

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



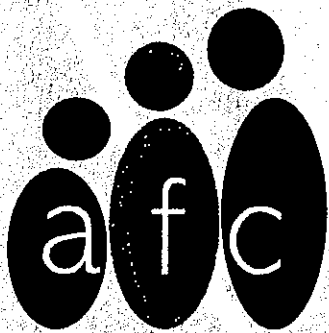
Sobell Rhodes LLP
The Kinetic Centre
Theobald Street
Elstree
Borehamwood
Hertfordshire
WD6 4PJ

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

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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 a stylized, overlapping circular or oval shape with a long, sweeping line extending from the top 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

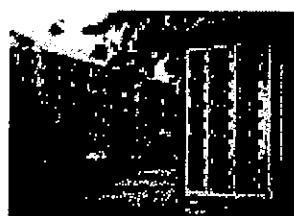
actforchange

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.

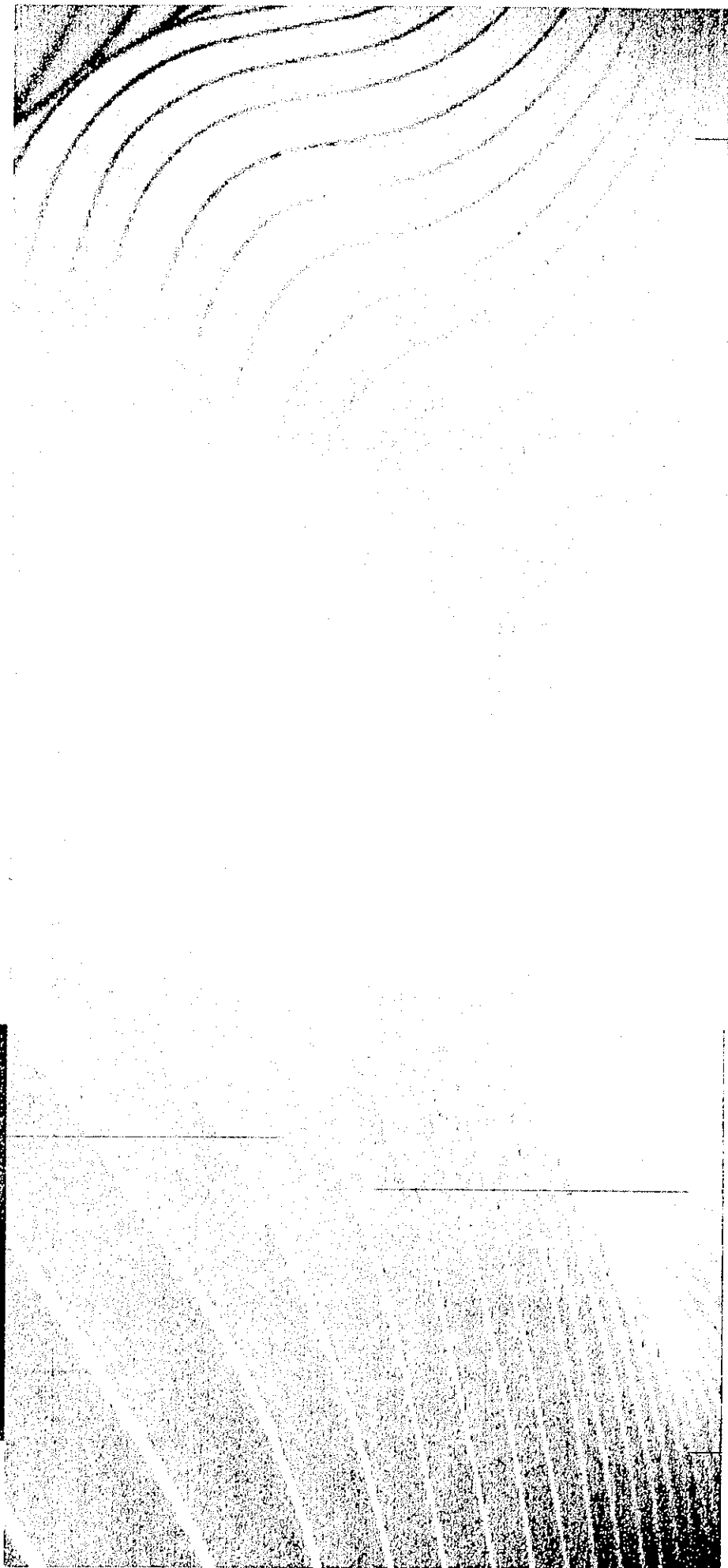
Actforchange brings attention to the different roles in any conflict in a way that diffuses tension and enables everyone to come out a winner.

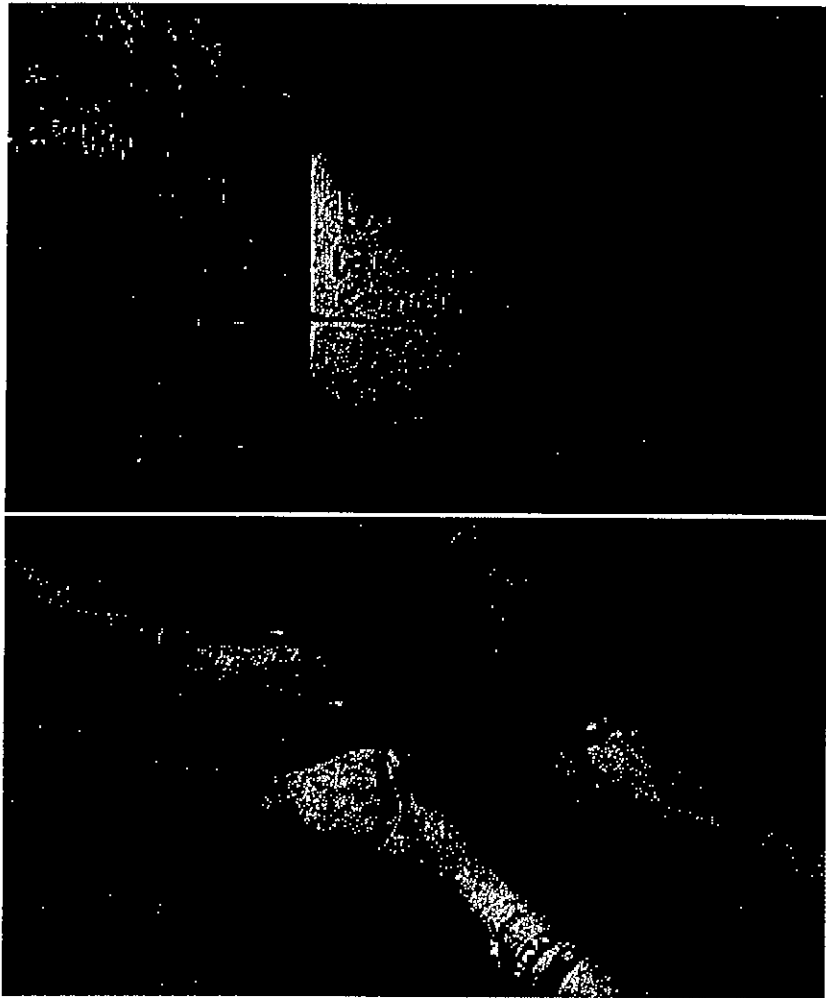
All our programs use our actforchange model of practice™

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

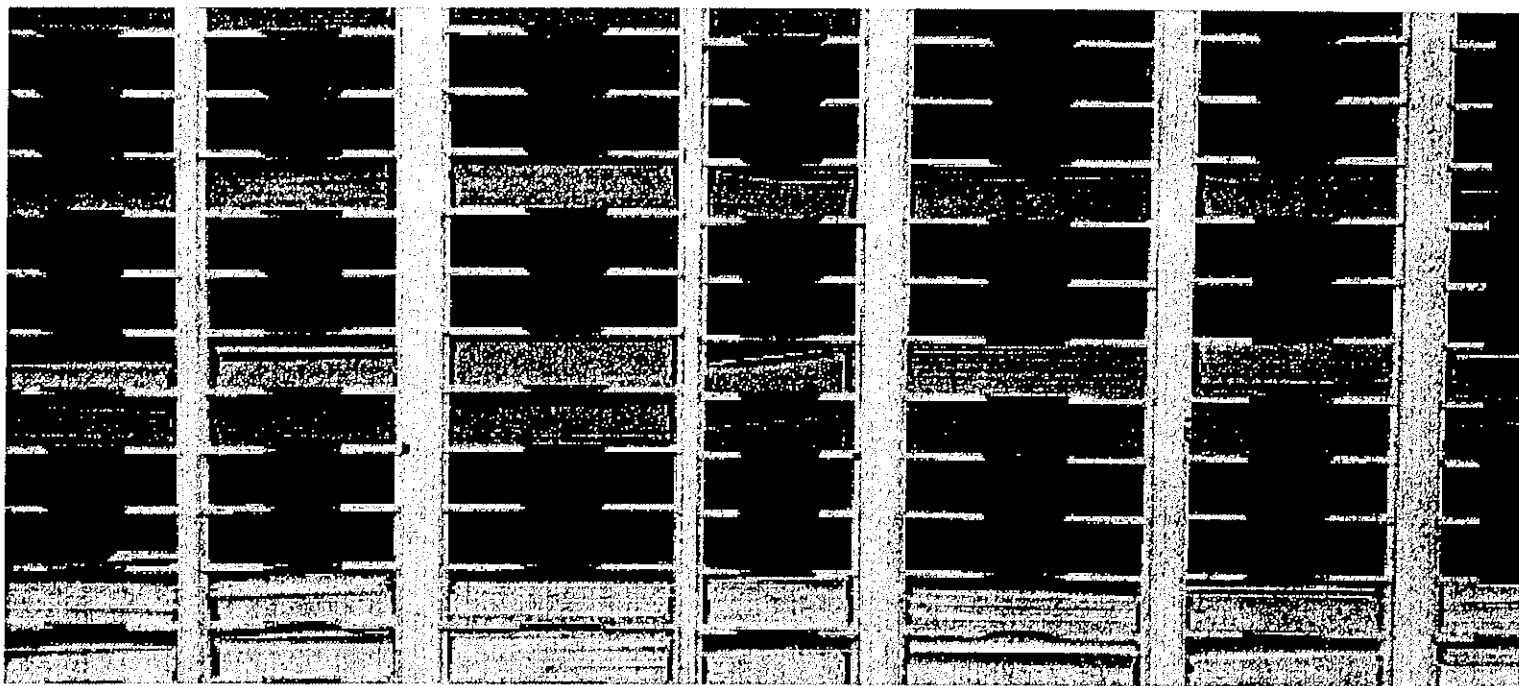
Other activities to support professional infrastructure:



Trauma-Informed Practice Training for social workers and practitioners



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



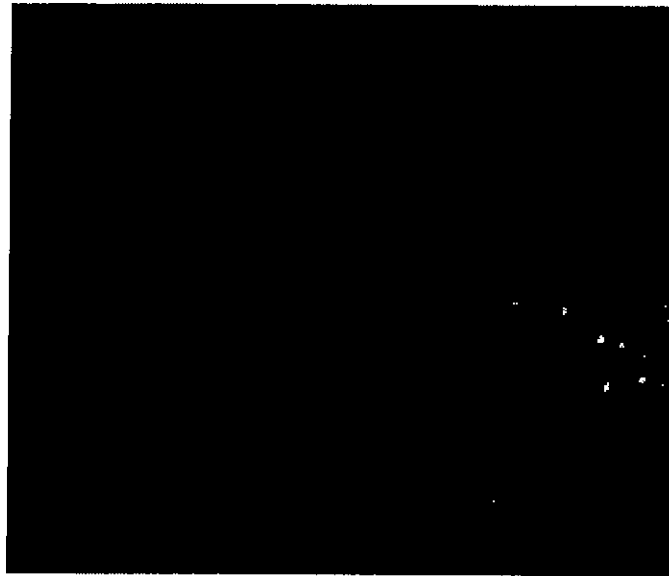
Practitioners, counsellors, mentors and volunteers in our partner boroughs of Bexley took part in inter-parental conflict Intervention training and an induction into trauma-informed practice as we gear up to delivery in 2022-23 to a wider base across the Borough. This program de-escalating conflict is 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.



Financial Review

We have diversified and grown our income streams and this is enabling us to build capacity.

We continue to find significant strides toward our own sustainability regardless of the immediate need of the local authorities who commission.

Volunteers continue to make an increasing contribution to managing and running the organisation and we are pleased with adapting our systems and developing our communications.



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	funds	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

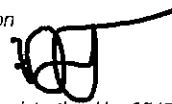
	notes	2022	2022	2021	2021
Current Assets					
Debtors		£12,500		-	
Cash at bank and in hand		£67,317		£6,918	
TOTAL		£79,817		£6,918	
Creditors: amounts falling due within one year					
(please see page 8 for notes)		(£6,058)		(£3,501)	
Net current assets			£73,759	£3,417	
Income funds					
Restricted 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
Unrestricted funds	£59,098	£86,420
Restricted funds	£83,463	-
	£142,561	£86,420

ANALYSIS BY FUND

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
<i>trade debtors</i>	£12,500	-

7 CREDITORS

AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
<i>trade creditors</i>	£3,132	£1,000
<i>other creditors</i>	£425	-
<i>accruals and deferred income</i>	£2,501	£2,501
<i>TOTAL</i>	£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
<i>Fund balances at 31 October 2022 are represented by:</i>						
<i>Current assets/(liabilities)</i>						
	£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)



Phone
(+44) 7704 0564205

Instagram
@actforchangeuk

Email
info@actforchange.org.uk

Website
www.actforchange.org.uk