

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	

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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

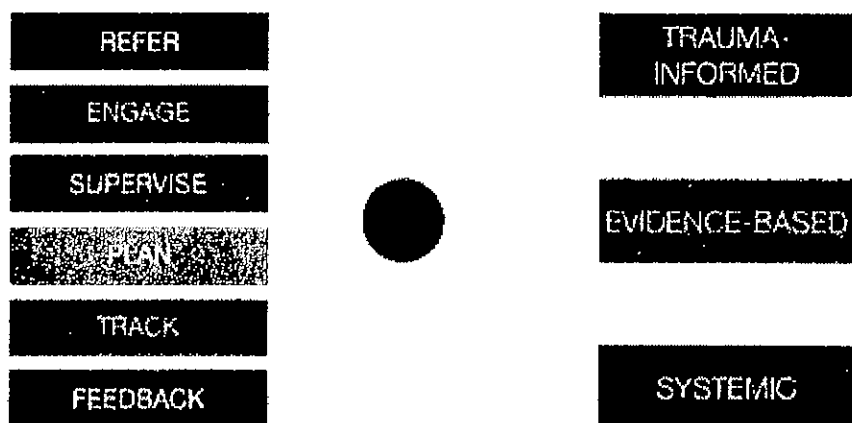
ACT FOR CHANGE

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.

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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 B Johnson

Trustee

Dated: 23.7.21

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 £
<u>Income from:</u>					
Grant and other income		67,922	18,350	86,272	86,626
<u>Expenditure on:</u>					
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	(2,395)		(3,659)	
Net current assets/(liabilities)			12,852		(229)
Income funds					
Restricted funds		15,250		-	
Unrestricted funds		(2,398)		(229)	
			12,852		(229)

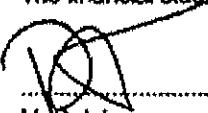
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 October 2020.

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
	<u>73,191</u>	<u>86,663</u>
	<u>73,191</u>	<u>86,663</u>
Analysis by fund		
Unrestricted funds	70,091	86,663
Restricted funds	3,100	-
	<u>73,191</u>	<u>86,663</u>

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)
	(2,398)	15,250	12,852	(229)

7 Related party transactions

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