2023 our Service has continued to grow.

Act for Change is on the cusp of a transformative phase. This past year we have developed a change plan which integrates feedback from narrative audits and highlighted potential pathways for growth. Building on our Business Plan 2022-25 we have crafted a comprehensive three-year strategy for the charity's evolution taking us from 2024-2026.

We have strengthened our systems and line management and this has enabled us to consistently grow and develop our counselling and mentoring team with fortnightly trainings and supervision.

We have developed the Act For Change Learning Hub section of our website providing resources for practitioners, mentors, counsellors and social workers as well as community and family support workers. This will come online in early 2024.

Information management system - our system is now poised to drive efficiencies and provide a data driven growth in our ability to deliver new services, and to build an evidence base for our methodology.

We have continued to strengthen our governance structures with internal systems, building our organisational capacity for a heightened pace of growth.

We grew our partners across London.

We continue to grow our connections through the London Engagement Collective.

We are playing our part and building connections with the South East London Integrated Care Board.

We are now nearing completion of a Multi-site evaluation project led by the Centre for Youth Impact to evaluate mentoring practice with youth at risk of violence.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

Plans for future period

We will continue to distribute our knowhow by training other charities and public sector practitioners, parents, Carers and Volunteers within Communities.

We have set out our goals for the coming year around two streamlined strands and one Project:

1. Research at the heart of everything we do: we will embed research into our clinical provision and training and focus on the four specific issues affecting mental health which we are focused on expanding. From Trauma, Child Abuse, Diverse Engagement and Mentoring Practice. Establishing the evidence-base of our AFC method to engage a growing range of young people and families.

2. Training practitioners: we continue to roll-out our reducing parental conflict programme for practitioners and now also parents across the Council, Community and through voluntary sector organisations and housing associations. We will continue to run and expand our induction training for new social workers in trauma informed practice.

Changemakers Project

This Project is part of our Community Engagement work. We will report back on its achievements and this will likely pave the way for future initiatives aimed at making a tangible difference in communities far and wide.

We work closely with our best placed partners to intervene early, we will run Deep Democracy Forums together with Faith Communities and Housing Associations and tailor our provision to their specific needs. We will recruit within and in partnership with, Faith Communities and Housing Associations.

We will continue to build up a network of Community Circles on housing estates and in faith communities to address the diverse engagement needs of our beneficiaries and bring down barriers to engagement with services.

We will support at-risk youth with Light Touch Interventions and social prescribing, enabling us to reach larger numbers of young people in need, based on our DATIS Method.

We will continue to build our capacity and to establish partnerships which will further integrate community care for our beneficiaries.

We are creating, piloting and growing the evidence base of a light touch approach to disseminate and support care through community networks.

We are embedding systems which will enable light-footed growth.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

Governance

As the charity grows, we have sought to bring in additional expertise onto our Board. We have grown the number of Trustees we have from three to five. Trustees oversee the charity and bring their expertise to their specific briefs. 40% of our Board has direct lived experience of the issues we deal with.

Darren Johnson

Joanne Boddison

Marc Keidan

Natalie Machta-Joseph

Sean Clarke

Our Trustees oversee the performance of our delivery to ensure we consistently meet our high standards and Continuous Improvement as set out in our Quality Assurance Policy and Procedures and deliver each of the expectations placed on staff - as set out in our Clinical Governance, Safeguarding and Information Sharing and Compliance Policies. Our Board meets quarterly.

This past year we have focused on data management and communications systems. In the coming year we are undertaking a re-alignment of our HR capacity to ensure we have a robust infrastructure in place to accommodate for the growth we are experiencing. Act For Change is a mission driven charity, and we will strengthen our recruitment, inductions, training and the organisational culture to align with our mission.

We have an informal youth advisory board. Our youth advisory board (past and present participants) help us understand the youth voices and plan future activities. This board is run informally, behind the scenes, as young people involved in gang activity, for example, might be at further risk of 'reprisals' by their peers were they to be seen actively in such roles.

Management

The day-to-day operational management of Act for Change rests with the Chief Executive who receives Management supervision from the Chair of Trustees. She is supported by a Research in Health and Wellbeing Lead and a Training Lead covering our main areas of responsibility: Research in Practice and Training. This team is ensuring the Charity is able to manage the complex and growing demands placed upon it from a range of stakeholders particularly as regards Community Engagement.

The Chief Executive of AFC works closely with the Leads. The CE and the Chair of Trustees meet on a regular basis and this will continue for the foreseeable future as the Charity develops its services and new distribution channels in line with its plan.

Induction and Training of Trustees

We have adopted a policy for the induction and training of Trustees and will continue to strengthen the implementation of it in the coming period.

Co-opted Volunteers / Supporters

Act for Change benefits from having many people who know of its work and wish to contribute their skills and services. Most of their time is given freely without recompense or payment. Where such persons are known to or related to persons employed by Act for Change, the charity has introduced a register of persons so that it remains transparent in the relationships persons engaged in the business of the charity have. Conflicts of interests or appearances of favouritism will be avoided by use of the register which will be available in any FOI request.

Remuneration Policy

Act for Change aims to ensure that all staff are paid above the London Living Wage (currently £13.15/ hour) and appropriately according to the nature of their work and experience, knowledge and skills needed to carry out their job.

The charity is committed to principles ensuring that pay and conditions of employment do not discriminate unlawfully and are free from bias.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

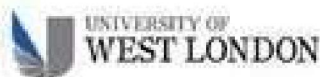
Affiliations & Partnerships

We have continued to develop key community partnerships on the specific issues affecting mental health which we are focused on, such as:

- Trauma and Child Abuse
- The structural barriers to access mental health provision
- Developing Conflict Resolution processes and co-creating materials and programmes
- Developing Systemic Safeguarding from a community bottoms up perspective and the need for an interface with top down institutional safeguarding procedures.
- Diverse Engagement

We are engaging with increasing numbers of local communities as part of an effort to embed integrated care in the community. Collaboration with partners is becoming more active through the London Engagement Collective and the Collaborate Academy.

Our partners are:



Ealing Abbey Monastery



ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

We are working to build an evidence-base for our systemic grounds-up approach and to this end in addition to the Universities, we have partnered with:

Sports London
Faith and Belief Forum

Our Funding partners
CYI

Department of Work and Pensions

London Councils

London Engagement Collective

National Lottery

MOPAC

St. James Place

Ealing Abbey

Benevity

We will continue to expand our network of partners best placed to pick up the pieces when things go wrong.

The Trustees' report was approved by the Board of Trustees.



Mr D Johnson

Trustee

Dated:06/06/2024

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ACT FOR CHANGE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 OCTOBER 2023

The Trustees, who are also the directors of Act For Change for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

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

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

ACT FOR CHANGE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ACT FOR CHANGE

I report to the Trustees on my examination of the financial statements of Act For Change (the Charity) for the year ended 31 October 2023.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, 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 that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.



Adam Shelley (FCCA)

Sobell Rhodes LLP

The Kinetic Centre

Theobald Street

Elstree

WD6 4PJ

United Kingdom

Dated: 20/06/2024

ACT FOR CHANGE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income from:							
Donations and legacies		143,164	126,918	270,082	90,945	121,872	212,817
Investments	2	759	-	759	86	-	86
Total income		143,923	126,918	270,841	91,031	121,872	212,903
Charitable activities	3	120,161	140,013	260,174	59,098	83,463	142,561
Net income/(expenditure)		23,762	(13,095)	10,667	31,933	38,409	70,342
Transfers between funds		-	-	-	3,417	(3,417)	-
Net movement in funds		23,762	(13,095)	10,667	35,350	34,992	70,342
Reconciliation of funds:							
Fund balances at 1 November 2022		35,350	38,409	73,759	-	3,417	3,417
Fund balances at 31 October 2023		59,112	25,314	84,426	35,350	38,409	73,759

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

ACT FOR CHANGE

BALANCE SHEET

AS AT 31 OCTOBER 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	7	54,418		12,500	
Cash at bank and in hand		55,014		67,317	
		<u>109,432</u>		<u>79,817</u>	
Creditors: amounts falling due within one year	8	<u>(25,006)</u>		<u>(6,058)</u>	
Net current assets			<u>84,426</u>		<u>73,759</u>
Income funds					
Restricted funds	9		25,314		38,409
Unrestricted funds			59,112		35,350
			<u>84,426</u>		<u>73,759</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 October 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

06/06/2024

The financial statements were approved by the Trustees on _____



Mr D Johnson
Trustee

Company Registration No. 05475037

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2023

1 Accounting policies

1.1 Accounting convention

These financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice- Accounting and Reporting by Charities (FRS 102 SORP), applicable UK Accounting Standards and the Companies Act 2006. The principal accounting policies used, which have been consistently applied, are set out below.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

Income comprises grants and payments receivable for delivering the programmes and activities of the charity.

1.4 Expenditure

Resources expended are included in the Statement of Financial Activities on an accrual basis.

2 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	759	86

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

3 Expenditure on charitable activities

	Charitable activities 2023 £	Charitable activities 2022 £
Direct costs		
Provision of workshops and training	188,925	126,591
Share of support and governance costs (see note)		
Support	65,150	11,321
Governance	6,099	4,649
	<u>260,174</u>	<u>142,561</u>
Analysis by fund		
Unrestricted funds	120,161	59,098
Restricted funds	140,013	83,463
	<u>260,174</u>	<u>142,561</u>

4 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

5 Employees

2023 Number	2022 Number
4	4

None of the Trustees have received any remuneration from the Charitable Company during the year.

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

6 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2023

7 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	54,418	12,500
	<u>54,418</u>	<u>12,500</u>

8 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	4,107	3,132
Other creditors	509	425
Accruals and deferred income	20,390	2,501
	<u>25,006</u>	<u>6,058</u>

9 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 November 2022	Incoming resources	Resources expended	Transfers At 31 October 2023	
	£	£	£	£	£
	-	-	-	-	-
Health & Wellbeing - Family Therapy	-	24,666	(9,778)	-	14,888
Youth Endowment Fund Grant	-	32,066	(29,813)	-	2,253
Training - DWP	-	45,000	(36,827)	-	8,173
Other restricted funds	38,409	-	(38,409)	-	-
The National Lottery	-	25,186	(25,186)	-	-
	<u>38,409</u>	<u>126,918</u>	<u>(140,013)</u>	<u>-</u>	<u>25,314</u>
Previous year:	At 1 November 2021	Incoming resources	Resources expended	Transfers At 31 October 2022	
	£	£	£	£	£
	3,417	121,872	(83,463)	(3,417)	38,409
	<u>3,417</u>	<u>121,872</u>	<u>(83,463)</u>	<u>(3,417)</u>	<u>38,409</u>

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2023

10 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 November 2022	Incoming resources	Resources expended	Transfers	At 31 October 2023
	£	£	£	£	£
General funds	35,350	143,923	(120,161)	-	59,112
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 November 2021	Incoming resources	Resources expended	Transfers	At 31 October 2022
	£	£	£	£	£
General funds	-	91,031	(59,098)	3,417	35,350
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

11 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
Fund balances at 31 October 2023 are represented by:			
Current assets/(liabilities)	59,112	25,314	84,426
	<u> </u>	<u> </u>	<u> </u>
	<u>59,112</u>	<u>25,314</u>	<u>84,426</u>
	<u> </u>	<u> </u>	<u> </u>
	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£
Fund balances at 31 October 2022 are represented by:			
Current assets/(liabilities)	35,350	38,409	73,759
	<u> </u>	<u> </u>	<u> </u>
	<u>35,350</u>	<u>38,409</u>	<u>73,759</u>
	<u> </u>	<u> </u>	<u> </u>

12 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

ACT FOR CHANGE

England & Wales - Charity number 1119291

Accounts

Charity Registration No. 1119291

Company Registration No. 05475037 (England and Wales)

ACT FOR CHANGE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2022



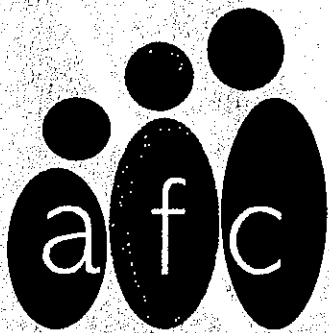
Sobell Rhodes LLP
The Kinetic Centre
Theobald Street
Elstree
Borehamwood
Hertfordshire
WD6 4PJ

ACT FOR CHANGE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr D Johnson Mr Marc Keidan Natalie Machta-Joseph
Charity number	1119291
Company number	05475037
Principal address	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER
Registered office	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER
Independent examiner	Sobell Rhodes LLP The Kinetic Centre Theobald Street Elstree Borehamwood Hertfordshire United Kingdom WD6 4PJ
Bankers	Charities Aid Foundation 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

20
22



actforchange
Trustee's Report

Year End 31st October 2022



actforchange

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(Sobell Rhodes LLP)



Message from the Chairman



Dear AFC supporter,

The aftermath of the Covid pandemic compounded by the cost of living crisis has continued to challenge actforchange and the sectors within which actforchange operates. We are seeing a redrawing of the landscape both in terms of need and of how that need is met. Actforchange has deployed its best efforts to gear up and provide innovative ways of meeting that need.

Our staff and Executive Director have responded to the challenges with new vigour, undertaking a strategic review of the services both with internal and external stakeholders and developing a new Business Plan adapted to the new landscape we are in. actforchange has traditionally straddled the health and social care sector. We have seen a strong emphasis on integrating social and health services and actforchange therefore has reviewed its current operational structure. During 2023 we will move all staff and students' line management and supervision to the new management team to enable a more integrated delivery and ethos is embedded across the service. The current role of clinical director will be reviewed.

This year we have set the foundations of our new Business Plan readying us to support our key stakeholders as trusted partners. We continue to seek and build complementary funding solutions independent of Tenders.

Our efforts to expand and build partnerships has continued throughout 2021-22. We have been developing relationships with our funders and extended our services both within Local Authority and the Health sectors playing an active part in the reshaping of services that is currently taking place to provide more integrated care, creating ever stronger joins between our services and our partners.

2022-23 will see further efforts by actforchange to capture new demand for actforchange light touch and our network model and support engagement with a wide array of mental health provision.

As a learning organisation, actforchange places training at the heart of our staff development and this is reflected not least by the prominent role of training and research on our management team and the scheduling of our internal trainings and supervision for our staff. Communicating and motivating staff, new recruits and our partners to take part in this offering as part of self-care as well as part of developing a trauma-informed practice is a key focus for 2022-23.

The heightened demand for services has propelled us to develop effective, efficient systems for case management and connectivity that meets our requirements. We are now well positioned and ready for greater reach of actforchange in 2022-23.

Without the commitment and dedication of our staff, volunteers and supporters, none of this would have been possible and as Chair, I am thankful for all their hard work this year and look forward to 2023 when we will integrate care in the communities we engage, to help narrow the gap and support the most vulnerable in our society.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

DARREN JOHNSON

Chairman of the Board
20-06-23



actforchange mission

Our mission at actforchange focuses on the development of interventions supporting children, young people and their families to overcome trauma and strengthen their mental health resilience.

We are committed to the principles that underpin Every Child Matters.

We create the context for better access and engagement by responding to their cultural, communal and developmental needs with youth-friendly services.

We deploy creativity and innovation to achieve systemic change.

Providing local communities with the tools to continue the work and equip young people with the skills to actforchange at crucial moments.

Since 2012, AFC has been working as a commissioned service provider in multi-agency collaboration.

afc VALUES

 INCLUSION

 DIVERSE ENGAGEMENT

 EDUCATION

 COLLABORATION

 ACCOUNTABILITY

 TRANSPARENCY

 THE SYSTEMIC WIN

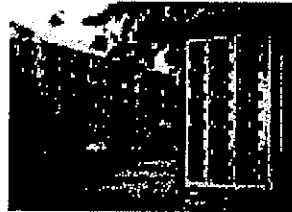
actforchange

more on our mission & beneficiaries

Through our holistic approach to Trauma, Child Development and Family Systems we focus our efforts to maximise the potential of every child and young person who has experienced childhood family and historical adverse experiences.



We focus on the young person at the heart of a network of support.



We join up with local community partners.



We bring a community together to discuss the issues from all sides



We provide rigorous and ongoing supervision and training to ensure our staff maintain a high quality service.

We provide a structured process that allows us to accurately measure and monitor progress.

We undertake research to fine-tune and continually develop our interventions

AFC MODE OF PRACTICE FOR SYSTEMIC WINS

Actforchange deploys creativity and innovation for systemic wins.

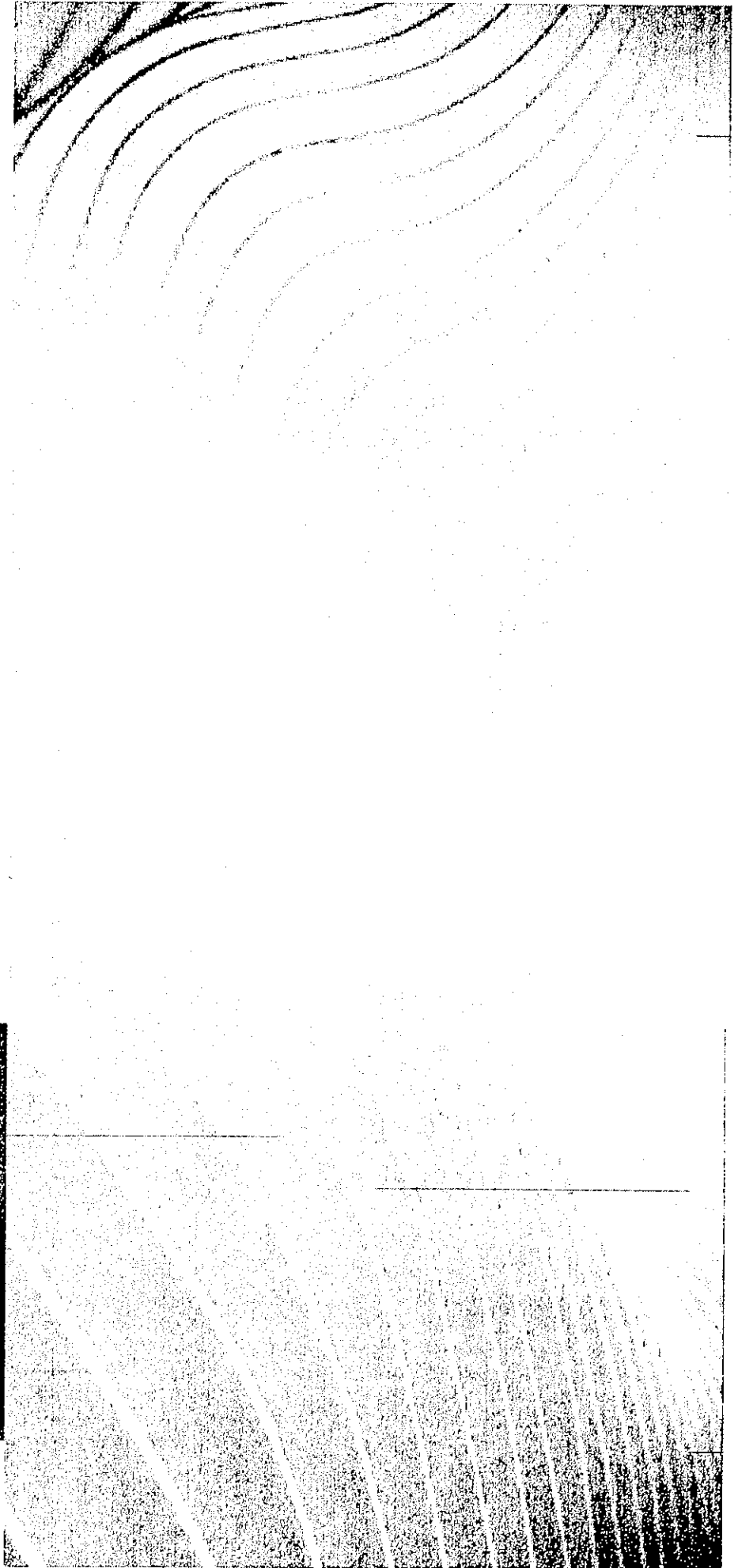
Actforchange brings attention to the different roles in any conflict in a way that diffuses tension and enables everyone to come out a winner.

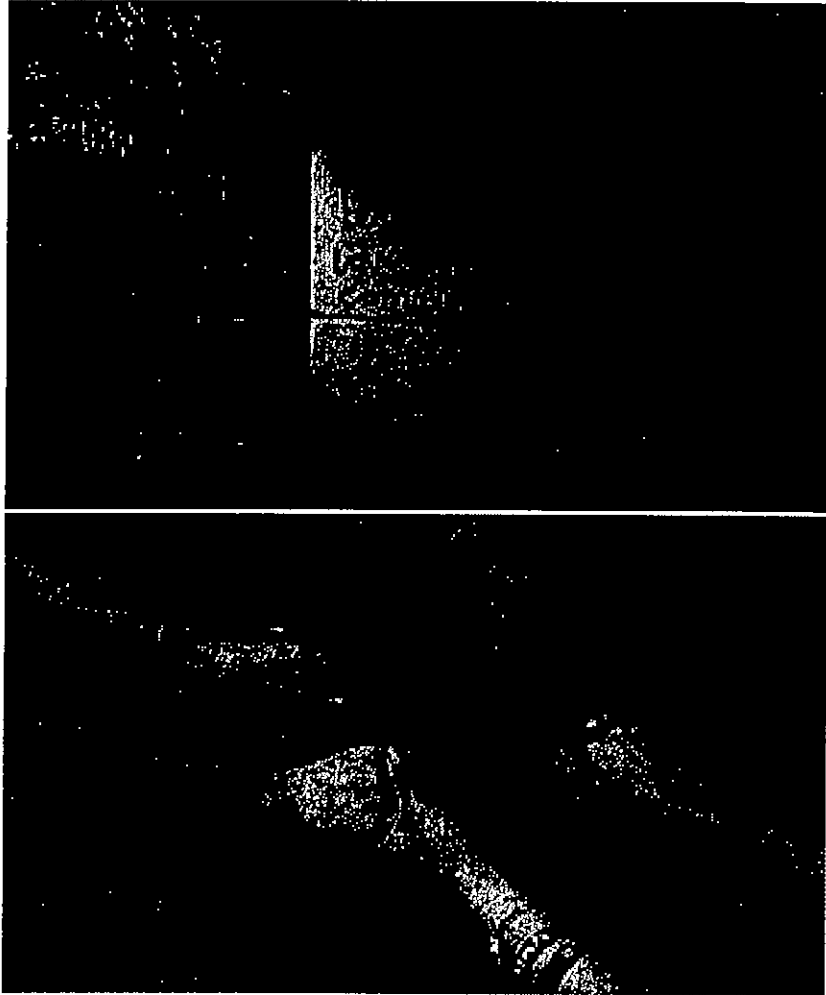
All our programs use our actforchange model of practice™

A trauma-informed practice which enables practitioners working with young people to address the complex systemic and developmental issues impacting their lives within their families (including parental conflict, domestic violence) as well as across school and community.

"The act for change model of practice helps young people detach themselves from their issues and so helps me build engagement with them with more ease."

"The act for change model allows us to work individually with the young person and the family collectively by creating the space for the family to heal together."





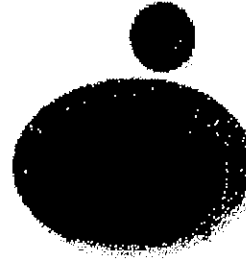
actforchange who we serve

The most disadvantaged young people in our partner boroughs. These young people are selected by their teachers, social workers and youth works for the adverse experiences which they are grappling with and often their direct exposure to conflict.



- The parents and carers who often struggle with their own mental health issues and so impact the outcomes of children and young people.
- Practitioners, counsellors, mentors and volunteers in our partner boroughs.
- Communities, Faith Communities and Charities to develop cultural health by facilitating communities of practice.
- We work alongside Schools and Family Wellbeing Services in supporting families and young people.

actforchange activities



We provide the following targeted support:



Early therapeutic interventions for young people at severe risk of violence
(Counselling and High Intensity Mentoring)



Developing a culture of systemic safeguarding



Systemic family support to their families and carers/foster carers (including Family Therapy)



Facilitate conversations in person and online to meet individual needs



Engaging with communities through group work



1:1 counselling, high intensive mentoring



Reducing Parental Conflict Intervention Training and parenting/ carer support

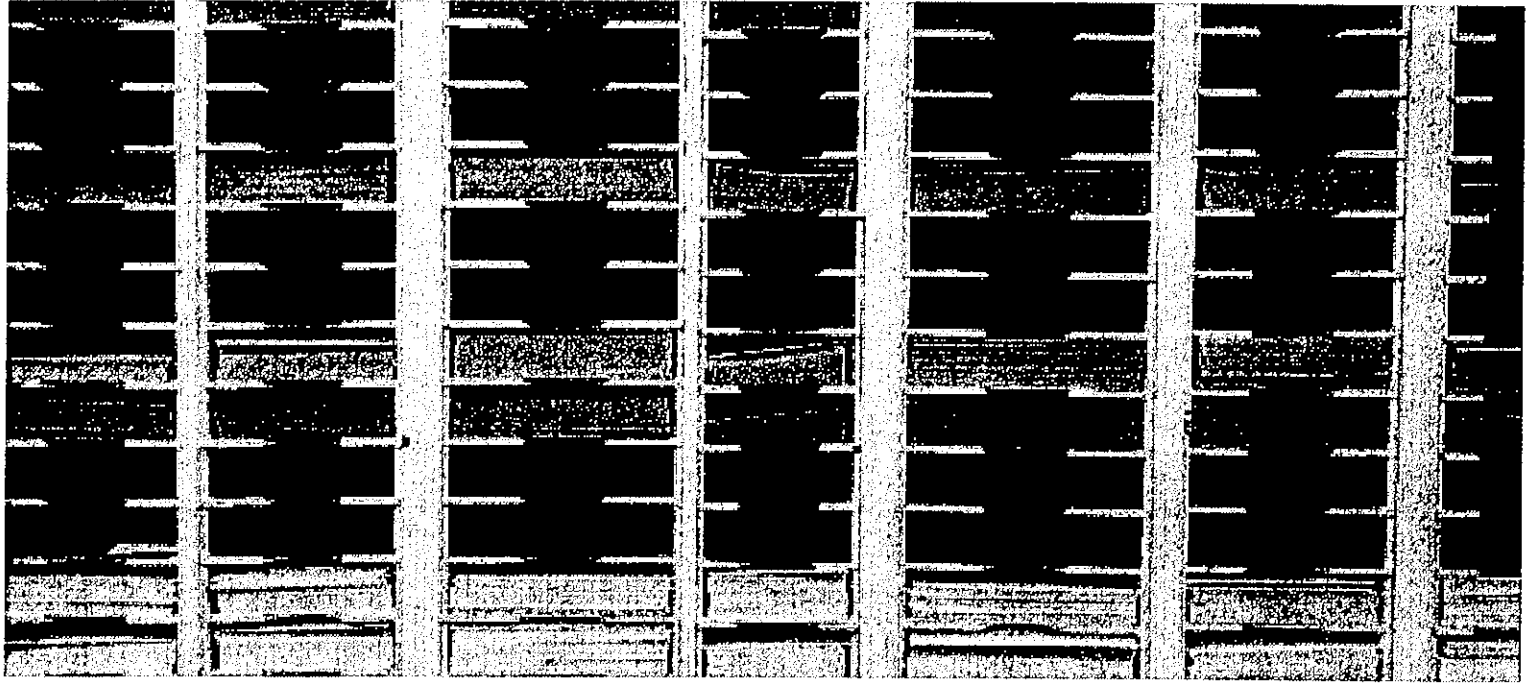
Other activities to support professional infrastructure:



Trauma-Informed Practice Training for social workers and practitioners



Undertaking Research and building an evidence-base for our body of work



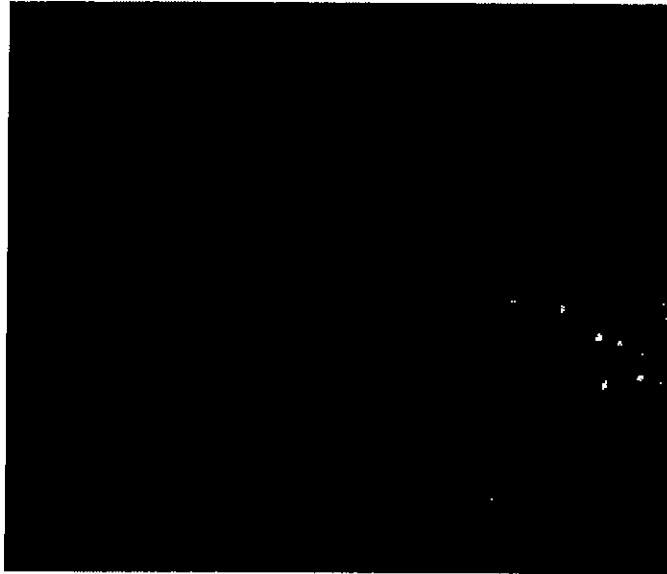
Practitioners, counsellors, mentors and volunteers in our partner boroughs of Bexley took part in inter-parental conflict Intervention training and an induction into trauma-informed practice as we gear up to delivery in 2022-23 to a wider base across the Borough. This program de-escalating conflict is intended to reduce the demand on Social Services with families In which inter-parental conflict often escalates into increased intervention.

In Ealing the continued fortnightly Community of Practice facilitation has been growing awareness of systemic safeguarding. This has been increasing the ability of a community to address the first signs of vulnerability to abuse taking place.

To grow Community Safety together with our Bexley partners, Community Circles supported by volunteers In our neighbourhoods in North Bexley is being piloted to provide continuity of care to young people at risk of violence who have received support by Act for Change counsellors and wish to continue to have a supportive contact within their own communities.

With our University partners, University of West London and Durham University, we have been working to reduce the systemic barriers to cultural health particularly as regards human dignity and abuse of power. With both the University of West London and the South East London Integrated Care Board we have partnered separately towards understanding diverse engagement with mental health services.

By undertaking research into those barriers and then raising awareness of how we might mitigate the barriers, we are making a dent in the barriers to diverse engagement and strengthening community resilience.



Counselling and High Intensity Mentoring

For Young People

Intensive programmes (20 weeks) with a focus on increasing self-awareness, emotional resilience and the ability to manage conflict.

For Parents, Carers and Families

In tandem, we offer family support and interventions wherever these are most effective within the family system. (Systemic Family Therapy).



Research

Common Fault Lines and Common Ground Research and presentation of findings by running forums, round tables, conferences, studies and talks on:

- Diverse Engagement (systemic discrimination)
- Community-based systemic safeguarding
- Inclusive Education through (systemic win implementation)

Training

We run a range of trauma-informed trainings that follow our Trauma, Developmental, Systemic Model. In particular, we are running communication trainings for parents and carers in conflict situations, as well as training practitioners and counsellors in conflict intervention.

actforchange achievements

year end 31/10/2022

**Our contracts have grown by 176.5%
(£77K to £212K)**

We have undertaken a Strategic Review with internal and external stakeholders on the basis of which we have developed our new three year Business Plan 2022-25.

We have strengthened our systems and our management team and this has enabled us to consistently grow and develop our counselling and mentoring team with fortnightly trainings and supervision.

We have completely rebuilt our website to be responsive and to signpost people swiftly to the resources they are looking for and developed an events hub for our online events.

Information management system - after a comprehensive review of the best options for development of our system, we have partnered with the Apricot Centre and Exe Squared and anticipate that with our new management performance dashboard, our system will drive efficiencies and provide a data driven growth in our ability to deliver new services.

We have been strengthening our governance structures with internal systems, building our organisational capacity for a heightened pace of growth.

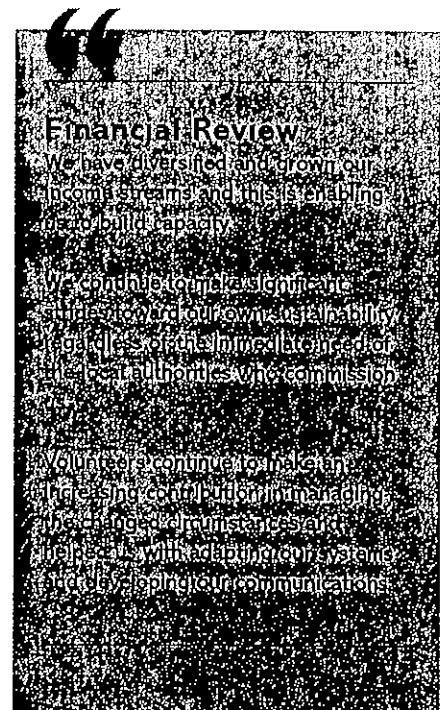
We grew our partners across London.

We joined the London Engagement Collective

We undertook research on behalf of the South East London

Integrated Care Board (prior to its constitution)

We joined a Multi-site evaluation project led by the Centre for Youth Impact to evaluate mentoring practice with youth at risk of violence.





actforchange plans for future

To address the increased pressure on our services we will distribute our knowhow by training other charities and public sector practitioners, parents, Carers and Volunteers within communities.

STRATEGIC PILLARS TO STREAMLINE OUR EFFORTS

1

CLINICAL PROVISION: continuing to provide our adapted services and growing the range of young people we are seeing. Our goal here is to strengthen our links with counselling and psychology colleges and through them to offer robust student placements.

2

TRAINING PRACTITIONERS: we are rolling-out our inter-parental conflict intervention programme for practitioners and parents to a wide range of practitioners across the Council, Community and voluntary sector organisations. We will continue to run and expand our induction training for new social workers in trauma-informed practice.

3

RESEARCH BASE: Our research focus on the specific issues affecting mental health which we are focused on is expanding. From Trauma, Child Abuse, Diverse Engagement and Mentoring Practice, we plan to begin establishing the evidence-base of our AFC method.

4

COMMUNITY: We work closely with our best placed partners to intervene early, recruiting within and in partnership with, Faith Communities and Housing Associations. We will support at-risk youth with Light Touch Interventions and social prescribing, enabling us to reach larger numbers of young people in need. We will build up a network of Community Circles on housing estates.

supporting foundational strategy

WE WILL CONTINUE to build our capacity to establish partnerships which will further integrate community care for our beneficiaries.

WE ARE BUILDING the evidence base of a light touch approach to disseminate and support care through community networks.

WE ARE EMBEDDING systems which will enable light-footed growth.

actforchange governance

Three Trustees oversee the charity and bring their expertise to their specific briefs. 30% of our Board has direct lived experience of the issues we deal with.

They oversee the performance of our delivery to ensure we consistently meet our high standards and Continuous Improvement as set out in our Quality Assurance Policy and Procedures) and deliver each of the expectations placed on staff - as set out in our Clinical Governance, Safeguarding and Information Sharing and Compliance Policies. Our Board meets quarterly.

This past year we have undertaken a Strategic Review with our internal and external stakeholders. The results of this exercise are being implemented in the Business Plan for 2022-25, with an initial focus on the data and communications systems and HR capacity building to ensure we have a robust infrastructure in place to accommodate for the growth we are experiencing.

We have an informal youth advisory board. Our youth advisory board (past and present participants) help us understand the youth voices and plan future activities. This board is run informally, behind the scenes, as young people involved in gang activity, for example, might be at further risk of 'reprisals' by their peers were they to be seen actively in such roles.

Mr D Johnson
Mr Marc Keidan
Mrs Natalie Machta-Joseph

Management of the Chief Executive

The day-to-day operational management of Act for Change rests with the Chief Executive who receives Management supervision from the Chair of Trustees. She is supported by a Management Team of three managers covering three areas of responsibility: Research, Training, Practice. This team is ensuring the Charity is able to manage the complex and growing demands placed upon it from a range of stakeholders. The Chief Executive of AFC and the Management Team currently meet weekly. The Chief Executive and the Chair of Trustees also meet on a regular basis and this will continue for the foreseeable future as the Charity develops its services and new distribution channels in line with its plan.

Induction and Training of Trustees

We have adopted a policy for the induction and training of Trustees and will continue to strengthen the implementation of it in the coming period.

Co-opted Volunteers/ Supporters

Act for Change benefits from having many people who know of its work and wish to contribute their skills and services. Most of their time is given freely without recompense or payment. Where such persons are known to or related to persons employed by AFC, AFC will introduce a register of persons so that the charity remains transparent in the relationships persons engaged in the business of the charity have. Conflicts of interests or appearances of favoritism will be avoided by use of the register which will be available in any FOI request.

Remuneration Policy

Act for Change aims to ensure that all staff are paid appropriately according to the nature of the work and experience, knowledge and skills needed to carry out their job. The charity is committed to principles ensuring that pay and conditions of employment do not discriminate unlawfully and are free from bias.

actforchange

affiliation and partnerships

We have continued to develop key community partnerships on the specific issues affecting mental health which we are focused on, such as:

- Trauma and Child Abuse
- The Structural barriers to access of mental health provision
- Developing Conflict Resolution Processes and Co-creating Materials and Programs
- Facilitating Systemic Safeguarding in the community by creating safe pathways for the 'bottoms-up' approach to meet the top-down institutional procedures in harmony.
- Diverse Engagement

We are engaging with increasing numbers of local communities as part of an effort to embed integrated care in the community . Collaboration with partners is becoming more active through the Bexley Collective and more recently also through the London Engagement Collective.

WE WORK CLOSELY WITH OUR BEST PLACED PARTNERS TO INTERVENE EARLY.

our partners in practice are:



our funding partners:



ACT FOR CHANGE

**TRUSTEE'S REPORT (INCLUDING DIRECTOR'S REPORT)
(CONTINUED)
FOR THE YEAR END 31 OCTOBER 2022**

The Trustees' report was approved by the Board of Trustees.

Mr D Johnson

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

DARREN JOHNSON

Chairman of the Board
20-06-23

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STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31ST OCTOBER 2022

The Trustees, who are also the directors of Act For Change for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

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

ACT FOR CHANGE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF ACT FOR CHANGE

I report to the Trustees on my examination of the financial statements of Act For Change (the Charity) for the year ended 31 October 2022.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.

Sobell Rhodes LLP

Adam Shelley (FCCA)
Sobell Rhodes LLP

The Kinetic Centre
Theobald Street
Elstree
Borehamwood
Hertfordshire
WD6 4PJ
United Kingdom

Dated: 24/7/2023

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the year ending 31st October 2022

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

		Unrestricted	Restricted	Total 2022	Unrestricted	Restricted	Total 2021
	notes	2022	2022	2022	funds	funds	2021
Income From							
Grant and other income		£90,945	£121,872	£212,817	£76,985	-	£76,985
Investments		£86	-	£86	-	-	-
	(please see page 7 for notes)	£91,031	£121,872	£212,903	£76,985	-	£76,985
Expenditure on:							
Charitable Activities		£59,098	£83,463	£142,561	£86,420	-	£86,420
Net incoming/(outgoing) resources before transfers		£31,933	£38,409	£70,342	(£9,435)	-	(£9,435)
Gross transfers between funds		£3,417	(£3,417)	-	-	-	-
Net income/(expenditure) for the year / Net movement in funds		£35,350	£34,992	£70,342	(£9,435)	-	(£9,435)
Fund Balances at 1 November 2021		-	£3,417	£3,417	(£2,398)	£15,250	£12,852
Fund balances at 21 October 2022		£35,350	£38,409	£73,759	(£11,833)	£15,250	£3,417

BALANCE SHEET AS AT 31 OCTOBER 2022

For the year ending 31st October 2022

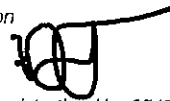
	notes	2022	2021	2021
Current Assets	Debtors	£12,500	-	-
	Cash at bank and in hand	£67,317	£6,918	£6,918
	TOTAL	£79,817	£6,918	£6,918
Creditors: amounts falling due within one year	(please see page 8 for notes)	(£6,058)	(£3,501)	(£3,501)
Net current assets		£73,759	£3,417	£3,417
Income funds	Restricted funds		£38,409	£15,250
	Unrestricted funds		£35,350	(£11,833)
			£73,759	£3,417

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 October 2022. The Director acknowledges responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on: 20-06-23

Mr D Johnson
Trustee



Company Registration No. 05475037

NOTES TO THE FINANCIAL STATEMENTS

For the year ending 31st October 2022

1 ACCOUNTING POLICIES

1.1 ACCOUNTING CONVENTION

These financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102 SORP), applicable UK Accounting Standards and the Companies Act 2006. The principal accounting policies used, which have been consistently applied, are set out below. The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 GOING CONCERN

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 INCOME

Income comprises grants and payments receivable for delivering the programmes and activities of the charity.

1.4 EXPENDITURE

Resources expended are included in the Statement of Financial Activities on an accrual basis.

2 INVESTMENTS

	Unrestricted Funds 2022	Total 2021
Interest receivable	£86	-

3 CHARITABLE ACTIVITIES

	Charitable Activities 2022	Charitable Activities 2021
Provision of workshops and training	£126,591	£84,582
Accountancy Fees	-	£1,838
Total	£126,591	£86,420
Share of support costs (see note)	£11,321	-
Share of governance costs (see note)	£4,649	-
	£142,561	£86,420
ANALYSIS BY FUND		
Unrestricted funds	£59,098	£86,420
Restricted funds	£83,463	-
	£142,561	£86,420

NOTES TO THE FINANCIAL STATEMENTS

For the year ending 31st October 2022

- 4 TRUSTEES
None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

- 5 EMPLOYEES
In 2022 AFC took on part-time employees in the management. Occasional payments are made to freelance professionals for their contribution to specific programmes and activities.

	2022 Number of Employees	2021 Number of Employees
	4	-

- 6 DEBTORS

AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
trade debtors	£12,500	-

- 7 CREDITORS
AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
trade creditors	£3,132	£1,000
other creditors	£425	-
accruals and deferred income	£2,501	£2,501
TOTAL	£6,058	£3,501

- 8 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted	Restricted	Total 2022	Unrestricted	Restricted	Total 2021
	2022	2022	2022	2021	2021	2021
Fund balances at 31 October 2022 are represented by:						
Current assets/(liabilities)	£35,350	£38,409	£73,759	£3,417	-	£3,417
	£35,350	£38,409	£73,759	£3,417	-	£3,417

- 9 RELATED PARTY TRANSACTIONS
There were no disclosable related party transactions during the year (2021- none)



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Email
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Website
www.actforchange.org.uk

ACT FOR CHANGE

England & Wales - Charity number 1119291

Accounts

Charity Registration No. 1119291

Company Registration No. 05475037 (England and Wales)

ACT FOR CHANGE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2021



Sobell Rhodes LLP
The Kinetic Centre
Theobald Street
Elstree
Borehamwood
Hertfordshire
WD6 4PJ

ACT FOR CHANGE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr D Johnson Mr Marc Keidan Natalie Machta-Joseph	(Appointed 25 May 2022) (Appointed 9 March 2021)
Charity number	1119291	
Company number	05475037	
Principal address	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Registered office	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Independent examiner	Sobell Rhodes LLP The Kinetic Centre Theobald Street Elstree Borehamwood Hertfordshire United Kingdom WD6 4PJ	
Bankers	Charities Aid Foundation 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	

ACT FOR CHANGE

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ACT FOR CHANGE

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 OCTOBER 2021

Dear AFC supporter,

The Covid pandemic has continued to pose unprecedented and unique challenges for AFC and the sectors within which AFC operates. We have seen demands for our services continue to steadily rise and we have had to respond creatively and in a timely manner to the various requests for our services.

Our staff and Executive Director have risen to the challenges and maintained a level of service which our key stakeholders have found invaluable and as such have recommissioned and restated their satisfaction with the service. The Business plan which was developed approximately 3 years ago placed our focus and strategic approach on working with the statutory sector. We continue to seek funding solutions which are independent of Tenders.

2021 has been a clear example of this approach and strategy: whilst we continued, where possible, to explore opportunities for government funding and have been developing relationships with other funders, our services within Local Authority and Health sectors has built on a strong foundation of relationship building over a number of years and markedly grown over the period. 2021 – 2022 will see further efforts by AFC to expand and build partnerships with these established commissioners.

Due to the increased demand for services AFC seeks to ensure that its system for case management and recording meets our requirements. This means that our system is under review to ensure we are able to both meet our statutory obligations to a growing number of commissioners and be easy for staff to use and for management to retrieve information required to meet our oversight requirements.

AFC has managed to maintain and build upon the broad staff skill set and this will continue into 2022. As client needs become increasingly complex and also more clearly defined, we require our staff to update and grow their knowledge and skills base on an ongoing basis. Staff training will therefore need to take a more central role in the supervisory arrangements for staff and AFC will need to put in place arrangements to ensure staff attend the training necessary for their roles.

As Chair, I am pleased with the direction and continued hard work of staff and all those who support AFC and look forward to 2022 where we can continue to help and support the most vulnerable in our society.

Darren Johnson

Chairman of the Board

.....

Chairman

Dated:

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 OCTOBER 2021

Trustees' report for the year ended 31 October 2021

The Trustees, who are also directors of the Charitable Company for the purposes of the Companies Act, have pleasure in submitting the report and financial statements of the Charitable Company for the year ended 31 October 2021. The financial statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charitable Company's governing document and requirements of the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102 SORP) issued in March 2015, applicable UK Accounting Standards and the Companies Act 2006.

Our Objectives

Act for Change is a mental health charity focussing its mission on young people and families. Established in 2007 and working as a commissioned service provider in multi-agency collaboration since 2012.

Our mission at actforchange focuses on the development of interventions supporting children, young people and their families to overcome trauma and strengthen their mental health resilience.

We are committed to the principles that underpin Every Child Matters.

We create the context for better access and engagement by responding to their special cultural, communal and developmental needs with youth-friendly services.

Providing local communities with the tools to continue the work and equip young people with the skills to actforchange at crucial moments.

We deploy creativity and innovation to achieve systemic change.

Our mission is to ensure that every child and young person who has experienced childhood family and historical adverse experiences is able to maximize their potential. We focus our efforts to achieve this through our holistic approach to Trauma, Child Development and Family Systems.

AFC MODE OF PRACTICE FOR SYSTEMIC WINS

To act for change we strive for systemic wins. This means that we help bring attention to the different roles in any conflict in a way that diffuses tension and enables everyone to come out a winner.

All our programs use our

actforchange model of practice™

a trauma-informed practice which enables practitioners working with young people with experiences of trauma to address the complex systemic and developmental issues impacting their lives within their families (particularly parental conflict) as well as across school and community. All are underpinned by research. This provides a structured process and allows us to accurately measure and monitor progress.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2021

Who We Serve

The most disadvantaged young people in our partner boroughs. These young people are selected by their teachers, social workers and youth works for the traumatic experiences which they are grappling with and often their direct exposure to conflict.

Practitioners, counsellors, mentors and volunteers in our partner borough of Bexley took part in inter-parental conflict intervention training gearing up to delivery in 2022-23 to a wider base across the Borough. This program de-escalating conflict is intended to reduce the demand on Social Services with families in which inter- parental conflict often escalates into increased intervention.

Communities, Faith Communities and Charities to develop cultural health by facilitating communities of practice. In Ealing the continued fortnightly Community of Practice facilitation has been growing awareness of systemic safeguarding. This has been increasing the ability of a community to address the first signs of vulnerability to abuse taking place.

To grow Community Safety together with our Bexley partners, another Community of Practice of volunteers in our neighborhoods in Bexley has been started this past year, to provide continuity of care to young people at risk of violence who have received support by Act for Change counsellors and wish to continue having a supportive contact.

We work alongside Schools and Family Wellbeing Services in supporting families and young people, often meeting young people in schools.

With our University partners, University of West London and Durham University, we have been working to reduce the systemic barriers to cultural health particularly as regards human dignity and abuse of power and understanding diverse engagement with mental health services. By undertaking research into those barriers and then raising awareness of how we might mitigate the barriers, we are making a dent in the barriers to diverse engagement and strengthening community resilience.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2021

Our Activities

We provide the following targeted support:

Early therapeutic interventions for young people at severe risk of violence (Counselling and High Intensity Mentoring)

Developing a culture of systemic safeguarding

Systemic family support to the parents or carers of these young people

Facilitate conversations in person and online to meet individual needs

Engaging with communities through group work

Counselling and High Intensity Mentoring

For Young People

Intensive programmes (20 weeks) with a focus on increasing self-awareness, emotional resilience and the ability to manage conflict.

For Parents, Carers and Families

In tandem, we offer family support and interventions wherever these are most effective within the family system. (Systemic Family Therapy).

Research

Common Fault Lines and Common Ground Research and presentation of findings by running forums, round tables, conferences, studies and talks on:

- Diverse Engagement (systemic discrimination)
- Community-based systemic safeguarding
- Inclusive Education through (systemic win implementation)

Training

We run a range of trauma-informed trainings that follow our Trauma, Developmental, Systemic Model. In particular, we are running communication trainings for parents and carers in conflict situations, as well as training practitioners and counsellors in conflict intervention.

Achievements and performance

Our service provision has grown by 50% based on findings by Bexley Council Strategic Review

We initiated delivery on an inter-parental conflict intervention training for an initial 54 practitioners.

We joined the Bexley Collective as part of our commitment to seed 'light touch' interventions across the communal and cultural landscape in Bexley.

We partnered with Community Safety to reduce violence amongst young people.

During the pandemic we strengthened our Safeguarding procedures, systems and policies to ensure our ability to continuously deliver our services in the extraordinary circumstances.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2021

HOW COVID-19 MEASURES AFFECTED ACTIVITIES

During consecutive lockdowns, we delivered our services mainly online. Transitioning back to in-person delivery has been a gradual process and we have started to expand the number of local venues in which we are seeing young people and families.

Impact on our ability to fundraise

Covid, Brexit and the general state of the public finances, on which AFC relies upon for the core of its income, have all impacted and will continue to impact upon our capacity to raise funds.

The three core areas traditionally used by charities for income generation e.g. grants, donations and payment for services remain central to our financial approach. However, we note that AFC increasingly is deriving most of its funding from payment for services and therefore our plan is weighted towards increasing this approach. We also note that donations from large grant-giving organizations have not delivered the hoped for or much promised contributions and despite very strong applications we note that these bodies consistently prefer giving to existing providers. AFC will continue to explore opportunities for donations, but the effort must be balanced by a realistic prospect of obtaining the grant.

Impact of the virus on staff, volunteers and beneficiaries

Volunteer numbers have grown significantly over the period.

Risk Management

As expected in our last report, we have experienced an easing of the double bind we found ourselves in: being asked to provide services and to mothball our capacities. Our ability to sustain the charity through this turbulent time has been strengthened by diversifying our income generation and fundraising more actively.

Impact of the virus on the charity's reserves policy

The virus impacted on our reserves policy. Consequently, we took steps to ensure a 3-6 months reserve can be built up over 2021-22 and any change to designated funds set aside for future commitments.

Impact of virus-related control measures on our wider network

We have continued to join up and collaborate across any piece of work to achieve the impacts we seek within a reduced funding envelope. Our focus has been on growing the impact of our work through a holistic approach to community that addresses mental health and wellbeing rather than a fragmented focus on individuals. This will continue to grow during 2021-22.

Financial review

We have been widening our income streams by developing our training provision and formalising our research capacity.

We are making significant strides toward our own sustainability regardless of the immediate need of the local authorities who commission us.

Volunteers continue to make an increasing contribution in managing the changed circumstances and helped us with adapting our systems and developing our communications.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2021

Plans for future

To address the increased pressure on our services we will distribute our knowhow by training other charities and public sector practitioners, parents, Carers and Volunteers within Communities. We will also be further strengthening our governance structures and internal systems. This will build our organizational capacity.

We have set out our goals for the coming year around four streamlined strands:

Our clinical provision: continuing to provide our adapted services and growing the range of young people we are seeing. Our goal here is to strengthen our links with counselling and psychology colleges and through them to offer robust student placements.

Training practitioners: having piloted our first inter-parental conflict intervention programme for practitioners, we will now be focused on roll-out to a larger number of practitioners and trainers who will embed the knowhow within the community at large.

Research base: We have been steadily developing key community partnerships on the specific issues affecting mental health which we are focused on, such as: trauma and child abuse, diverse engagement.

Community: We work closely with our best placed partners to intervene early, recruiting within and in partnership with Faith Communities & Housing Associations. We will recruit community 'buddies' to support at-risk youth with Light Touch Interventions & social prescribing, enabling us to reach larger numbers of young people in need.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2021

Governance

Three Trustees oversee the charity and bring their expertise to their specific briefs. 30% of our Board has direct lived experience of the issues we deal with.

They oversee the performance of our delivery to ensure we consistently meet our high standards and Continuous Improvement (as set out in our Quality Assurance Policy and Procedures) and deliver each of the expectations placed on staff - as set out in our Clinical Governance, Safeguarding and Information Sharing and Compliance Policies. Our Board meets quarterly.

During COVID, we have been in very close contact weekly.

We have an informal youth advisory board. Our youth advisory board (past and present participants) help us understand the youth voices and plan future activities. This board is run informally, behind the scenes, as young people involved in gang activity, for example, might be at further risk of 'reprisals' by their peers were they to be seen actively in such roles.

Mr D Johnson

Mr Marc Keidan (Appointed May 2022)

Mrs Natalie Machta (Appointed April 2021)

Management of the Chief Executive

The day today operational management of AFC rests with the Chief executive. She receives Management support/ supervision from the Chair of Trustees. This arrangement has been effective and active in ensuring that the Charity manages the complex demands placed upon it from a range of stakeholders. The CE of AFC and Chair of Trustees currently meet on a minimum weekly basis, and this will continue for the foreseeable future whilst the Charity develops its services in line with its plan.

Induction and Training of Trustees

We have adopted a policy for the induction and training of Trustees and will continue to strengthen the implementation of it in the coming period.

Co-opted Volunteers/ Supporters

AFC benefits from having many people who know of its work and wish to contribute their skills and services. Most of their time is given freely without recompense or payment. Where such persons are known to or related to persons employed by AFC, AFC will introduce a register of persons so that the charity remains transparent in the relationships persons engaged in the business of the charity have. Conflicts of interests or appearances of favoritism will be avoided by use of the register which will be available in any FOI request.

Remuneration Policy

Act for Change aims to ensure that all staff are paid appropriately according to the nature of the work and experience, knowledge and skills needed to carry out their job.

The charity is committed to principles ensuring that pay and conditions of employment do not discriminate unlawfully and are free from bias.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2021

Affiliations and Partnerships

We have been steadily developing key community partnerships on the specific issues affecting mental health which we are focused on, such as:

- Trauma and Child Abuse
- The Structural barriers to access of mental health provision
- Developing Conflict Resolution Processes and Co-creating Materials and Programs

As we engage with increasing numbers of local communities collaboration with partners will become more active. In addition, we will be running a Symposium on the interface between safeguarding top down by institutions and bottoms up cultural change safeguarding within a community base.

We work closely with our best placed partners to intervene early (Faith Communities & Housing Associations) Our partners are:



Ealing Abbey Monastery



We will continue to expand our network of partners best placed to pick up the pieces when things go wrong. We will work to build an evidence-base for our systemic grounds-up approach with the universities who are best equipped for research. base.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 OCTOBER 2021*

The Trustees' report was approved by the Board of Trustees.

.....
Mr D Johnson
Trustee
Dated:

ACT FOR CHANGE

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 OCTOBER 2021

The Trustees, who are also the directors of Act For Change for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

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

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

ACT FOR CHANGE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ACT FOR CHANGE

I report to the Trustees on my examination of the financial statements of Act For Change (the Charity) for the year ended 31 October 2021.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.

Adam Shelley (FCCA)
Sobell Rhodes LLP

The Kinetic Centre
Theobald Street
Elstree
Borehamwood
Hertfordshire
WD6 4PJ
United Kingdom

Dated:

ACT FOR CHANGE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
<u>Income from:</u>							
Grant and other income		76,985	-	76,985	67,922	18,350	86,272
<u>Expenditure on:</u>							
Charitable activities	2	86,420	-	86,420	70,091	3,100	73,191
Net (expenditure)/income for the year/ Net movement in funds							
		(9,435)	-	(9,435)	(2,169)	15,250	13,081
Fund balances at 1 November 2020							
		(2,398)	15,250	12,852	(229)	-	(229)
Fund balances at 31 October 2021							
		(11,833)	15,250	3,417	(2,398)	15,250	12,852

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ACT FOR CHANGE

BALANCE SHEET

AS AT 31 OCTOBER 2021

	Notes	2021 £	£	2020 £	£
Current assets					
Cash at bank and in hand		6,918		15,247	
Creditors: amounts falling due within one year					
	5	(3,501)		(2,395)	
Net current assets			3,417		12,852
Income funds					
Restricted funds			15,250		15,250
Unrestricted funds			(11,833)		(2,398)
			3,417		12,852

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 October 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on

.....

Mr D Johnson

Trustee

Company Registration No. 05475037

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2021

1 Accounting policies

1.1 Accounting convention

These financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice- Accounting and Reporting by Charities (FRS 102 SORP), applicable UK Accounting Standards and the Companies Act 2006. The principal accounting policies used, which have been consistently applied, are set out below.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

Income comprises grants and payments receivable for delivering the programmes and activities of the charity.

1.4 Expenditure

Resources expended are included in the Statement of Financial Activities on an accrual basis.

2 Charitable activities

	Charitable Activities 2021 £	Charitable Activities 2020 £
Provision of workshops and training	84,582	70,971
Accountancy fees	1,838	2,220
	<u>86,420</u>	<u>73,191</u>
	<u>86,420</u>	<u>73,191</u>
Analysis by fund		
Unrestricted funds	86,420	70,091
Restricted funds	-	3,100
	<u>86,420</u>	<u>73,191</u>

3 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2021

4 Employees

	2021 Number	2020 Number
Total	-	-

There are no persons employed by the charitable company. Occasional payments are made to individuals for their contribution to specific programmes and activities.

None of the Trustees have received any remuneration from the Charitable Company during the year.

5 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	1,000	-
Accruals and deferred income	2,501	2,395
	<u>3,501</u>	<u>2,395</u>

6 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 October 2021 are represented by:						
Current assets/ (liabilities)	3,417	-	3,417	(2,398)	15,250	12,852
	<u>3,417</u>	<u>-</u>	<u>3,417</u>	<u>(2,398)</u>	<u>15,250</u>	<u>12,852</u>

7 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

ACT FOR CHANGE

England & Wales - Charity number 1119291

Accounts

Charity Registration No. 1119291

Company Registration No. 05475037 (England and Wales)

ACT FOR CHANGE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020



Sobell Rhodes LLP
The Kinetic Centre
Theobald Street
Elstree
Borehamwood
WD6 4PJ

ACT FOR CHANGE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr D Johnson Mr Marc Keldan	(Appointed 17 August 2020)
Charity number	1119291	
Company number	05475037	
Principal address	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Registered office	17 Cannons Close Radlett Hertfordshire United Kingdom WD7 7ER	
Independent examiner	Sobell Rhodes LLP The Kinetic Centre Theobald Street Elstree Borehamwood United Kingdom WD6 4PJ	
Bankers	Charities Aid Foundation 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	

ACT FOR CHANGE

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ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 OCTOBER 2020

Trustees' report for the year ended 31 October 2020

The Trustees, who are also directors of the Charitable Company for the purposes of the Companies Act, have pleasure in submitting the report and financial statements of the Charitable Company for the year ended 31 October 2020. The financial statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charitable Company's governing document and requirements of the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS 102 SORP) issued in March 2015, applicable UK Accounting Standards and the Companies Act 2006.

Our Objectives

Act for Change is a mental health charity focussing its mission on young people and families. Established in 2007 and working as a commissioned service provider in multi-agency collaboration since 2012.

Who We Serve

The most disadvantaged young people in our partner boroughs. These young people are selected by their teachers, social workers and youth workers for the traumatic experiences which they are grappling with and often their direct exposure to conflict.

Our Activities

We provide following targeted support :

- early therapeutic interventions for young people at severe risk of violence (counselling and mentoring)
- systemic family support to the parents or carer's of these young people
- develop a culture of systemic safeguarding engaging with communities (this includes group work and facilitated conversations in person and online)

Counselling

- for young people aged 11-18 who have experienced trauma: Intensive programmes (12-28 weeks) with a focus on increasing self-awareness, emotional resilience and the ability to manage conflict.
- for parents, carers and families: systemic family therapy

Training

- across multi-agency: Practitioner Training
- for counsellors
- for parents and carers

Research

Common Fault lines and Common Ground Research we run forums, round tables, conferences, studies and talks on following:

- structural Racism
- systemic Safeguarding
- Inclusive Education
- Impact of disinformation

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2020

AFC MISSION, PURPOSE, BENEFICIARIES

Our mission is to ensure that every child and young person who has experienced childhood, family and historical trauma is able to maximise their potential. We focus our efforts to achieve this through our holistic approach to Trauma, Child Development and Family Systems.

All our programmes use our Act for Change Model of Practice™: a trauma-informed practice which enables practitioners working with young people with experiences of trauma to address the complex systemic and developmental issues impacting their lives within their families (particularly parental conflict) and across school and community. All are underpinned by research. This provides a structured process, allows us to accurately measure and monitor progress.



Achievements and performance

We focus on the young person at the heart of a network of support.

We join up with local communal partners and bring a community together to discuss issues from the various perspectives, supporting all sides.

We create change from different perspectives: we help all the sides pick up all the roles present diffusing inner and outer conflict.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2020

Main Achievements

Aspects of impact delivered before and after the virus.

179 Young people referred of which 124 engaged
plus 76 Parents & Carers
and 120 Teachers, Youth Workers, Social Workers.

Young people feel heard:

60% report increased ability to deal with conflict
72% report increased emotional resilience or mental wellbeing
72% report Increased self-awareness
55% feel more confident in articulating what they need from others

More efficient & better-connected services with different organisations working effectively together, demonstrated by:

Average time between referral and first appointment is 2-3 weeks (during COVID <1 week)
70% young people who complete their support package.

Increased safeguarding:

94 people attended a conference on child sexual abuse (Oct 2018). The Impact of this conference rippled out to many more people through follow-up in 2019-20 to embed a 'systemic safeguarding' culture of deep listening and accountability to prevent child abuse in the community.

24 community forums facilitated active engagement

5 one-day trainings for 27 people on structural and rank dynamics of power to create an environment where it is possible to speak out about the effects of the unconscious use and abuse of power.

How virus measures affected activities

Our staff capacity was initially impacted through the vulnerability of some of our counsellors, illness and bereavement in some of their own families. The crisis has changed how we deliver services to young people but we have not had to reduce any of our services under our commissioned services contracts.

Our Safeguarding Policy was updated to include password protected online counselling sessions, ensured that parents sign a confirmation that they will respect confidentiality and give their young person a safe space to conduct online sessions. The service supervisor is able to 'attend' a zoom session between any counsellor and a young person for supervisory reasons.

We are providing internal training for staff using our family de-escalation model. We have strengthened the signposting to other services and our collaborations. As lockdown is eased, we are adding provision for outdoor counselling sessions and how to safeguard those.

We have adapted our services from in-person to online counselling sessions.

We have also developed new services:

A Family Online Crisis Intervention Service (FOCIS), and training in de-escalating family conflict.

AFC Wellbeing - enabling people experiencing the effects of social distancing and loneliness to access enhanced mental health support.

Ethical Entrepreneur youth pathway for young people 16+ in care supporting children in need and youth at risk to regain a sense of agency and contribute to their community.

Run weekly facilitated conversations to help people grieve and alleviate the effects of loneliness

Increased supervision and support to our counsellors and practitioners of our commissioning partners, to prevent burnout.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2020

Financial review

The financial uncertainties faced by our commissioning partners naturally feeds back to us. We have relied almost exclusively on contracts with local authorities and the high level of uncertainty and consequent restructuring at the local authority level has an impact on ourselves.

While our reputation as a charity that goes the extra mile has helped us to maintain and possibly strengthen our position, the high level of uncertainty leaves us at the same time in an enviable position (an anticipatory ability to respond) and an uncertain one relative to our financial sustainability. We are taking measures to tighten our financial controls and widen our income streams by developing our training provision and formalising our research capacity. In this way we will assure our own sustainability regardless of the immediate needs of the local authorities who commission us.

Volunteers have made a contribution in managing the changed circumstances and helped us with adapting our systems and developing our communications.

Impact on our ability to fundraise

In 2019 we began an investment readiness process with a potential investor. This process laid out our growth plans for 2020-24. Coronavirus thwarted these plans. We have completely revised those plans and the potential investor put on hold any investment. We consulted our partners and the local authorities we work with and based on the needs they expressed, largely re-written our plans for 2020-21 and created three new services. There is a 3-6 month gap between local authority commissioning coming online and the present and foreseeable spike in mental health needs. Our trustees have managed this situation by actively reaching out to new potential funders as well as keeping tight controls on outgoings. We had to totally re-write our business plan. We were expecting 30K investment and a 10K grant from the investors we were discussing with. They disengaged the moment COVID hit. We no longer anticipate receiving their investment.

Impact of the virus on staff, volunteers and beneficiaries

Capacity decrease of about 25%. We have not laid off or furloughed anyone. To reduce costs, we have terminated a contract for our room at the Danson Community Centre. It will not be usable in the foreseeable as too small for social distancing.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 OCTOBER 2020

Risk management

The principal risks and uncertainties facing Act for Change during the reporting period arise out of the high level of need and demand for our services and the high level of uncertainty as to available budgets held by local authorities to commission us. We are at the same time asked to provide services and told to mothball our capacities. We expect this double bind to ease in the coming months and that we will have an increased ability to sustain the charity through this turbulent time.

The income has changed because the financial landscape and the needs are much greater and so we are pricing our services with the most minimal margin possible to cover streamlined overheads.

Impact of the virus on the charity's reserves policy

We entered the pandemic with a very low level of reserves. The virus has impacted on our reserves policy by strengthening our resolve to build up a 3-6 months reserve.

level of reserves and any change to designated funds set aside for future commitments

Impact of virus related control measures on our wider network

There is a greater understanding and willingness to join up and collaborate across any piece of work to achieve the impacts we seek within a reduced funding envelope. Our focus has been on growing the impact of our work through a wholistic approach to community that addresses mental health and wellbeing rather than a fragmented focus on individuals.

Plans for future periods

In the immediate term, we have minimised the impact of the virus control measures by reducing our costs (travel and venue costs) and increasing the number of young people we saw online. In the intermediate term the likely impact of the virus control measures will be increased activity and a strengthening of our systems and anticipatory capacity to respond. In the longer term, we will be distributing our knowhow by training other charities and public sector practitioners.

In developing our new strategy plan for the coming year, we have set out what we will do: streamlining our work through three strands:

- a clinical provision - continuing to provide our adapted services and adding new services to expand the mental health provision.
- a research base - First Focus: diverse engagement
- training practitioners

We are also sharing with you how we will do it:

- we are informed by ongoing research on the hot topics and fault lines within local communities.
- we create a space for us as a community to hear and be heard, to acknowledge the hidden anxiety and what's happened.
- we invite everyone into a conversation because everyone matters.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2020

Governance

Three Trustees oversee the charity and bring their expertise to their specific briefs. 30% of our Board has direct lived experience of the issues we deal with.

They oversee the performance of our delivery to ensure we consistently meet our high standards and Continuous Improvement (as set out in our Quality Assurance Policy and Procedures) and deliver each of the expectations placed on staff - as set out in our Clinical Governance, Safeguarding and Information Sharing and Compliance Policies. Our Board meets quarterly.

During COVID, we have been in very close contact weekly.

We have an informal youth advisory board. Our youth advisory board (past and present participants) help us understand the youth voices and plan future activities. This board is run informally, behind the scenes, as young people involved in gang activity might be at further risk of 'reprisals' by their peers were they to be seen actively in such roles

Mr C Harrison-Read (Resigned 25 April 2021)

Mr D Johnson

Mr Marc Keidan (Appointed 17 August 2020)

Induction and training of trustees

Policies adopted for the induction and training of Trustees

Remuneration policy

Act for Change aims to ensure that all staff are paid appropriately according to the nature of the work and experience, knowledge and skills needed to carry out their job.

The charity is committed to principles ensuring that pay and conditions of employment do not discriminate unlawfully and are free from bias.

ACT FOR CHANGE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2020

Affiliations and Partnerships

We have been steadily developing key community partnerships on the specific issues affecting mental health which we are focused on such as:

- trauma and child abuse; and
- the structural issues around racism

We work closely with our best placed partners to intervene early

- faith Communities
- housing Associations

We will continue to expand our network of partners best placed to pick up the pieces when things go wrong

We will work to build an evidence-based for our systemic grounds-up approach with the following universities who are best equipped for research:

BEXLEY LLB
BEXLEY BVSC
Ealing Abbey
Saail
Englopro
Inastrum
UWL
Hertfordshire University

The Trustees' report was approved by the Board of Trustees.



Mr G Johnson

Trustee

Dated: 27.7.21

ACT FOR CHANGE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ACT FOR CHANGE

I report to the Trustees on my examination of the financial statements of Act For Change (the Charity) for the year ended 31 October 2020.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.

Sobell Rhodes LLP

Adam Shelley (FCCA)
Sobell Rhodes LLP

The Kinetic Centre
Theobald Street
Elstree
Borehamwood
WD6 4PJ
United Kingdom

Dated: *26/7/2021*

ACT FOR CHANGE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 OCTOBER 2020

	Notes	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £
Income from:					
Grant and other income		67,922	18,350	86,272	86,626
Expenditure on:					
Charitable activities	2	70,091	3,100	73,191	86,663
Net (expenditure)/income for the year/ Net movement in funds		(2,169)	15,250	13,081	(37)
Fund balances at 1 November 2019		(229)	-	(229)	(192)
Fund balances at 31 October 2020		<u>(2,398)</u>	<u>15,250</u>	<u>12,852</u>	<u>(229)</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ACT FOR CHANGE

BALANCE SHEET

AS AT 31 OCTOBER 2020

	Notes	2020 £	£	2019 £	£
Current assets					
Cash at bank and in hand		15,247		3,430	
Creditors: amounts falling due within one year	5	<u>(2,395)</u>		<u>(3,659)</u>	
Net current assets/(liabilities)			<u>12,852</u>		<u>(229)</u>
Income funds					
Restricted funds		15,250		-	
Unrestricted funds		<u>(2,398)</u>		<u>(229)</u>	
			<u>12,852</u>		<u>(229)</u>

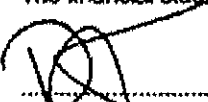
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 October 2020.

The director acknowledges his responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the 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 company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 23/7/2021


.....
Mr D Johnson
Trustee

Company Registration No. 05475037

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2020

1 Accounting policies

1.1 Accounting convention

These financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice- Accounting and Reporting by Charities (FRS 102 SORP), applicable UK Accounting Standards and the Companies Act 2006. The principal accounting policies used, which have been consistently applied, are set out below.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

Income comprises grants and payments receivable for delivering the programmes and activities of the charity.

1.4 Expenditure

Resources expended are included in the Statement of Financial Activities on an accrual basis.

2 Charitable activities

	Charitable Activities 2020 £	Charitable Activities 2019 £
Provision of workshops and training	70,971	86,063
Accountancy fees	2,220	600
	<hr/> 73,191	<hr/> 86,663
	<hr/> 73,191	<hr/> 86,663
Analysis by fund		
Unrestricted funds	70,091	86,663
Restricted funds	3,100	-
	<hr/> 73,191	<hr/> 86,663
	<hr/> <hr/>	<hr/> <hr/>

ACT FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2020

3 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

4 Employees

	2020 Number	2019 Number
Total	-	-

There are no persons employed by the charitable company. Occasional payments are made to individuals for their contribution to specific programmes and activities.

None of the Trustees have received any remuneration from the Charitable Company during the year.

5 Creditors: amounts falling due within one year

	2020 £	2019 £
Accruals and deferred income	2,395	3,659

6 Analysis of net assets between funds

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £
Fund balances at 31 October 2020 are represented by:				
Current assets/(liabilities)	(2,398)	15,250	12,852	(229)
	<u>(2,398)</u>	<u>15,250</u>	<u>12,852</u>	<u>(229)</u>

7 Related party transactions

There were no disclosable related party transactions during the year (2019 - none).