



MAKING A DIFFERENCE

EMPOWERING YOUNG PEOPLE

INSPIRING CHANGE

ANNUAL REPORT 2020-2021

Bullies**Out**[®]
www.bulliesout.com

CONTENTS

A Message From

CEO	3
The Chair	3

Our Vision, Mission & Values

Our Vision	4
Our Mission	4
Our Values	4

Strategic Report

Strategy	5
Our Approach	5

Achieving Our Aims

Achieving Our Aims	5
--------------------------	---

What we do

What we do	6
------------------	---

COVID-19

COVID-19	7
----------------	---

Achievements & Performance in 2020-2021

Achievements & Performance in 2020-2021	8
---	---

Feedback

Feedback	9
----------------	---

Fundraising and Funding

Fundraising and Funding	10
-------------------------------	----

Objectives and plans for 2021-2022

Objectives and plans for 2020-2021	12
--	----

Legal Status & Objects

Public Benefit	13
Structure, Governance and Management	13
Membership	13

Financial Review

Financial Review	14
------------------------	----

Annual Statement and Accounts

Annual Statement and Accounts	15/17
-------------------------------------	-------

A MESSAGE FROM

Our Founder & CEO

"Not everything that matters can be measured and not everything that is measured matters" - Albert Einstein

This famous saying is so true when I think about the work of BulliesOut, our social impact and our ability to measure and demonstrate the value of our work to the outside world.

We're leading the way for a future where all those affected by bullying feel listened to and supported. We're here to make sure they receive support and have the resilience to overcome what is happening to them.

The bullying issue in our schools and workplaces is **real** and it is **urgent**. More and more young people and adults are reaching out for help. Sadly, many who take that brave step feel they're not listened to and that they simply don't matter. **But each and every one of them matters to us at BulliesOut.**

- We're here for those who need to talk.
- We give young people a voice, helping them to speak out about what is happening to them; letting society know that bullying is NOT 'kids being kids' and that it doesn't 'toughen you up'.
- We work with educators and professionals to help them understand the different dynamics of bullying behaviour and how best to deal with it in their environment
- And we're here for parents when they feel they have nowhere else to turn.

Their experiences, which we hear every single day, drive us to change things for the better.

Like many other charities, BulliesOut will be affected by Covid-19 for a long time but bullying destroys lives, bullying takes away lives and we need to stop this from happening. Although funding is a huge challenge, even more so now, we can't just do nothing. There are people who need us today and people who will need us tomorrow. We have to keep going for them - and we will.

I want to give my thanks to everyone who has supported our work with children and young people this year, giving their time as part of our wonderful team, through financial support, or helping us bring about change.

We could not have got through this without you.

Linda James MBE



The Chair

After joining BulliesOut as Trustee Chair in January of 2021, my reflections on the past four months or so are probably no different to anyone else across the UK, or even the globe. The pandemic forced everyone to face an uncomfortable truth in an uncomfortable time; separated from loved ones whether temporary or sadly forever, physically isolated from society our mental resolve has been tested to the extreme. But hopefully now we start to turn a corner, start to rebuild, start to heal.

BulliesOut faces those exact challenges, and whilst I am very grateful for all the hard work and support of everyone connected with the Charity, it is now time to double down and focus on new beginnings. The Board of Trustees has also gone on a very similar journey, and it is my great pleasure to say that our new Board has come together extremely well under the pressures of the pandemic.

We will now work tirelessly, as a team, to ensure that the next 12 months are some of the best the Charity has ever had. But we can't do that on our own. The support and continued contribution of our volunteers, employees, colleagues and all that touch BulliesOut is even more important this year. To ensure our continued success and continued contribution to all affected by bullying we will need to focus on increasing awareness of our cause and also the financial donations and contributions that are the life-blood to our charity.

And so in closing, I would again like to thank everyone who has worked tirelessly to steer the charity through the rough seas of the pandemic, and in advance of future contributions for the forth-coming year again thank you for your generosity.

Simon Phillips




OUR VISION, MISSION AND VALUES

Our Vision

Our vision is for all young people to recognise their self-worth and potential and to flourish in a positive, caring environment free from bullying and abuse.

Our Mission

To support individuals, schools, youth and community settings and the workplace through positive and innovative anti-bullying programmes and to empower individuals to achieve their full potential.



"We do our utmost to be ambitious and continue to deliver an excellent service to the young people with whom we work. The children and young people we work with are full of potential and we will continue to empower them to speak out against bullying and behave with integrity and as role models within their communities."



Our Values

Ambitious:

We are ambitious, hardworking and dedicated to supporting those we work with.

Community:

We will continue to collaborate with organisations and partners in the community to complement the existing resources available.

Empowerment:

We will strive to deal with the systemic issue of bullying and empower our beneficiaries to speak out and inspire change.

Excellence:

Leading the field in best practice and high standards. To continue to grow and deliver our services with experience, passion and skill.

Integrity:

We are honest and fair and consistently act in-line with a moral code in all that we do.

STRATEGIC REPORT

Strategy

The focus of our strategy is to make a difference to the lives of those affected by bullying and to deal with this societal issue which prevents people from flourishing and achieving their full potential.

Through this strategic framework, we challenge ourselves to bring about significant change and work with and inspire others to do the same. To put it simply, our focus is to deal with bullying in all forms and we will not stop until it stops.

Our Approach

Our strategy is underpinned by four strategic aims:

Awareness Raising - to continue to promote BulliesOut as a leading organisation in the field of anti-bullying

Information & Support - to ensure that information and support is available for all those affected by bullying

Partnership Working - to lead, support and work collaboratively with public, private and third sector organisations

Capacity Building & Sustainability - to develop the capacity of BulliesOut and to achieve sustainable growth

ACHIEVING OUR AIMS

Our three year strategic plan is ambitious, challenging and innovative. During this period, we intend to establish new services; grow our capacity; invest more in influencing and campaigning and invest significantly in our infrastructure so we can deliver more extensive education, training and support, both directly and indirectly. To deliver these plans, we will continue to rely on the generosity of our supporters, for which we will always be grateful.

BulliesOut believes that every child has the potential to change the world and this belief underpins everything we say and do. We understand that a barrier, such as bullying, can hinder that potential and we will continue to work tirelessly to create a world where bullying is recognised and dealt with so they don't just survive, but are able to thrive. They can then realise and achieve their full potential and go on to change the world.

Our Strategic Plan will provide the platform for us to build upon our strengths and to establish areas for development and continuous improvement.

WHAT WE DO

Increasing the confidence and emotional wellbeing of young people

Sometimes it can feel like bullying has become more and more prevalent in teens. Consistent torment by peers can take a toll on them particularly in the way they view themselves or on their self-esteem. Studies show that teens who are repeatedly bullied have lower reports of self-esteem and higher rates of depression and anxiety.

Our youth engagement and youth training programmes are designed to build the skills, confidence and self-esteem of young people. Using mentoring, training and skills-based activities, our work with young people empowers and inspires them to overcome what has happened to them, to recognise their aspirations and achieve their full potential.

Although the pandemic has hindered these programmes, we look forward to connecting with young people again and working with them to develop both themselves and positive, healthy peer relationships.

Educating young people to change behaviours

Through our workshops in schools, we continue to challenge behaviours, provide learning and understanding around bullying behaviours, discuss feelings and consequences, change attitudes and build respectful, positive relationships.

Our experienced team use energy, enthusiasm, passion and interactive activities to focus on awareness, prevention, building empathy and healthy, respectful relationships, all of which are crucial in creating a nurturing environment in which young people and staff can thrive.

We offer day-long training programmes as well as interactive and creative workshops in both primary and secondary schools and these can also be delivered in community and youth settings. There is a recognisable and constant increase in the demand for our work which indicates a willingness amongst schools and other organisations to accept the fact that bullying behaviour is taking place and therefore, positive interventions are needed.

Providing direct support to those affected by bullying

Our e-Mentors are available to connect by email with individuals affected by bullying. We use an **e-mentoring** service because of its accessibility across distance and location. We exist to provide support to anyone, anywhere who may be experiencing bullying, anxiety due to bullying or experiencing a challenging time with their mental health as a result of bullying or historical bullying.

Communication by e-mentoring is unhindered by nerves, awkwardness, or social restraints and this encourages open and honest conversation.

Our Mentors support people with whatever is worrying them, whether it's bullying, self-harm or family relationships. They all share the same passion and the same commitment to supporting others and making a difference.

e-Mentoring has grown in popularity as advances in social media and online communication have given us an increasing ability to move the work of mentors into the virtual world.

e-Mentoring is about accessibility and flexibility and complements traditional mentoring programmes.

Communication between the individual and our e-Mentor can last as long as it needs to. There is no time limit to how long the mentoring relationship can last.

They're here to listen, offer support, guidance and encouragement and champion online safety for all.



COVID-19

No-one could have predicted the situation we, and many other charities, have found ourselves in as a result of the Covid-19 pandemic. The pandemic has affected each and every one of us, and we, like any other organisation, have had to react and change to the conditions with no roadmap. Yes, our resilience has been tested but we kept positive and re-evaluated our position.

It was challenging and frightening. Overnight, we lost almost all our income as fundraising events and training sessions were cancelled. We had to learn to operate in a different way; remotely and digitally but yet still doing our utmost to ensure that the voices of our beneficiaries were heard and our support was given in every way possible to those who needed it.

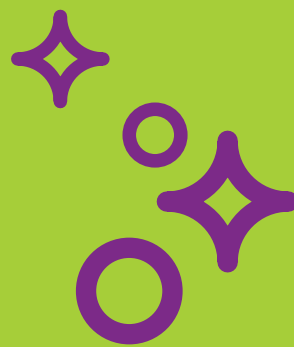
Bullying behaviour did not disappear because of lockdown - instead for many it became worse or happened more easily as everyone had more time available and spent much more time engaged on digital devices. We experienced an increase in requests for our e-mentoring support and this has remained the case throughout the year.

The lack of income left the charity in a vulnerable and precarious position and we concentrated on raising as much as we could through applications to emergency funding pots that were set up in response to the Covid crisis and by setting up an appeal on JustGiving. We were, of course, aware that many other charities would be in a similar position and therefore the competition for such funding would be very high.

Thankfully, we were fortunate to receive some funding and our appeal was a success. The kindness and generosity we have been shown was humbling and it is because of these wonderful people that we are still here. We are grateful to all those who have continued to work with us and support us during this very difficult time.

Throughout the year we have worked extremely hard to anticipate the effects that the pandemic will have and do whatever possible to mitigate any risk to the Charity from these.

We very much look forward to being able to get back to (dare we say it) normal and reaching out to as many people as possible once more.



ACHIEVEMENTS & PERFORMANCE IN 2020-2021

Comparatively with the previous year it is evident that due to Covid-19, we were unable to work with the same numbers of people. Schools were closed for many months and although we were able to deliver our sessions online, it was difficult to reach out to the schools to let them know.

We are, however, really pleased with the numbers of people we have worked with during these very difficult and challenging times.

Despite reaching a lower number of beneficiaries, we have worked really hard to find different ways of engaging with our audiences in order to maintain our impact.

We developed our **Gratitude Journal** and **Digital Detox Journal**, both as a direct response to the impact which Covid was having on young people. We wanted them to have resources and tools to be able to recognise the positives in life at such a difficult time, as well as having the challenge of 'digitally detoxing' in response to the increase in time spent online as a result of the isolation.

We also developed **Believe in You** – Our pack of **Positive Affirmation Cards** with 30 mood-boosting affirmations, thoughts, kind words and little pick-me-ups to help create a more positive mindset.

Workshop Kits

Unable to deliver face to face workshops, we developed some of sessions into 'kits'. This meant, when they did return for a while, we would still be able to reach those in schools and community organisations, enabling them to benefit from our creative and interactive workshops.

The kits have been a huge success and not only are they used in schools, but they can also be purchased as individual kits and used at home with children and families.

Working with 83 schools and running open courses,

- 4679 young people participated in our workshops and benefitted from our resource kits
- 128 young people were trained to become Peer Mentors
- 72 children were trained to become Playground Pals
- 1844 children and young people attended our virtual Stand Up, Speak Out, Stay Safe sessions
- 220 young people benefitted from our 'Awesome is Me!' Gratitude Journal
- 136 Parents attended our virtual workshops
- 310 Professionals received CPD Certified training
- 364 received direct e-Mentoring support



FEEDBACK

The children loved the sessions and wanted more. Steve is so knowledgeable and engaging.

Zoe Farbrace, Jenner Park PS, 6th Oct 2020

Appropriate, open and honest answers given. Excellent.

A Gibbons-Green, Ysgol Bro Edern, Oct 2020

Steve, as always, kept the children's attention and made sure the session was delivered at an appropriate level and answered all questions honestly.

Ruth Morris, Jenner Park PS, Oct 2020

Very engaging and informative workshop. Children listened attentively and were fully engaged.

Al Thomas, Trowbridge PS, Nov 2020

Pupils were very engaged. Excellent content.

SF Jones, Jenner Park PS, Oct 2020

Thank you! This was a brilliant experience for our children!

Nia Court, Greenway PS, Nov 2020

Fantastic session. Beautifully delivered by Steve. All children fully engaged and enjoyed. Diolch.

Jodie James, Trowbridge PS, Nov 2020

Great workshop. Really got the pupils thinking!!

Deb Carr, St Cyres High School, Oct 2020

Pupils thought the workshop was fantastic and fun and were encouraged to talk.

T Hopkins, Holton Primary School, Sept 2020

Thank you Lucy for hosting such a great session yesterday. It was very well received which is so positive.

Ali Waddell, Argent LLP, Nov 2020

CPD Certification

The CPD Certification Service was established in 1996 as the leading independent CPD accreditation institution providing the highest quality accredited training and events suitable for the Continuing Professional Development policies of professional bodies. BulliesOut are thrilled to be part of this and are now able to offer some of our training courses with the CPD Certification.

- Understanding and Exploring Bullying for Professionals
- A Guide to Mentoring
- Positive Behaviour in the Workplace
- Dealing Effectively with Bullying and Harassment



e-Mentors

Our dedicated and trained e-Mentors are people from around the UK who volunteer their time to help make a difference to the lives of those affected by bullying. Following a rigorous multi-stage application process, background checks and an in-depth training programme, each volunteer e-Mentor commits to volunteering for 2-4 hours a week.

Our Head of Mentoring oversees and assists our volunteer e-Mentors, with the support of our Volunteer Manager. Our Head of Mentoring has qualifications in a relevant field in addition to crisis intervention experience. Our e-Mentors adhere to all of our policies, including our Mentoring Safeguarding Policy, e-Mentoring Privacy Policy, Data Protection Policy and E-Safety Policy.

Helplines Partnership is the membership body for organisations that provide information, support or advice via phone, email, text or online and BulliesOut is proud to be members of this organisation. In 2021-2022, we hope to be able to work towards achieving the Helplines Quality Standard.



FUNDRAISING

Charity fundraising ideas come in all shapes and sizes and can be so much fun. This past year, more than ever, fundraising was vital to BulliesOut as we strived to keep our charity going.

There were raffles and quizzes held online, virtual coffee mornings and this happened too:

Abseiling

Despite the pretty awful weather, 13 people, including two of our Youth Ambassadors, were brave enough to abseil from the towering Transporter Bridge in Newport, and between them raised over £5,000.

Rob's Fantastic Skydive

Raised £473.75

Lexon's Go Purple.

The team from Lexon Print in Newport held a Go Purple day during Anti-Bullying week in November, raising £500 for BulliesOut.

Pen y Fan Trek

Due to the pandemic, our Pen y Fan Trek has been postponed twice, so Molly, Amie, Kerry and Dilani decided to walk the 'Pen y Fan' distance in their local areas.

Ambassadors and volunteers

BulliesOut Youth Ambassador, Molly, 9, from Hengoed raised £141.25

Volunteer, Amie & her sister Kerry, from Bristol, raised £389

BulliesOut Youth Ambassador, Dilani, 21, from Middlesex, raised £60

Over the years, our main approach to fundraising has been self-supportive.

BulliesOut are regulated by the Fundraising Regulator but does not sign up to any other regulatory fundraising schemes or standards. There are no circumstances where the Charity has failed to keep to a scheme or standard. BulliesOut has not received any complaints about its own fundraising or that of anyone else on the Charity's behalf.

All fundraising undertaken on behalf of BulliesOut is monitored by our team. Funds are raised for us using a number of platforms, but mainly through JustGiving and Facebook Fundraising Pages. We monitor all other fundraising activities, such as coffee mornings, bake sales etc. which raise money for BulliesOut.



Relationships

We will build strong relationships with supporters, volunteers, partners and other organisations and sectors who share our passion for speaking out against bullying

Our volunteers continue to be an integral part of BulliesOut and we would like to thank one in particular this year. Our Volunteer, Graham Harris, has written his own book and all proceeds from the sale of this book are being donated to BulliesOut. Thank you Graham!

Whilst recruitment of volunteers has not been very easy during this year, we have still managed to bring on board some new people to the team and we continue to develop and promote new volunteering opportunities in order to engage with and build a wider and more diverse volunteer base.

We have formed new relationships with funders this year and continue to ensure that our structures, processes and communications are relevant and appropriate and reach as many people as possible.



FUNDING

We are very grateful to the following Funders, Corporate Partners and Organisations who have provided BulliesOut with funding and support over the past 12 months to enable our charity and our work to continue.

Asda

Cardiff Third Sector Council

Comic Relief via Gwent Association for Voluntary Organisations

Comic Relief via Voluntary Action Merthyr Tydfil

Community Foundation in Wales

Economic Resilience Fund

Fun Stickers

Gwendoline and Margaret Davies Charity

HWRK Magazine

Karolo Ltd

Lisa Johnson Coaching

Louise Hamlin

Martyn Prowel Solicitors

Moondance Foundation

MPI Ltd

National Lottery Community Fund

RM Bariatrics

Sir John and Lady Amory's Charitable Trust

Tanoshi Judo

Tesco Bags of Help

The Blakemore Foundation

The Clothworkers Foundation

The Lillie Johnson Foundation

The Waterloo Foundation

The 29th May 1961 Charitable Trust

UKSE

Vetro Recruitment

Waitrose

Warburton's

WCVA

Recognition and Awards

Volunteers Week was an unusual one for the Charity this year as usually we would hold a recognition and reward event for our volunteers.

However, we didn't let it pass without recognising the wonderful work they do with a virtual meeting and each volunteer was sent an electronic certificate in appreciation of the hard work that they do for BulliesOut.

Once again this year, one of our Youth Ambassadors was nominated for and received the prestigious Diana Award. Declan was nominated by BulliesOut for his outstanding work as a Youth Ambassador and although no actual ceremony was able to take place this year, the Diana Award still held an online ceremony to recognise the work of the young people nominated.

We are very proud of our workshops and training programmes and our Peer2Peer Mentor Training Programme for young people has achieved yet another award, two in fact! We were thrilled to receive the following awards for this programme, along with the awards received for Best Anti-Bullying Charity:



- UK Enterprise Awards Best Anti-Bullying NPO (UK)
- UK Enterprise Awards Best Peer Mentoring Programme
- Lawyer International Legal 100 Best Anti-Bullying NPO (UK)
- Lawyer International Legal 100 Best Peer Mentoring Programme

OBJECTIVES AND PLANS FOR 2021- 2022

During the past year we have developed a new Strategic Plan to cover the 3-year period from 2021-2024. This will begin to be implemented during the coming year by our Board of Trustees, Staff and Volunteers.

In line with the delivery of our strategic plan, we also have an Operational plan. When this was written, Covid-19 had just been mentioned on the news and like many, we weren't aware of the impact this pandemic would have on our future - or the future of society in general.

We have listed our ambitious 2021-2022 Operational objectives below but recognise that they will need to be reviewed in relation to the effects of the COVID-19 pandemic:

1. Service Delivery

- Train at least 576 young people to be Peer Mentors in secondary schools
- Train a minimum of 360 young people to be Playground Pals in primary schools
- Reach at least 12,000 young people through our interactive and creative workshops and assembly programmes
- Provide training to a minimum of 250 parents
- Provide training to a minimum of 760 educators and professionals
- Attend at least 6 community events to reach around 600 people within the wider public
- Deliver 100 Creative Kits to at least 3000 children and young people
- Deliver over 5,000 information publications to the wider community providing them with access to anti-bullying information and guidance

2. Our Team

- We aim to increase our volunteer base by a minimum of 12
- To recruit an additional 8 Youth Ambassadors to join our current team
- To source funding for at least three part-time salaried positions

3. Fundraising

- To have planned and continuous fundraising
- To establish, promote and delivery fixed events that we will be able to grow annually
- To establish relationships with corporate companies leading to external fundraising

In addition, we need to increase the profile of the work that we do - to build on the inspiring case studies we have built up and demonstrate to others how our work can support them. An increased focus on marketing and communications during the life of our strategic plan will be extremely important to help us position ourselves as the leading organisation in this field, which in turn will help us to bring in new sources of funds.



LEGAL STATUS & OBJECTS

A registered Charity, BulliesOut is an unincorporated association with membership, governed according to the Constitution adopted August 2006. Trustees are elected at the Annual General Meeting or co-opted, up to a maximum of six in any one year period between Annual General Meetings.

The members are individuals or representatives of Organisations and Statutory Authorities interested in furthering the work of the Charity.

The Trustee Board fulfils its legal duty by ensuring that funds are spent in accordance with the objectives of the charity.

The objects of the Charity, as set out in our Constitution are:

- To provide help, support and information to individuals, schools, youth and community settings affected by bullying.
- To further the advancement of education among children and young people on the physical and emotional effects of bullying.

Public Benefit

The Board of Trustees is fully aware of the requirement placed on registered charities to ensure they demonstrate the public benefit of their work and takes due regard of the Charity Commission's guidance relating to public benefit.

Structure, Governance and Management

The Charity seeks to have on its Board of Trustees, members with the skills and experience to enable it to be managed in an effective manner. Any new appointment is made at a properly constituted Trustee's meeting after a thorough interview and recruitment procedure. New Trustees receive a full and in-depth induction highlighting their responsibilities.

Membership

Whilst membership is a constitutional requirement, there are many other benefits we hope to achieve through the programme. During the early part of 2021 we re- launched our membership campaign which was quite successful. All members receive a certificate of membership along with a regular newsletter and quarterly members magazine. One lucky member will win a prize in our quarterly 'member's draw' too.

FINANCIAL REVIEW

Summary of Receipts & Payments: Year Ended 31st March 2021

Income: £172,763

Expenditure: £94,974

Net Balance Carried Forward: £108,662

The Trustees are fully aware of their requirement to accumulate sufficient reserves to carry the organisation through periods of decreased funding.

Our reserves as at 31st March 2021 were relatively positive given the effects of the pandemic but mean that the Board of Trustees need to continue working hard in the weeks and months to come to enable this position to be improved and sustained. It is vital that income levels of both restricted and unrestricted funds are increased on an ongoing basis.

It is the Board's continued priority to build reserves in the coming 12 months and beyond.

Financial Summary

This year we would like to thank all those who recognised the great work that we do as a Charity and provided us with funding to enable us to get through the Covid-19 pandemic and still be able to operate as an organisation. We would also like to thank our landlord, UKSE, who enabled us to retain our office space at reduced cost at the outbreak of the pandemic. This support was vital to enable us to survive as a Charity.

Our expenditure for this year has dropped due to the inevitable impact that the Covid-19 pandemic had on our charity. There were long periods of time where we were simply unable to deliver our work anywhere near full capacity. Our income for this financial year has increased significantly and this is due to some grant funding received at the very end of the financial year to carry on our vital work through the 2021 financial year..

In the coming year, the Board will need to focus heavily on income generation working within the current Strategic Plan to further improve the financial position of the Charity and make permanent and lasting changes for the future. This will include both achievement of restricted and unrestricted funds.

We are committed to making lasting changes to the way in which the Charity achieves its finances which will enable the Charity to continue to grow and strengthen over the coming months and years.

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the Charity's Trustees

Simon Phillips, Chair

Date: 11th May 2021

Independent Examiner's Report to the Trustees of Year Ended 31 March 2021

Independent examiner's report to the trustees of BulliesOut

I report to the charity trustees on my examination of the accounts of BulliesOut (the charity) for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material 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 Trust as required by section 130 of the Act; or
- 2) the accounts do not accord with those records.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.

Julia Mortimer FCCA

Watts Gregory LLP
Chartered Accountants
Elfed House, Oak Tree Court
Cardiff Gate Business Park
CARDIFF
CF23 8RS

Date:



ANNUAL STATEMENT AND ACCOUNTS

Bullies Out Receipts & Payments Accounts for Year Ending 31 March 21

	Unrestricted Funds	Restricted Funds	Total for Year	
			2020/21	2019/20
Receipts	£	£	£	£
Grants:				
Awards for All - Lottery Wales	-	-	-	9,330
Highway One Trust	-	-	-	10,500
Gwent High Sheriff	-	-	-	500
Welsh Government Economic Resilience Fund	10,000	-	10,000	-
29th May 1961 Charitable Trust	2,500	-	2,500	-
Gwendoline & Margaret Davies Charity	1,000	-	1,000	-
Edgar E. Lawley Foundation	1,500	-	1,500	-
Coronavirus Job Retention Scheme	4,027	-	4,027	-
Moondance Foundation Covid-19 Relief Fund	-	3,756	3,756	-
Groundwork - Tesco Bags of Help	-	2,000	2,000	-
CFIW Covid-19 Relief Fund	-	2,000	2,000	-
Clothworkers Foundation-Restricted	-	3,200	3,200	-
Lillie Johnson Charitable Trust	-	500	500	-
Waterloo Foundation	-	5,000	5,000	-
The D'Oyly Carte CF	-	3,000	3,000	-
WCVA VSRF Fund	-	29,661	29,661	-
Voluntary Action Merthyr Tydfil	-	2,720	2,720	-
C3SC	-	1,500	1,500	-
GAVO	-	1,780	1,780	-
Warburton	-	210	210	-
Total Grants	19,027	55,327	74,354	20,330
Donations	46,954	5,409	52,363	24,232
Fundraising	29,762	7,443	37,205	20,574
Workshops & Training	4,995	250	5,245	24,585
Other	3,255	341	3,596	5,380
Total	103,993	68,770	172,763	95,102

	Unrestricted Funds	Restricted Funds	Total for Year	
			2020/21	2019/20
	£	£	£	£
Payments				
Fundraising	2,657	199	2,856	5,441
Workshops & Training	24,309	10,710	35,019	42,696
Volunteer Training & Expenses	120	963	1,083	317
Charitable Activities (incl project development)	8,667	2,640	11,307	10,318
Salaries	6,526	12,119	18,645	19,756
Pension Costs	2,142	714	2,856	4,369
HMRC PAYE payments	1,456	-	1,456	6,451
Premises Costs	9,294		9,294	15,107
Office Costs	4,802	3,918	8,720	9,112
Governance	3,738	-	3,738	3,259
Total	63,711	31,263	94,974	116,826
Asset and investment purchases	3	2,980	2,983	
Total payments	63,714	34,243	97,957	116,826
Net of receipts/payments	40,279	34,527	74,806	(21,724)
Transfers between funds			-	-
Cash funds last year end	782	33,074	33,856	55,580
Cash funds this year end	41,061	67,601	108,662	33,856

Statement of Assets & Liabilities at 31 March 2021

	Unrestricted Funds	Restricted Funds	Total for Year	
			2020/21	2019/20
	£	£	£	£
Cash Funds				
Bank accounts	41,061	67,601	108,662	33,856
Total Cash Funds	41,061	67,601	108,662	33,856
Fixed Assets				
Computer Equipment	543	2,980	4,063	540
Liabilities				
Independent Examination	1,200	-	1,200	1,200
PAYE/NI	-	-	-	-

Address of Main Office:

Unit T109, Titan House
Cardiff Bay Business Centre
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Cardiff
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Trustees:

Simon Phillips (Chair)
Emma Thomas (Secretary)
Helen Davies (until January 2021)
Carolyn Pearce (until May 2020)
Connor Aherne (until March 2021) - Deceased
Lezanne O'Donoghue
Kerry Chown
Gary Power
Ewan McCallum
Nathan Owen

Management Team:

Linda James MBE, Founder/CEO

Website Management:

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Mulberry Drive
Pontprennau
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