

**Superkidz Community Trust
(INCORPORATED) (Limited by guarantee)**

Trustees' Report and Financial Statements

Period Ended

31 December 2023

Company Number 06639454

England and Wales Charity Number 1125720



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Legal and administrative information

Board of Trustees/Directors

Gill Moody
Michael Stevenson
Eric Sham (Resigned 5 January 2024)
Samuel Moody
Kane Brooks (Resigned 7 September 2023)
Virginia Hyland (Appointed 5 September 2023)

Registered Office	98 Middle Park Avenue, Eltham, London, SE9 5JH
Company number	06639454
England and Wales charity number	1125720
Independent Examiner	G D Fothergill F.C.C.A. Swaleside Accountancy Limited
Bankers	HSBC

Superkidz Community Trust

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Trustees' Annual Report for the period ended 31 December 2023

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the unaudited Financial Statements of the charity for the year ended 31 December 2023.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting standards applicable in the UK and Republic of Ireland (FRS 102) effective from 1 January 2015.

Mission

We support and empower deprived communities through persevering loving care. Superkidz helps to maximise the potential and well-being of children, young people and families in the most deprived areas of the London Borough of Greenwich, restoring their innate human resilience and resourcefulness which enables them to become agents of change and to break the cycle of intergenerational poverty in their own communities.

Objectives

When planning our activities for the year, the trustees consider the most deprived estates in the locality and the range of children, young people and families from backgrounds of multiple disadvantage and seek to empower them and involve them in providing a broad range of individual and community social education activities and programmes aimed at maximising potential and positive outcomes, supporting vulnerable carers in good parenting, encouraging positive attitudes and fostering self-esteem in children and young people, preventing them from engaging in crime, drug use and negative lifestyles, and intervening with those who are already entangled in the latter.

Aim

Superkidz' primary aim is to work in and with deprived communities to disrupt cycles of low educational attainment, family dysfunction, violence, criminality, psychological damage, and poverty. We do this by a combination of crisis prevention and intervention in the lives of children and young people and by working with carers. Our methods are informed by psychological and sociological expertise. We support members of those communities to see their gifts and use them to bring about transformation in their own neighbourhoods and beyond. The exchange of expertise is mutual: we train and empower local carers and young adults in various skills, employ them as workers and receive training from them in the best ways of running activities and growing their communities' strengths, and in how to help the most vulnerable children, young people and carers. These include those previously recruited into crime, drug dealing and county lines, former drug addicts and victims of domestic abuse and violence. For example, one of our youth mentors is a local ex-young offender with whom we worked for 12 years, including visiting consistently in prison. He is a qualified fitness instructor and provides training and mentoring to young people involved with drug gangs or at risk of engaging in criminal activity from their own perspective, and has enabled other young offenders to turn a corner and become youth support workers.

Constitution

Superkidz Community Trust is a charitable company limited by guarantee which obtained its charitable status in July 2008. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up each member of the Board is required to contribute an amount not exceeding £10.

Prior to registering as a charity Superkidz Community Trust operated as a non-profit unincorporated body guided by its constitution.

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Profile

Superkidz is a Christian foundation employing and serving people from deprived communities of any faith or none based in the London Borough of Greenwich. Our workforce has lived experience and first-hand knowledge of the issues on deprived estates. For example a number have overcome severe Adverse Childhood Experiences, drug gang membership, debt, domestic violence and drug addiction.

We have a core value of persevering loving care and unconditional positive regard, proven as a means to overcoming psychological scars and side effects like low self-esteem, learned helplessness and anxiety and depression. Young people who have experienced cruelty and neglect tend to view the world through a distorting lens that sees people as hostile and themselves in a distorting mirror that makes them feel worthless, useless and without hope. Our approach is proven to change both of these perceptions.

We specialise in work with young offenders, those who struggle with drugs and young people who have been victims of Adverse Childhood Experiences and who are vulnerable to being victims of recruitment into drug gangs or are already trapped in drug delivery work. We also address sexual responsibility with them. Vulnerable girls are an important focus. Helping them is also a way of preventing them from becoming victims of sexual exploitation, unplanned pregnancy and toxic relationships that sadly affect the next generation. Sadly, we are also having to address a significant rise in young people between the ages of 16 and 25 experiencing homelessness or at risk of homelessness.

Led by members of our local deprived communities, we have developed a management model that enables disadvantaged adults and young people to see their own potential, and become paid leaders and workers who shape Superkidz as an organisation, and who transform their own communities from within. We have used our training and experience to develop a model that enables us to work with the most damaged children and young people and to train other organisations in our methods. This model tackles low self-esteem, aspirational deficits and psychological issues that lead to low performance at school and relational and behavioural problems both in and out of school. Our mentoring promotes long term engagement with education, training and employment. It teaches children and young people to relate successfully within wider society. The model works for both crisis prevention and intervention and is enabling those we work with to act as positive role models within their community.

The Need

Poverty

The Mayor of London's Report 2021 states that 40% of children in Greenwich are living below the poverty line. CPAG states that London had a child poverty rate in 2021 of 41.5% , the highest in the UK. Greenwich has a poverty rate of 24 AHC and is the 4th worst London borough for in-work poverty. It is the 50th most deprived Local Authority in England (ranked out of 326 authorities) placing the borough district in the top 20% most deprived authorities. There are 151 LSOAs within Greenwich. There are 3 that fall within the 10% most deprived neighbourhoods and 38 in the 20% most deprived neighbourhoods in England. In terms of deprivation for children, the Indices of Deprivation Affecting Children Index (IDACI) shows there are 18 areas that are in the 10% most deprived areas and 52 that are in the 20% most deprived areas in England. (*Royal Borough of Greenwich 2020*). In London 53% of single parent households are living in poverty (after housing costs). On average 71% of Superkidz beneficiaries come from single parent households. Out of 32 London boroughs Greenwich ranks 3rd for home repossessions. (*London's Poverty Profile. Trust for London 2022*)

Education

Trust for London's latest report puts Greenwich in the bottom 7 London boroughs for educational attainment. Students in Greenwich have one of the worst GCSE attainments in London, with 70.8% of students in the borough achieving grades 9-4 (equivalent to A*-C under the old system) in English and Maths at GCSE compared to 75.6% across the whole of the capital. Greenwich also has the highest proportion of 19-year-olds without level 3 qualifications at 38.7%, compared with the average of only 24.4% across boroughs. (*Trust for London 2022*)

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

The Need (continued)

Mortality

Greenwich has some of the highest infant mortality and premature mortality rates in all of London. 376 deaths in people below 75 years of age were recorded per 100,000 population; infant mortality rate, at 4.5 per 1,000 births, is the second highest in all of London, where the average is 3.4 deaths per 1,000 births. (*Trust for London 2022*)

Illegal Drugs

More than half a million doses of pure cocaine are consumed in London on average each day. Research by King's College London found that the average daily amount of pure cocaine being consumed in London was 23kg - more than Europe's next three biggest cocaine-consuming cities combined; Barcelona (12.74kg), Amsterdam (4.62kg) and Berlin (4.62kg). (*Kings College London*) It means London's annual pure cocaine use now equates to more than eight tonnes which has an estimated street value of more than £1bn. (*King's College 2019*). Greenwich is in the worst 30 local authorities nationally (out of 340 local authorities) for illegal drug deaths.

Our experience is that the long-term effects of Adverse Childhood Experiences (ACES) often leads to self-medication for anxiety and depression through illegal drugs, typically cannabis for anxiety and cocaine for depression. For carers, the cost of these further reduces available family income. The demand leads to a lucrative drugs economy where dealers recruit local boys as young as 12 to deliver drugs and their poverty makes them additionally vulnerable to being recruited. Our young offender group primarily targets these boys, who are also users.

Under 18 Pregnancy

Greenwich Council's 2020 report on teen pregnancy says that for many teenagers bringing up a child is extremely difficult and often results in poor outcomes for both the teenage parent and the child, in terms of the baby's health, the mother's emotional health and wellbeing and the likelihood of both the parent and child living in long-term poverty. Teenage mothers are less likely to finish their education, are more likely to bring up their child alone and have a higher risk of poor mental health than older mothers. The children of teenage mothers have an increased risk of living in poverty and poor-quality housing and are more likely to have accidents and behavioural problems.

Infant mortality rates for babies born to teenage mothers are around 60% higher than for babies born to older mothers.

Risk factors for becoming a teenage parent include:

- poverty
- being a child in care
- children of teenage mothers
- low educational attainment
- truanting or exclusion from school
- 16-17 year olds not being in education, employment or training
- being a victim of sexual abuse
- mental health problems and involvement in crime.

The latest statistics indicate that under 18 pregnancies in the Borough currently vary year on year between 19 to 25 pregnancies per 1000. Superkidz has a group targeting vulnerable girls and helps carers who have been through the experience of teen pregnancy. We estimate that 74% of the children we served in 2022 were originally born to teenage mothers.

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

The Need (continued)

Domestic Violence

In 2022 out of 21 Superkidz Local Workers and Leaders 14 were domestic violence survivors, (Superkidz providing them with a sheltered introduction to employment). Greenwich Domestic Violence and Abuse Services reports that the number of domestic abuse crimes recorded by the police in England and Wales in the year ending March 2021 increased by 6%; from 798,607 in the year ending March 2020 to 845,734. In the year ending March 2021, the number of people supported by the National Domestic Abuse Helpline, run by the charity Refuge, in England increased by 22% to 49,756 compared with 40,859 in the year ending March 2020. The Crime Survey for England and Wales (CSEW) found that an estimated 2.3 million adults aged 16 to 74 years experienced domestic abuse in the year ending March 2020 representing a prevalence rate of approximately 5 in 100 adults.

Of domestic abuse cases 73.1% were against women and 26.9% were against men. (*Office for National Statistics, November 2021*) (*Greenwich Domestic Violence and Abuse Services*)

Teenage Violence

Most Serious Violence (MSV) rates in London have the highest numbers of both perpetrators and victims among males in the age range 15-19, a group targeted by our work with young offenders. (*Understanding Serious Youth Violence in London GLA 2021*)

Review of the period and future activities

Introduction

The highlight of 2023 is local community staff development. Superkidz has been moving steadily towards a model where members of deprived communities lead and shape the delivery of our services so as to meet needs accurately and increase the well-being, happiness, self-esteem, and resilience of their communities, and to release the potential of individuals. The main focus is on children and young people of the next generation, but we have also developed a workforce among parents whose confidence has been nurtured and who have increasingly recognised and believed in their own abilities, often despite very harsh childhood and adult experiences and interrupted education. Three of the senior staff from the local community have the training and experience to act as a Senior Leadership Team and took office at the beginning of December 2023 under a new Operations Co-ordinator, with direct experience of growing up on a deprived estate. The previous manager (since 2011) stepped down to enable local leadership freedom to shape and run Superkidz.

Overview

During this reporting period we ran:

- 1) 2 Stay n Play Carers' and Toddlers' clubs (one from June)
- 2) 2 Children's and Carer's clubs on different estates
- 3) 1 Sisters of Success vulnerable girls' group
- 4) 2 school student Youth Support Groups with group and individual mentoring and individual counselling
- 5) Individual counselling offered free of charge to our local secondary school
- 6) 2 extended young offenders' Youth Support Groups for young people who take drugs and act as runners for dealers or are at risk of doing so.
- 7) 1 detached youth session in partnership with XLP youth charity to reach young people on Page and neighbouring Brook (also deprived) estates
- 8) Support and mentoring for carers

Ethos

There is much trauma and stress among our beneficiaries from the 5-8% most deprived communities nationally. We train staff in trauma awareness, and they have a high level of understanding of the impact of trauma and stress on the behaviour of carers, children and young people. Unconditional Positive Regard is part of a psychology-informed way of working. One of its main aims is to help people grow-in self-esteem, confidence and resilience,

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Review of the period and future activities (continued)

Attendance

This year our face-to-face delivery positively impacted a total of 43 toddlers, 198 children, 166 young people 73 vulnerable parents and carers making a total of 480 people. Attendance is recovering well from the effects of the pandemic. Online, 99 people followed the youth Instagram page where we post educational and anti-crime and anti-violence presentations as well as more light-hearted material. Online there were also 1300 views of our Kids and Carers' Facebook page, containing videos of events and of our teaching of good values.

Staff

In the period of this report, we employed one full time and 16 part time workers, all from the local community we serve, making 8005 hours during this reporting period, not including individual mentoring, counselling and family support. We increased wages in line with the cost of living and are proud to be a London living wage employer.

Staff Development Outcomes

The Local Community Leader responsible for training organised the following courses for staff and leaders from our local communities.

Number of Staff courses attended (Level 2 unless otherwise specified)

- All - Counselling skills for mentoring
- 3 - Safeguarding Children Level 3 Designated Officer (LADO level)
- 3 - Risk Assessment
- 1 - Child Bereavement
- 5 - Child Criminal Exploitation and County Lines
- 3 - Child Development
- 2 - Employment Law
- 1 - Fire Safety Awareness
- 2 - Food Safety and Hygiene for catering
- 2 - Internet Safety
- 2 - Supporting children with Learning Disabilities
- 1 - Workplace First Aid

Activities and Outcomes

Stay n Play (carers and toddlers)

This group is timed to take place at 9.15 after carers have taken older siblings to school. A wide variety of activities is provided by a staff group that is very experienced and includes qualified nursery staff and a qualified childminder. We were running 2 Stay and Play groups per week during term time until June 2023 but the health of the groups' leader sadly took a turn for the worse and we reduced this activity to one per week. We are looking for a second leader to support her, Carers receive support and advice on parenting, schools and other topics as they need it. There are usually 5 activity areas at a session (which change weekly), plus a carers' table.



Kids' and Carers Support Groups

These are run twice per week in term time. Good values and resilience are taught through our colouring sheets and jungle puppet stories. They are based on the following "power phrases" which children learn off by heart as they play the various animal puppet parts in stories that illustrate the phrases. They are designed to address or prevent difficulties impacting personal well-being and success, and life in families, at school and in the wider community. Below is a list of the themes.

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Review of the period and future activities (continued)

Activities and Outcomes (continued)

Kids' and Carers Support Groups (continued)

Kids' and Carers Support Groups - Power phrases

Winter/Spring term

1. Never give up
2. If at first you don't succeed
3. Don't go with the crowd
4. I can be a good example
5. Be good to your neighbourhood
6. Be kind when you speak your mind
7. We can all make a difference
8. One planet one family
9. Dare to care
10. Speak for the weak

Spring/Summer term

1. Put your heart into a good start
2. Mistakes help you learn
3. Stay safe on the streets
4. Mistakes are not a disaster
5. Never give up (2)
6. Because you are worth it
7. Everyone is important
8. Phone a friend (Childline)
9. Remember heroes
10. Fools aren't cool

Autumn/Winter Term

1. Choose right
2. Always do your best
3. Bounce back from a setback
4. Need help? Ask for help!
5. Don't let your anger go bang!
6. Being bad will make you sad
7. Look after each other
8. Eat well live well
9. Have fun keep fit
10. Everyone is precious
11. Worth more than diamonds
12. Love works



Every session provides a hot meal which helps carers struggling with the cost-of-living crisis. There are physical activities, including volleyball with a light soft ball so as to include those with physical disabilities. A high ratio of staff to children ensures that those with special needs are well looked after and guided where needed. ADHD is the most frequently found condition along with ASD and our staff have experience in helping children with these and other conditions. Over 50% of the children at the Kids' and Carers' Support groups have special needs, and the programmes are designed to cater for them and include them. Illustrated is a worker helping a girl with special needs to participate in volleyball. The puppet characters are jungle animals, including a crocodile as a reformed villain and a naughty giraffe. Every child has a puppet and repeats the short lines after the narrator who is a member of staff. There is also craft activity and there are



other games. Both children and carers receive individual attention and Unconditional Positive Regard to improve self-esteem.

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Review of the period and future activities (continued)

Activities and Outcomes (continued)

Kids' and Carers' Support Groups- Outcomes

Our aims in these groups include improved self-esteem, resilience in both children and carers and reduced risk of children being drawn into antisocial behaviour as they develop a caring attitude to others. We did baseline and endline surveys based on emojis, with parents helping children to understand questions related to these three topics. The results were:

Children

85% of children experienced higher self-esteem

75% of children experienced greater resilience

68% of children said they were more caring of other people, while an additional 15% had given a maximum score for this in both baseline and endline surveys.

Carers

76% of parents/carers experienced improved self-esteem. 17% of these gave a maximum score in the baseline survey as well as the endline survey.

47% of parents/carers experienced increased resilience. Of the 53% who did not, 30% had given a top score in the baseline survey as well as the endline survey, i.e. overall 77% of parents/carers experienced high resilience.

71% of parents/carers experienced improved confidence in parenting ability. Of the remainder, 24% gave an unchanged score of 80% confidence.

Kids' and Carers' Support Groups Case Study

M is a mother in her twenties with a drug addiction whose baby girl and 10 year old son (who has special needs) are in the care of relations. They were brought twice a week to our activities and social services arranged for these sessions to be supervised contact time for M. They have been able to have a happy time together in safe conditions. M received mentoring from one of our staff and opted for a drug rehabilitation course.

School Student Support Groups

During this reporting period these have run twice per week throughout the year, in school holidays as well as in term time, apart from a week at Christmas. Hot food is provided along with an art and craft table, boxing bag and gloves, table tennis and pool tables. Individual and group mentoring takes place and there is a soundproof counselling room with a counsellor available. We have been joined this year by a group of 5 who attend from a college for young people with special needs and they have integrated well. The case studies below illustrate the problems we tackle.

School Student Groups - Case Studies

S is a young man, now a 17 year old apprentice children's club worker who manages our computer and P.A systems. He began attending Superkidz as an 8-year-old. His mother suffers from a severe mental illness and left his father when S was a toddler. Her contact with S has been characterized by her rejection of him and by verbal cruelty. S's father has a heart condition which made the task of lone parenting, while working full-time for the Council, very hard, and S grew up with poverty and neglect. Superkidz Kids' and Carers' clubs were his substitute family. Covid and the lockdown cut him off from us and also from school friends and teachers, and his mental health suffered, with an increase in anxiety as he spent periods alone at home while his father was at work. When he returned to our clubs his anxiety made him attention seeking and awkward. Our team are used to children with difficulties of this sort. They lavished attention on him which boosted his self-esteem and gradually gave him responsibilities. He was delighted to be made part of the team as he entered secondary school. He had always been part of the Superkidz family. Now he became part of the Superkidz workers' community and a friend of the staff. With the arrival of a BACP qualified counsellor, S was able to receive more help, both from her and from the Superkidz mentors she trained up. He volunteers for everything and is finding a sense of security within the team. This year he received a trophy presented by one of our funders for being the outstanding young person of the year.

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Review of the period and future activities (continued)

Activities and Outcomes (continued)

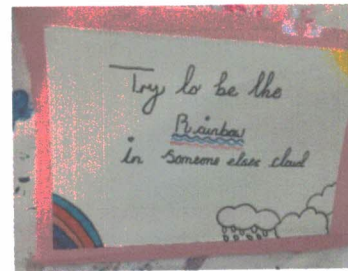
School Student Groups - Case Studies (continued)

L is a young person with learning difficulties who struggled because her primary school persistently rejected her parents' request for an assessment. She attended kids' and carers' support groups and then youth support groups including a vulnerable girl's group. Her self-esteem was low because of the failure by her school to accept that she had learning difficulties, and staff with experience in this area worked hard to help her. They have created an ethos of mutual acceptance, affirmation and encouragement, especially in the vulnerable girls' group Sisters of Success. Her father was impressed and came to volunteer. He later became a Local Community Leader with responsibility for youth support groups. L is always cheerful and positive despite the difficulties she has to cope with. She is an effective recruiter, bringing new young people to our support groups. She oversees background music at youth support groups on Wednesday and Friday and at Saturday Kids' and Carer's groups. She received this year's Superkidz Star Award.

B is an A level student in his first year was on the point of leaving school owing to significant problems at home made worse during Covid lockdown because he was unable to escape a toxic family environment (3 of his siblings were taken into care). He is now able to continue his studies and in fact with social services approval is being fostered by one of our mentors, trained under this project.

Sisters of Success Girls Group

This is run once per week in term-time. It includes teenage girls who are at risk of exploitation and several with special needs. The backgrounds are varied. Two are from a special needs college. One went to university in the Autumn to study drama and another is hoping to go to Cambridge to study medicine. ASD and ADHD sufferers are also part of the group. The activities are designed to enable participation by all. The group is harmonious and highly mutually supportive. A feature of the group is the book passed around weekly where each writes a positive comment about her neighbour, recognising that all, including those who are academically successful, can suffer from anxiety and low self-esteem in a culture where social media encourages a view that expensive clothing is a must, an impossibility for the families that the girls come from.



School Student Groups and Sisters of Success- Outcomes

We ran baseline and endline surveys of young people, and 50% of young people aged 12-19 experienced improved self-esteem, while 45% of young people aged 12-19 experienced improved resilience.

Young Offender/at Risk Youth Support Groups

We ran these twice weekly in extended 4 hour and 2.5 hour sessions with the same activities as our school student group but more intensive mentoring. Many of the youths who attend are involved with local drug gangs, either as drug users or doing deliveries for dealers or both. We carry out metal detector scans because knife-carrying is routine for those engaged in drug delivery. Sadly, we had to call the police when two machetes were discovered. We work actively with posters and with videos on Instagram to teach about the dangers of drugs and knives. The emphasis is on mentoring and encouraging legitimate aspirations and confidence in their abilities to pursue these. Most of the group have had adverse childhood experiences and mistrust adults, also most have been excluded from mainstream schools. We paid for four to do a construction site (CSCS) course. We discovered later that one of the boys had not gone because he is profoundly dyslexic: he could barely write his own name on a passport application form, and simply could not have coped with reading the questions in the CSCS test.



Photo: some of our trained youth mentors (with anti-drugs poster behind)

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Review of the period and future activities (continued)

Activities and Outcomes (continued)

Young Offender/at Risk Youth Support Groups- Outcomes

Our work has changed the gang we are working with: overall knife crime in Greenwich is up 21.2 per cent year-on-year, according to Metropolitan Police data (year to October 2023) - substantially higher than the increase across London generally (14.5 per cent), but there has been no reported knife violence at all on the estate where we do this work.

Statistically, 29 out of 41 or 70% of young offenders individually mentored experienced reduced or maintained reduced involvement in drug abuse and drug gang membership and 31 out of 41 or 76% of young offenders individually mentored experienced reduced or maintained reduced involvement in violence. 58.5% of NEET young people in this group experienced improved engagement in work or training or maintained their engagement in these areas.

Young Offender - Case Study

A drug gang member who was vulnerable to be used by drug dealers because he never returned to school after Covid and lost his schoolfriends, had very low self-esteem and a high need to feel accepted. His responses were often aggressive because of a very distorted internal working model (the lens through which we view others and the mirror in which we see ourselves). He is now confident about other people and about his acceptance by others, so that he is no longer compelled to be part of the drug gang.

Youth Counselling Project

In addition to our normal work, we have developed a counselling project started in 2022 in response to begun a counselling project with a BACP qualified counsellor, Teresa Parkinson. Staff have been trained in listening skills and in enhanced mentoring techniques and we are providing additional group and individual mentoring for some of our most troubled and disadvantaged young people. The project is about countering the effects of Covid and its lockdowns. We have found that those who were previously more vulnerable and who already had mental health issues were the worst affected.

Youth Counselling-Outcomes

Teresa provided 60 counselling sessions at our local secondary school (Harris Academy Greenwich). Fifteen young people from Harris Academy received one session per week. 5 of these are considered by the school to have no further need of counselling, and have assessed themselves as able to function normally.

Teresa worked at our twice weekly school student support sessions and at one of our young offender youth support groups each week. Most of the work at our youth support groups was group work along with individual work using a soundproof counselling room designed and built for this project in 2022. 10 young people from our youth support groups received 100 hours (approximately 10 hours each) of counselling.

She gave 3 training sessions to 15 youth staff, in two groups, 3 sessions each. She supervised our youth staff's mentoring at the twice weekly school student support groups, amounting to 276 hours of supervised mentoring.

Youth Counselling: Case Studies

One young person was at a crossroads in her life as a result of anxiety during the Covid lockdowns, which came at a critical point in her A level preparation. She received mentoring from our mentors trained by our counsellor, and 12 one to one counselling sessions, is now less anxious and has a place university, in the West Country to study performing arts, moving away from home.

Another A level student in his first year was on the point of leaving school owing to significant problems at home made worse during Covid lockdown because he was unable to escape a toxic family environment, (3 of his siblings were taken into care). He is now able to continue his studies and in fact with social services approval is being fostered by one of our mentors, trained under this project.

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Research & Development

Outcome Harvesting

Outcome harvesting is a process developed in foreign aid work by Sam Moody, one of our trustees. It inputs into our strategic planning and involves a process of reviewing all positive results of our work and describing them on a database. In 2022 this resulted in implementing two major strategic decisions:

- a. carers from the deprived communities we serve becoming managers and leaders in Superkidz and shaping our delivery to their own communities.
- b. greater engagement with, and support of carers who bring children, including in informal parenting support.

Knife Crime & Violence

In 2022 young people at our groups reported an increase in young people carrying knives. A rival drug gang attempted an attack on our young offenders club and carried out a gang-related murder two days later. We continue to develop our understanding in how to tackle this problem which affects so many in this area. Our informal interviews with gang members and drug dealers to date, along with academic psychological data, show that Adverse Childhood Experiences (for example infant physical victimisation by a stepfather) lead to a mindset that generalises others as hostile and potentially threatening and also creates painfully low self-esteem play an important part in violent reactions. The fears that arise from the context of gang violence also play a key role. These factors are detailed in our youth work manual TGIM.

Drugs

We are continuing our work in this area by looking at brain reward systems and how to reduce the need for drugs. The use of mutually supportive group dynamics and positive youth worker interactions based on Unconditional Positive Regard for producing oxytocin and games and exercise for dopamine and natural endorphins is helping our at risk youth group.

Gangs

We continued to develop our understanding of the gang as a type of social group, and how to create a sense of belonging at youth support groups which helps to prevent gang membership. Brain chemicals producing a sense of well-being from status and belonging can be fuelled by gangs. We run our youth support groups and youth mentoring in a way that provides status/self-esteem to young people and a feeling of belonging that emulates what gangs offer without the criminality, violence and dangers to young people.

Partnerships and Co-operation

Members

Our members are also partners, and representatives of parents, young people and children who come to our support groups meet with Board members each term to feedback and propose changes.

Royal Borough of Greenwich

We have a partnership with the Council through its youth work provider, Charlton Athletic Community Trust and we are part of Young Greenwich, a borough-wide youth work partnership.

Churches

In 2023 we had partnerships with Eltham Green Community Church and St.Saviour's Churches, and with Church Army, a national and international Anglican Church organisation. We are supported by many other churches, including notably Eltham Park Baptist Church and Christchurch and St. Andrew's Herne Bay, through financial giving and gifts of Christmas presents for children and Easter eggs.

Metropolitan Police & MI6

Intelligence was passed to both these organisations about organised crime.

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Partnerships and Co-operation (continued)

XLP Partnership

We have a mature partnership with the London-wide charity XLP. We helped XLP provide detached work during lockdown when their double decker bus was considered not covid secure.

Local Schools and Colleges

We worked closely with 3 local primary schools.

Food Bank

Superkidz is part of the Greenwich Food Bank voucher distribution system.

Replicable Youth Work Model

We have used our professional and academic training in psychology and sociology combined with practical personal experience to develop a manual and replicable model. This guides children's, youth and family work across several estates. The team has also provided training in this model for other organisations. Crucially, the model enables those whom we help to contribute to their own communities and act as strong, positive role models within them. Our theory of change is based on the following triangle, and is set out in our Transform Group and Individual Mentoring (TGIM) manual.

Negative Internal Working Model



Negative Personal Constructs

Negative Group/Gang Norms

The Internal Working Model is a framework of generalised beliefs and emotional responses shaped by experiences in early years. Children who have been the victims of physical or mental neglect or abuse at the hands of their carers often see all adults as uncaring or hostile, and react accordingly with aggression or withdrawal. Persevering care over a significant period, usually in the face of abuse, changes this.

Personal Construct Psychology focuses on hidden unconscious assumptions on which conclusions are based, which in turn guide decisions - such as, "I failed at school, therefore I am stupid - therefore drug dealing and crime are my only option". The role of youth workers is to identify the underlying assumptions and conclusions, and help young people look at them critically and replace them where they are negative and destructive.

Social norms are among the most powerful forces influencing behaviour. Laws are often powerless by comparison. For example, there was group approval among many MPs to misuse expense claims, flouting the law and their own rules. They were not "criminal types", but ordinary people. Communities and particularly the micro-communities of gangs, have their own norms on which group approval or rejection is based. The role of youth workers is to help young people to think for themselves, with reference to other values.

Superkidz Community Trust

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Future Plans

2023 was a productive year with surveys indicating the effectiveness of our work. In 2024 we plan to reach out to more beneficiaries and continue to develop our staff, which will include a visit to another similar project.

We sincerely thank our donors and funders for making this work possible.

Appointments to the Board of Trustees

In line with the Board's Memorandum and Articles of Association, any new appointment to the Board of Trustees is a matter for consideration by the directors. The Trustees are responsible for ensuring that appropriate induction, training and information is provided as required.

Learning and Development of the Board of Trustees

The Board seeks to recruit new members in line with clearly defined needs for knowledge and experience. Trustees are inducted into the Trust's work in meetings with the Chair of Trustees. A portfolio of policies is available. Trustees receive learning and development opportunities annually.

Internal Control: Board of Trustees

The Board is ultimately responsible for the Trust's system of internal control and for reviewing its effectiveness. However, the Board recognises that any such system can only manage and not eliminate the risk of failure to achieve business objectives. Also, it can only provide reasonable and not absolute assurance against any material misstatement or loss. This system of internal control is based on an ongoing process designed to identify and prioritise any risks to the achievement of Trust policies, aims and objectives and aspirations and to evaluate the likelihood and impact of such risks being realised. The Board then seeks to manage these efficiently, effectively and economically. These controls are designed to give reasonable assurance with respect to:

- the reliability of financial information used by the Trust or for publication;
- the maintenance of proper accounting records; and
- the safeguarding of assets against unauthorised use or disposition.

The Board considers that the directors, who are the trustees, and the Manager comprise the key management personnel of the charity. The Manager is in charge of directing and controlling, running and operating the Trust on a day-to-day basis. All Trustees give freely of their time and none received remuneration in the period. Where there are any, details of Trustees' expenses are disclosed in the notes to the accounts.

Risk Management

The Board has a risk register and a policy statement which includes specific detailing of the Board's responsibilities. This includes an outline of key risks and a schedule and action plan for the carrying out of that responsibility. The policy and the workings of the register are formally reviewed by the Board each period. The Board recognises that risk can never be eliminated entirely and that there are aspects of work in which the Trust rightly has an appetite for risk. However, in its financial dealings and its promotion of its aims, the Trust continues to manage any inevitable risk robustly and effectively.

Consequently, the Board of Trustees is of the view that there is a formal ongoing process in place for identifying, evaluating and managing the Trust's significant risks. This process has been in place and operational throughout the period. During the past period the key risks have been assessed and identified as:

1. Safeguarding and safety of our both our service users and staff
2. Fundraising from trusts, grant-making bodies and individuals
3. Recruitment and retention of staff, particularly the manager

Superkidz Community Trust

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Internal control

The Board of Trustees has delegated day to day responsibility for reviewing the adequacies of internal controls and for making any appropriate amendments to the Manager. They are thereby responsible for reporting to the Board any material weakness or breakdown in internal control which may arise.

The Manager acknowledges responsibility for ensuring that an effective system of internal control is maintained, operated and recorded by Superkidz Community Trust. The system provides reasonable assurance that assets are safeguarded, transactions authorised, properly recorded and material errors or irregularities are either prevented or would be detected within a timely period. This is based on a framework of regular management information, administrative procedures and a clear system of delegation and accountability. In particular, this system ensures that:

- formal policies are in place, including rules relating to the delegation of authorities, which allow the monitoring of controls and restrict the unauthorised use of the Trust's assets;
- experienced and suitably qualified staff take responsibility for important functions;
- forecasts and budgets are prepared which allow the Board and management to monitor business risks and financial objectives, and progress towards plans set for the period and medium term;
- all significant new initiatives, major commitments and investment projects are subject to formal authorisation procedures, through formal relevant sub-committees comprising Board Members and others;
- financial and other performances are monitored regularly within the context of the Trust's Strategic Plan;
- planning includes attention to ensuring replacement funding as individual projects approach their completion;
- clearly defined capital investment control guidelines are implemented; and
- formal project management disciplines are adopted where appropriate.

The Board has no reason to doubt that the financial information presented to them is accurate and timely, taking into account all known factors.

Fundraising statement

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Although we do not undertake widespread fundraising from the general public, the legislation defines fund raising as "soliciting or otherwise procuring money or other property for charitable purposes." and such amounts receivable, are presented in our accounts as "voluntary income" and includes legacies and grants.

In relation to the above we confirm that all solicitations are managed internally, without involvement of commercial participators or professional fund-raisers, or third parties. The day-to-day management of all income generation is delegated to the Executive Committee, who are accountable to the Trustees.

The charity is not bound by any undertaking to be bound by any regulatory scheme and the charity does not consider it necessary to comply with any voluntary code of practice. We have received no complaints in relation to fundraising activities.

Superkidz Community Trust

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Trustees' Annual Report for the period ended 31 December 2023 (continued)

Financial Review

Overall, the Board of Trustees is satisfied that these accounts reflect the financial position of the Trust during the period.

Income for the period totalled £226,303 (2022: 167,549). This was mainly due to a significant increase in grant income, offset by a decrease in one-off donations. Grants received included Henry Smith Charity £78,350, Tudor Trust £46,000, National Lottery Community Fund - £35,000, Garfield Weston Foundation - £20,000, Charlton Athletic Community Trust - £13,750, Peter Harris - £5,000, Co-op Local Community Fund - £1,022, and Stephen Clark Charitable Settlement 1965 - £1,000.

Expenditure for the period was lower as the Trust refocused its' plans, including to increase Reserves.

Overall for the period the Trust made net income of £40,382 (2022: net loss of £51,575), this increased the reserves in line with the Reserves policy below in line with plans for the year.

Reserves policy

The Trust requires Reserves to ensure that a temporary interruption of income does not affect the delivery of Trust activities. In the worst case scenario, a lack of Reserves could result in the Trust being forced to close down its operations in entirety.

It is the Board's intention to build reserves to maintain a level equivalent to 4 months operating costs. Longer term, reserves for six months will be sought by the Trust.

Reserves at the agreed level will be maintained by the following:

1. Implementation of fundraising strategy to grant-making bodies
2. Launching an emergency appeal if Reserves fall
3. Transferring some Trust activities to another like-minded charity
4. Exploring a full merger with another charity

Levels of Trust Reserves will be monitored every Board meeting and this policy will be reviewed annually. The reserves at 31 December 2023 are £57,592 (2022: £17,210), which equates to 3.1 months (2022: 0.9 months).

Going concern

The Trust continues to appraise its financial situation and to adapt its business model accordingly.

The Trustees have set guidance that the Trust should budget to meet all commitments and obligations to its players and other stakeholders. They have prepared these accounts on a going concern basis and are satisfied that there are sufficient cash reserves to cover operations.

Trustees' Responsibilities

Each of the Trustees (directors) has confirmed that so far as they are aware, there is no relevant information of which the company's Independent Examiner is unaware, and that they have taken all the steps that they ought to have taken as a director in order to become aware of any relevant information and to establish that the company's Independent Examiner is aware of that information.

By order of the Board

G. M. Moody

Chair of Board of Trustees - Gill Moody

27/09/24

Date

Superkidz Community Trust
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Statement of Trustees' responsibilities for the period ended 31 December 2023

The Trustees are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company and charity law require the Trustees to prepare financial statements for each financial period. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including its income and expenditure, of the charity for the period. In preparing those 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 judgments and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate and proper accounting records that are sufficient to show and explain the charity's transactions and 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 requirements of 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.

Superkidz Community Trust
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Independent Examiner's report to the members and Trustees of Superkidz Community Trust

I report on my examination of the accounts of Superkidz Community Trust for the period ended 31 December 2023.

Responsibilities and basis of report

The Trustees 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 accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the 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 as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Signed:



Date: 26th September 2024

G D Fothergill F.C.C.A.

Swaleside Accountancy Limited, Old Rectory, South Kilvington, Thirsk, North Yorkshire, YO7 2NL

Superkidz Community Trust
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Statement of Financial Activities for the period ended 31 December 2023
(including summary income and expenditure account)

	Note	Unrestricted funds	Restricted funds	2023 Total	2022 Total as restated
		£	£	£	£
Income and endowments from:					
Grants	2	151,372	48,750	200,122	125,973
Donations	2	25,308	-	25,308	41,549
Other income		873	-	873	27
Total income and endowments		177,553	48,750	226,303	167,549
Expenditure on:					
Charitable activities	3	137,171	48,750	185,921	219,124
Total expenditure		137,171	48,750	185,921	219,124
Net income /(expenditure)		40,382	-	40,382	(51,575)
Gross transfers between funds		-	-	-	-
Net movement in funds		40,382	-	40,382	(51,575)
Total funds brought forward		17,210	-	17,210	68,785
Total funds carried forward	7	57,592	-	57,592	17,210

The annexed notes form part of these financial statements.

All income derives from continuing activities.

Superkidz Community Trust
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Balance Sheet as at 31 December 2023
(Company number 006639454)

	Note	2023 £	2022 as restated £
Fixed Assets			
Tangible assets		-	-
Current Assets			
Debtors	5	688	-
Cash at bank and in hand		79,059	23,543
		79,747	23,543
Creditors			
Creditors: Amounts falling due within one period	6	22,155	6,333
Net current assets		57,592	17,210
Total assets less current liabilities		57,592	17,210
Total net assets		57,592	17,210
Represented by			
Unrestricted funds	7	57,592	17,210
Restricted funds	7	-	-
Total funds		57,592	17,210

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved and authorised for issue by the Board of Trustees on 27/09/24

G. M. Moody
Chair of the Board of Trustees - Gill Moody

Superkidz Community Trust

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Notes to the Financial Statements for the period ended 31 December 2023

1. Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared under the Charities Act 2011, the Charities' Statement of Recommended Practice (Charities SORP (FRS 102) as amended by Update Bulletin 2) and Financial Reporting Standard 102 applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Superkidz Community Trust constitutes a public benefit entity as defined by FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The Trustees have prepared these accounts on a going concern basis. They have reviewed the budgets and forecasts forming the charity's business plan for a period in excess of twelve months beyond the date of signing of the account. The Trustees consider therefore that they have reasonable assurance that the charity will continue to operate.

Funds

General funds represent the funds of the Company that are not subject to any restriction regarding their use and are available for use at the discretion of the Trustees in furtherance of the objectives of the charitable company.

Designated funds are funds set aside at the discretion of the Trustees for a particular purpose and carry no restrictions. Restricted funds consist of grants and bursaries which are subject to restrictions on their expenditure by the donor.

Income

All income is included in the statement of financial activities when the charitable company is entitled to the income, it is probable that the income will be received, and the amount can be measured reliably.

Grants and donations received as Restricted Funds, defined as those which carry an obligation to repay any sums not actually spent, are brought into the SOFA in the period of receipt and carried forward within Restricted Funds until either spent or refunded.

Deferred income

Where unconditional entitlement to grants receivable and fees paid in advance is dependent upon fulfilment of conditions within the Trust's control, the incoming resources are recognised when there is sufficient evidence that conditions have been met. Where there is uncertainty as to whether the Trust has met such conditions, or the funder clearly states that the funding is for the next financial period, then the incoming resource is deferred. Subscriptions are recognised over the duration of membership, fees received in advance are accounted for in liabilities and released over the period of membership.

Expenditure

Expenditure is included in the accounts on an accruals basis.

Charitable activities

All costs are allocated between categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly or apportioned on an appropriate basis.

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Notes to the Financial Statements for the period ended 31 December 2023

1. Accounting policies (continued)

Tangible fixed assets

All capital expenditure below £500 is written off as and when it is incurred.

Depreciation is provided on all tangible fixed assets other than freehold land and buildings, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Fittings and equipment -	over 4 to 10 years
--------------------------	--------------------

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation

Superkidz Community Trust is a registered charity within the meaning of paragraph 1 of schedule 6 of the Finance Act 2010. Accordingly it is exempt from taxation in respect of income or capital gains within categories covered by chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. No tax charge arose in the period.

Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

In preparing these financial statements, the key judgements and estimates have been made in respect of the following:

- Debt provision: Provisions for bad debt are based on the likelihood of recovery.
- Going concern: In light of current economic circumstances have paid particular attention to this matter.

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Notes to the Financial Statements for the period ended 31 December 2023

2. Charitable activities

	2023	2022 as restated
	£	£
Grants (donations)	201,122	125,973
Regular donations	7,590	9,394
Other donations	13,921	32,155
Gift aid	2,797	-
Bank and other interest	873	27
	<u>226,303</u>	<u>167,549</u>

3. Charitable activities

	2023	2022 as restated
	£	£
Youthwork	17,183	39,221
Children's clubs	5,851	12,309
Seasonal events	1,881	-
Rent	9,900	4,065
Staff costs	138,287	153,646
Insurance	1,166	1,192
Independent Examination	600	990
Administration costs	11,053	7,594
	<u>185,921</u>	<u>219,017</u>

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Notes to the Financial Statements for the period ended 31 December 2023

4. Staff costs	2023	As restated 2022
	£	£
Wages and Salaries	136,607	153,139
Pension costs (employer)	1,680	507
	<u>138,287</u>	<u>153,646</u>

Superkidz Community Trust employed one full-time plus part-time youth and children's worker during the year with sessional workers in support of the children's clubs and for Stay and Play.

	2023	As restated 2022
Youth workers	1	1
Sessional workers	16	17
	<u>17</u>	<u>18</u>

There were no employees with a salary greater than £60,000 per annum.

Key management personnel: the Manager of Superkidz Community Trust is employed full-time by the Church Army. The work for Superkidz Community Trust is completed under a secondment agreement to support the work of Superkidz Community Trust. No payment is made for remuneration, expenses or other non-cash benefits to either the Manager or Church Army.

5. Debtors	2023	As restated 2022
	£	£
Other debtors	688	-
	<u>688</u>	<u>-</u>

6. Creditors: amounts falling due within one year	2023	As restated 2022
	£	£
PAYE & NI	2,961	4,976
Accruals	18,697	558
Other creditors	497	799
	<u>22,155</u>	<u>6,333</u>

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Notes to the Financial Statements for the period ended 31 December 2023

7. Funds

	Balance b/f 31 December 2022	Incoming resources	Resources expended	Transfers between funds	Balance c/f 31 December 2023
<u>Unrestricted</u>	£	£	£	£	£
General Fund	17,210	177,553	137,171	-	57,592
<hr/>					
<u>Restricted</u>					
NLCF	-	35,000	35,000	-	-
CACT	-	13,750	13,750	-	-
Total restricted	-	48,750	48,750	-	-
<hr/>					
Total Funds	17,210	226,303	185,921	-	57,592

Restricted funds:

NLCF (National Lottery Community Fund): Funding for the payment our community worker salaries.

CACT (Charlton Athletic Community Trust): Funding supporting our youth clubs.

Superkidz Community Trust
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Notes to the Financial Statements for the period ended 31 December 2023

7. Funds (continued)

Comparative figures for the period ended 31 December 2022 (as restated)

	Balance b/f 31 December 2021	Incoming resources	Resources expended	Transfers between funds	Balance c/f 31 December 2022
<u>Unrestricted</u>	£	£	£	£	£
General Fund	68,785	131,924	183,499	-	17,210
<u>Restricted</u>					
NLCF	-	30,000	30,000	-	-
CACT	-	5,625	5,625	-	-
Total restricted	-	35,625	35,625	-	-
Total Funds	68,785	167,549	219,124	-	17,210

Restricted funds:

NLCF (National Lottery Community Fund): Funding for the payment of our community worker salaries.

CACT (Charlton Athletic Community Trust): Funding supporting our youth clubs.

8. Related parties and transactions with Trustees

No trustees were reimbursed for travel expenses and subsistence incurred in the course of their duties.

The Trust pays for Trustees' and Directors indemnity insurance, the cost of which is included in the total insurance premium.

9. Prior year adjustments

The prior year has been restated to correct balances for the following reasons:

- corrections to income recognition to bring this in line with the accounting policies
- to correct year end balances on debtors and creditors
- to correct the allocation of income and expenditure

The net effect of the above adjustments has decreased reserves brought forward at 1 January 2023 by £119,930 to £17,210.