



MAKING A DIFFERENCE

EMPOWERING YOUNG PEOPLE

INSPIRING CHANGE

ANNUAL REPORT 2021-2022

BulliesOut[®]
www.bulliesout.com

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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.

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.



"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."

A MESSAGE FROM

Our Founder & CEO

This past year has been one of significant change and adjustment for everyone at BulliesOut as we continue to recover from the (COVID-19) pandemic and embark on the next phase of our strategy.

Yet, despite the uncertainty of the past year, we have continued looking forward and found reasons to celebrate.

Our Stand Up, Speak Out (workshops) and Growing Skills, Making a Difference (Peer2Peer training) programmes have made excellent progress and we have found ourselves working with thousands of children and young people in hundreds of schools across the UK. With the excellent technology we have today, we have also been able to deliver these sessions to young people across the globe, enabling us to support organisations and build relationships with others in several countries. We also launched our funded counselling service, Talk2Us.

Our success and continued growth would not happen without the hard work from our devoted team. I am fortunate enough to be surrounded by a team with outstanding values, commitment, and belief in our work and this makes a huge difference.

At BulliesOut, our success is rooted in four core strengths: education, training, awareness, and support. Over the years, we have built these capabilities and we believe that the unique way in which we have brought them together has been fundamental to our growth. While other organisations may be strong in one of these areas or seek to extend into another, BulliesOut uses its experience and understanding of bullying to provide vital support, increased awareness of bullying behaviour and creative and interactive workshops and training programmes in a way that others are unable to match.

For us, everything starts with our beneficiaries. We have established direct, long-term relationships with hundreds of individuals, schools, youth and community settings across the UK. These relationships give us a deep understanding of bullying behaviour and what is needed and enables us to stay focused on providing the services that best meet their needs. Because we understand our beneficiaries, we know that the main reason they come to BulliesOut and then stay with us, is for our professionalism, empathy, understanding and experience.

To continue to make an impact in our work, we need to respond to the funding challenges faced by many charities - utilising our resources effectively, building and sustaining corporate relationships, developing our partnerships with others, and ensuring we are efficient in all that we do. I am confident that despite the challenges we will no doubt face over the next year, we will continue to deliver high-quality services to those who need us most.

Once again, my thanks go to our small, but committed and dynamic team.

Linda James MBE



STRATEGIC REPORT

Strategy

The focus of our strategy is to make a difference to the lives of those affected by bullying behaviour 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 behaviour in all forms and we will not stop until it stops.

Charitable Aims

Our strategy is underpinned by four strategic aims:

Awareness Raising - 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 behaviour

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

Objective 1

We will help more people and their families affected by bullying

We will help people as soon as they contact us to ensure they receive the support they need. We will continue to have mentoring at the heart of what we do.

Objective 1 - what we have achieved

- ✍ We have continued to provide first-class mentoring support to many people affected by bullying behaviour during the past year
- ✍ In January 2022 we launched our Talk2Us service which enable us to offer people (over the age of 9 years) up to 6 funded, 50-minute counselling sessions
- ✍ Our resources are available for download from our website as well as being available in community spaces, schools, and other venues throughout the country

Objective 2

We will deliver services to proactively change attitudes, promote positive behaviours and improve skills

We are passionate about providing high quality workshops and training programmes and will use our knowledge and expertise to continue to develop our work to ensure it achieves its aim.

Objective 2 - what we have achieved

- ✍ This year we added our Digital Footprint workshop to the existing range to provide young people with confidence relating to creating a positive digital impact
- ✍ The numbers we were able to work with this year increased greatly and through our work, we engaged with nearly 13,000 people in 2021
- ✍ Our Schools Services team has grown and developed this year enabling us to reach more people and cover a wider geographical area

Objective 3

We will manage our charity as efficiently and effectively as possible

To deliver our strategic plan, we will invest in four key areas of the charity - our people, our fundraising our brand and our communication.

Objective 3 - what we have achieved

- ✍ We have a dedicated team member in place managing our content and media
- ✍ We have, towards the end of the year, employed a full-time Fundraising Development Manager who is already proving to be an asset to the team



WHAT WE DO

One of the more traumatic experiences a young person can have in school, or their community is to experience bullying behaviour at the hands of their peers. These experiences can erode feelings of self-worth and confidence, lead to issues with attendance and academic performance, and trigger both emotional problems such as depression and actual physical injury from violence. On the other side of that circumstance, those that display bullying behaviour towards others are often struggling with a myriad of problems and negative experiences themselves.



Increasing the confidence and emotional wellbeing of young people

Engage, Empower, Inspire is our Anti-Bullying Youth & Mini Ambassador Programme. The programme encourages children and young people from the age of 4yrs to volunteer as Anti-Bullying Ambassadors and help Make a Difference in their schools and communities. The Programmes provide a vehicle for children and young people to become involved in an anti-bullying campaign. It inspires them through positive opportunities and experiences and seeks to empower and develop children and young people further by providing them with training and skills-based activities.

Our Anti-Bullying Ambassadors, volunteer together on an issue that affects thousands of children and young people every day and are empowered, inspired, and supported to come up with ideas and solutions that can make positive changes.

The Youth and Mini Ambassador Programmes create a sense of belonging, independence, and empowerment, as well as helping children and young people to develop social and decision-making skills, build their sense of competence and motivating them to achieve. From leadership and teamwork to communication and meeting new people, our ambassadors can develop as individuals at an intensity which suits them.

Educating young people to change behaviours

Stand Up, Speak Out, Make a Difference is our interactive and creative, anti-bullying workshops programme for children and young people.

As pupils progress through their school career, they will have undoubtedly witnessed, experienced, or even participated in acts of bullying behaviour.

Most pupils understand what bullying behaviour is and are aware of their responsibility to report incidents and yet many young people still suffer in silence, with their peers looking on as passive bystanders. It is vital, that to break the 'cycle of bullying' we provide on-going awareness and education, challenge behaviours and build confidence and resilience.

Professional support from external providers can enrich the everyday school curriculum. Young people often respond productively to a new face and positively exploring issues from a different perspective can generate engagement, discussion, understanding and learning.

Our workshops are designed to be inclusive, interactive and age appropriate. Suitable for schools, youth and community settings, our workshops cover a range of anti-bullying and well-being themes. They are jargon free and are designed to challenge, encourage debate and participation and motivate young people to create a safe, inclusive and accepting environment. They can be delivered as part of the PHSE curriculum, as part of a specific campaign or simply to raise awareness of bullying behaviour.

Growing Skills, Making a Difference is our Peer2Peer Mentor Training Programme. A Peer Mentoring programme is bespoke and offers schools and organisations a best practice approach to addressing low level mental health and wellbeing issues, such as bullying, anxiety and friendship conflict, that can impact on children and young people in their care. Through our Peer2Peer programme, we work to engage and empower young people to develop a positive ethos across a whole school or organisation community, inspiring them to create an environment that meets the emotional, academic and social needs of pupils and staff.

A Peer Mentoring programme makes a positive contribution to the overall ethos of the school and pastoral support systems. Mentors provide valuable support to their peers and can help reduce the isolation and negative impact caused by bullying behaviour and friendship issues.

Providing direct support to those affected by bullying

Mentoring Matters is our e-Mentoring support programme. E-mentoring has been defined as a means of providing a guided mentoring relationship using online software or email. It began to gain popularity around 1993 as the use of the Internet continued to grow. It was seen as another way of providing mentoring to a technology savvy audience.

E-mentoring provides a means to effectively track the mentorship as it progresses. All history of communication is in one place and accessible to both mentor and mentee at any time. In this sense, e-mentoring allows a mentorship to be even more "live" than traditional mentoring. Over recent years mentoring has been the subject of increasing interest. It is a valuable resource and can offer vital support during pivotal moments in a person's life.

Our Mentoring Matters project is fundamental in providing vital support to a person in need and helping to break down the barriers of social mobility in the lives of disengaged young people. Mentors play a significant role in shaping the lives of others, especially the most vulnerable and mentoring has been evidenced as having a positive impact on the emotional health and well-being of children and young people.

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

Our Mentors are dependable adults that can help people build trust, form new relationships and develop important skills. They are role models that exist outside of the family unit. Our Mentors can support people to develop self-awareness, build skills to manage their stress, and learn how to recognise and regulate their emotions.

Through their communication, our Mentors may also notice changes in a person that others don't see and can look for early warning signs of bullying behaviour, including decreased self-esteem, feeling helpless and self-destructive behaviours.



OUR ACHIEVEMENTS

Talk2Us

In January 2022, we launched Talk 2 Us - our Counselling Service for those affected by bullying behaviour who need a safe space to talk.

We know that bullying behaviour is challenging for many young people right now and we want to make sure people get the right support to overcome what they are going through. Talking to a Counsellor can help. Counselling gives people a safe place to be heard and it is completely confidential. Counsellors do not give advice but do support individuals to make positive decisions for themselves.

We are currently able to offer people (over the age of 9 years) up to 6, funded, 50-minute counselling sessions. The sessions take place virtually - either over the telephone or via video call. We know that Virtual Counselling doesn't work for everyone, but for some people, it can be a good way of trying it out and getting some short-term, much needed support.

Fundraising Manager

Towards the end of 2021 the Board approved a proposal to employ a Community & Corporate Fundraising Development Manager.

This was a bold step for the Charity, but the Board recognised the importance of this investment in order to support the growth and development of BulliesOut.

On 1st March 2022, Neil Davies joined BulliesOut as our Community and Corporate Fundraising Development Manager and is an experienced Community Fundraiser with a huge knowledge of the Third Sector. Neil has already made great strides in his role by using his skills to help grow the charity further and we look forward to the short and long-term impact he can make to BulliesOut.



BulliesOut®

Support BulliesOut and by donating today, you help us deliver our valuable services in your community.

Ways to Donate

Scan to Donate



Tap to Donate

Pop a donation in our Collection Pot



DOWNLOADS

3003

Posters

167

Information Flyers
- General, Parent,
Young People,
Online Bullying

1310

Anti-Bullying
Activities and
Resources

914

Sample letters for
parents/guardians

113

Journals -
Gratitude and
Digital Detox

If Everyone Did One
Random Act Of Kindness
Each Day, We Might Just
Change The World



#KindnessMatters

BulliesOut®

SCROLLING OUR
LIVES AWAY



Digital Detox Journal

OUR YEAR IN NUMBERS

During 2021 we were able to engage with
12,990 people overall across all our services



120

Worked with
120 schools



7,202

Delivered
workshops to
7,202 children and
young people



213

Trained 213 young
people to become
peer mentors



207

Trained 207
children to
become
Playground Pals



4,357

Delivered our
Stand Up, Speak
Out, Stay Safe
session to 4,357
children



217

Worked with 217
parents



371

Delivered
CPD Certified
Training to 371
professional



423

Provided 423
e-Mentoring
session

OUR IMPACT

Great service from start to finish - looking forward to seeing it in action in our school. Exceptional service.

October 2021

Another fantastic workshop which was delivered in an engaging, informative and respectful manner. The workshop delivered its aims and objectives

Dec 2021

We have had a fantastic day. ALL children thoroughly enjoyed and learned a lot.

October 2021

The way the trainer engaged was beyond brilliant! Thank you so much for all our fantastic sessions - fun and educational. Please come back!

October 2021

We have had a fantastic day. ALL children thoroughly enjoyed and learned a lot.

October 2021

Thank you for an interesting and informative training session that detailed a range of key facts and theories related to bullying in terms of both the bullies and those who are being bullied.

June 2021

I want to say a massive thank you for your time this week. The Peer Mentoring session was described as 'amazing' by the students who took part. They are all wearing their badges with pride and already, I have been given so many ideas from the group as to how they want to take this forward next year. Your approach was perfect with our students Steve. They gelled with you immediately and picked up on your caring but no-nonsense attitude. They said you had the perfect mix of serious and funny. Thank you so much for inspiring many of our students. I am looking forward to working with you again very soon.

June 2021.

Engaging and powerful. Pupils were interested and participated.

July 2021

I just want to say what an absolute pleasure and a privilege it was to have you in school with us yesterday. The children responded so well and I know it has had a big impact. Your presenting style is excellent and there were plenty of opportunities for the children to contribute. The materials were really effective and well matched to the pupils ages and stages. It was great to work with you and we very much look forward to working with you in the future. With thanks from us all.

Oct 2021

I learnt that banter might be hurting someone even though it might not look like it and overall I enjoyed it very much.

Male Age 12

I enjoyed this activity and thought it helped a lot because I shared some of my worries so it was a very helpful lesson.

Female Age 11

FUNDRAISING SUCCESS

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.

Once again, we were able to hold some great fundraising events during the year.

A group of brave adrenaline-seeking people took part in a **Zip-Wire challenge** in June, raising almost **£1,000**.

Also in June, a group of five BulliesOut supporters took to **abseiling** on a sheer rock face in the Avon Gorge raising over **£1,300**.

In September we had an unusually beautiful day in Wales to '**Turn Pen-Y-Fan Purple**' when a large group (many of whom had been waiting nearly a year to do this challenge due to Covid-19) took to climbing the mountain and a great day was had by all.

December saw our **Christmas abseil** from the Transporter Bridge in Newport, South Wales. A group from our Corporate Partner C-Stem took part, along with a group of staff from St Mary's Primary School in Newport. Whilst grateful that it didn't rain all day this year, it was a cold, but sunny day in Newport. The whole group who took part raised over **£2,300** between them. A separate abseil in March saw one of our Youth Ambassador team travelling from London to take part in the challenge.



RECOGNITION & AWARDS

One of our youngest Youth Ambassadors, Molly, from South Wales achieved two separate awards this year.

Molly was first awarded the Diana Award for her anti-bullying work with the Charity and then went on to achieve the prestigious British Citizen youth Award (BCyA) which is designed to recognise the individual endeavours of young people who are positively impacting their communities, helping charities or undertaking exceptional activities in support of others.

We ended 2021, with the news that BulliesOut had achieved two awards – one for the best Anti-Bullying Charity and the other for the best Peer Support Programme.

At BulliesOut, we do what we do to make a difference, to provide help and support and to raise awareness of an issue that devastates the lives of so many, but of course, like anyone else, we are thrilled when we are recognised for our work.

Awards not only acknowledge success; they recognise many other qualities: ability, struggle, challenges, effort and, above all, excellence. Winning an award provides a credible third-party endorsement for BulliesOut and our amazing team.

ANTI-BULLYING WEEK 2021

Anti-Bullying week was a huge success for us once again. We partnered with the Anti-Bullying Alliance to deliver the School Staff Award Wales for the first time in Wales.

The School Staff Award Wales are a fantastic way to recognise and celebrate school staff members who are going above and beyond the call of duty to prevent and respond to bullying and to raise awareness of bullying in their school community.

Two amazing members of school staff won the first award and we visited them in their schools to present them with their prize. Sponsored by Voco, St David's Hotel and Spa, the deserving winners won which an overnight stay at St David's Hotel and Spa in Cardiff along with a hamper of goodies for them to enjoy.

We developed activity packs for both primary and secondary schools around the theme of 'One Kind Word' and schools were able to download these from our website to help them with their anti-bullying week campaign.

Once again, several significant buildings supported BulliesOut by 'lighting up purple' for 'Go Purple' which is our annual anti-bullying week campaign.



COVID and the Impact on Our Work

The Covid pandemic remained a challenge for BulliesOut this year, as we know it did for many other charities.

As we mentioned last year, bullying behaviour did not disappear because of the pandemic or during lockdowns. Rather, for many it became much worse or increased as many people had more time available and spent much of that time engaging digitally. Our requests for e-mentoring support have continued to increase alongside this pattern of behaviour.

Our experiences with schools and other organisations this year demonstrate their desire for us to be able to work with their children, young people, parents, educators and workers. Keenness to engage with outside organisations was very evident right from the beginning of the year and both face to face and virtual bookings for our work has now become our pattern.

We have continued to apply for any funding available which has been specific to the effects of the Covid-19 pandemic, as well as usual funding requests, to enable us to continue the delivery of our work.

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.

C-Stem

Fun Stickers

HWRK Magazine

Karolo Ltd

Louise Hamlin

Martyn Prowel Solicitors

Nigel Owens MBE

RM Bariatrics

Simon Gibson Charitable Trust

The 29th May 1961 Charitable Trust

The Annett Charitable Trust

The Ardonagh Community

The Bully Token

The Eveson Charitable Trust

The Hasluck Charitable Foundation

The Highway One Trust

The Matthew Wrightson Charity Trust

The Pantheon Charitable Trust

Tudor Pritchard Charitable Foundation

Vassallo Ventures

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.

Trustee Responsibilities

The Board of Trustees meets monthly and is responsible for the governance and non-executive leadership of the Charity. It determines the Charity's strategy and agrees strategic plans for fundraising and other activities as applicable. The Board is responsible for setting operating plans and budgets and determining the risk appetite and tolerances acceptable in achieving the Charity's purpose and strategy.

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 to achieve through the programme. All members receive a certificate of membership along with a quarterly members magazine. One lucky member wins a prize in our quarterly 'member's draw' and is featured in the magazine.

FINANCIAL REVIEW

Summary of Receipts & Payments: Year Ended 31st March 2022

Income: £148,665

Expenditure: £143,266

Net Balance Carried Forward: £114,061

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 2022 are again positive although the Board are fully aware of the need to continue efforts to ensure that these remain positive and increase and develop over the coming 12 months and beyond.

Financial Summary

The Board has demonstrated its commitment to the need for a dedicated resource in place for ongoing fundraising and there is now an appointed person in place in this role. However, the Board also recognise that there is much work still required by everyone involved to ensure that our income levels continue to rise in order to match the demands of the Charity in terms of growth and provision of its work.

The Board are aware that they need to identify both short and longer term priorities for the Charity for the coming year in order that they can be acted upon with the Board continuing to work as a dedicated team to support the work of the Charity.

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

Signed on behalf of the Charity's Trustees

Emma Thomas
Secretary to the Board of Trustees
Date: 6th June 2022

Independent Examiner's Report to the Trustees of Year Ended 31 March 2022

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 2022.

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 have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

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

Date: 6 June 2022

ANNUAL STATEMENT AND ACCOUNTS

Bullies Out Receipts & Payments Accounts for Year Ending 31 March 22

	Unrestricted Funds	Restricted Funds	Total for Year	
			2021/22	2020/21
Receipts	£	£	£	£
Grants:				
Highway One Trust	-	9,960	9,960	-
Welsh Government Economic Resilience Fund	-	-	-	10,000
29th May 1961 Charitable Trust	-	2,500	2,500	2,500
Gwendonline & Margaret Davies Charity	-	-	-	1,000
Edgar E. Lawley Foundation	-	-	-	1,500
Coronavirus Job Retention Scheme	7,718	-	7,718	4,027
Moondance Foundation Covid-19 Relief Fund	-	-	-	3,756
Groundwork - Tesco Bags of Help	-	-	-	2,000
CFIW Covid-19 Relief Fund	-	-	-	2,000
Clothworkers Foundation-Restricted	-	-	-	3,200
Lillie Johnson Charitable Trust	-	-	-	500
Waterloo Foundation	-	-	-	5,000
The D'Oyly Carte CF	-	-	-	3,000
WCVA VSRF Fund	-	-	-	29,661
Voluntary Action Merthyr Tydfil	-	-	-	2,720
C3SC	-	-	-	1,500
GAVO	-	-	-	1,780
Warburton	-	-	-	210
Eveson Trust	-	5,000	5,000	-
Pantheon CT	-	5,000	5,000	-
TS Catto Grant	-	1,000	1,000	-
Hasluck CT	-	2,000	2,000	-
Arnold Clark	-	1,000	1,000	-
Simon Gibson CT	-	3,000	3,000	-
Total Grants	7,718	29,460	37,178	74,354

	Unrestricted Funds	Restricted Funds	Total for Year	
			2021/22	2020/21
Donations	16,138	15,900	32,038	52,363
Fundraising	31,991	21	32,012	37,205
Workshops & Training	12,576	31,666	44,242	5,245
Other	3,196	-	3,196	3,596
Total	71,618	77,047	148,665	172,763
Payments	£	£	£	£
Fundraising	3,061	-	3,061	2,856
Workshops & Training	14,858	31,160	46,018	35,019
Volunteer Training & Expenses	15	915	930	1,083
Charitable Activities (incl project development)	7,141	5,330	12,471	11,307
Salaries	4,960	40,696	45,656	18,645
Pension Costs	3,132	184	3,316	2,856
HMRC PAYE payments	3,726	-	3,726	1,456
Premises Costs	12,671	924	13,595	9,294
Office Costs	9,677	774	10,451	8,720
Governance	3,842	-	3,842	3,738
Total	63,083	79,983	143,066	94,974
Asset and investment purchases	200	-	200	2,983
Total payments	63,283	79,983	143,266	97,957
Net of receipts/payments	8,335	(2,936)	5,399	74,806
Transfers between funds	-	-	-	-
Cash funds last year end	41,061	67,601	108,662	33,856
Cash funds this year end	49,396	64,665	114,061	108,662

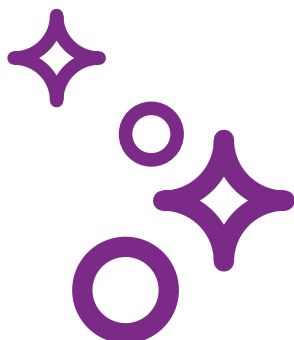
Statement of Assets & Liabilities at 31 March 2022

	Unrestricted Funds	Restricted Funds	Total for Year	
	£	£	2021/22 £	2020/21 £
Cash Funds				
Bank accounts	49,396	64,665	114,061	108,662
Total Cash Funds	49,396	64,665	114,061	108,662
Fixed Assets				
Computer Equipment	743	2,980	3,723	4,063
Liabilities				
Independent Examination	1,200	-	1,200	1,200
PAYE/NI	-	-	-	-

Signed on behalf of the Charity's Trustees:-

Name

Date



Address of Main Office:

Unit T109, Titan House
Cardiff Bay Business Centre
Lewis Road
Cardiff
CF24 5BS

Trustees:

Simon Phillips (Chair) (until September 2021)
Emma Thomas (Secretary)
Lezanne O'Donoghue (until September 2021)
Kerry Chown (until November 2021)
Gary Power (until June 2021)
Ewan McCallum (until February 2022)
Nathan Owen (until February 2022)
Kerry Bevan
Sarah Cutting
Deborah Holdaway
Siobhan Corria (until February 2022)
Euan Hails (until February 2022)
Jennifer Barnfield-Lee

Management Team:

Linda James MBE, Founder/CEO

Website Management:

Karolo Design
Portland House
113-116 Bute Street
Cardiff
CF10 5EQ

Independent Examiner:

Watts Gregory
Oak Tree Court
Mulberry Drive
Pontprennau
Cardiff
CF23 8RS

Bankers:

Nat West
96 Queen Street
Cardiff
CF10 2GR

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