

THE INSPIRE AND ACHIEVE FOUNDATION

England & Wales · Charity number 1129402

Details

Status Registered

Legal form Charitable company

Company number [06849534](#)

Registered 2009-05-05

Register [View on the Charity Commission register](#)

Contact

Address 159 Yorke Street
Mansfield Woodhouse
Mansfield
Nottinghamshire
NG19 9NJ

Phone 07891529797

Email info@inspireachieve.co.uk

Website www.inspireandachieve.co.uk

Activities

Objects: 1 TO ADVANCE THE EDUCATION OF YOUNG PEOPLE FROM REGENERATION AREAS (THE 'YOUNG PEOPLE')2 TO ADVANCE IN LIFE AND HELP THE YOUNG PEOPLE THROUGH A THE PROVISION OF ADVICE AND EDUCATIONAL ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO HELP IMPROVE THE CONDITIONS OF LIFE; ANDB PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS

Activities: IAF inspire young people to work towards a positive future by providing activities that improve their approach, attitude & behaviours towards education, employment and volunteering. We deliver outreach projects and workshops in partnership with colleges, charities, and employment support agencies, and provide basic IAG so young people can find the help and support they need to progress.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty
- **Who:** Children/young People

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Nottinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£704,061	£600,767	£195,146	15
2024-07-31	£562,974	£476,870	£91,852	12
2023-07-31	£456,652	£417,776	-	-
2022-08-31	£1,178,480	£1,288,099	£-33,128	30
2021-03-31	£853,027	£912,984	£76,489	30

Trustees

Name	Role	Appointed
Alexandra Peace-Gadsby	Chair	2014-10-09
Elizabeth Ann Barrett		2023-10-03
Gary Jordan		2026-01-22
MATTHEW WILLIAM ROONEY		2021-11-08
Yvonne Card		2015-06-08

THE INSPIRE AND ACHIEVE FOUNDATION

England & Wales - Charity number 1129402

Accounts

Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025
FOR
THE INSPIRE AND ACHIEVE FOUNDATION

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for the year ended 31 July 2025

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THE INSPIRE AND ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES

for the year ended 31 July 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Inspire and Achieve Foundation (IAF) is a registered charity with a single charitable object: The advancement of education of young people from regeneration areas.

IAF operates in Nottinghamshire and its activities target young people aged 16-26 who are not in education, employment or training (NEET), or who are at risk of falling into this category. IAF acts as a resource providing advice and educational programmes to enable young people to advance in life.

IAF's mission statement is: 'inspiring young people: Empowering them to achieve their best'.

IAF's charitable objectives are to raise the aspirations and achievements of disadvantaged young people, and those not in education, employment and training by:

- * Inspiring and supporting them to make positive changes in their lives,
- * Inspiring in partnership with educational organisations, other third sector organisations, and business to signpost, create, and provide positive progression routes and supported activities.

Organisational Structure

The foundation is managed by the Director (Executive) who reports to the Board of Trustees. Programmes are delivered in furtherance of the foundation's objectives. There were 13 members of staff in total. All members of staff are directly employed by the Foundation. There are four Trustees. New Trustees are asked to apply in writing to the charity, and declare any conflicts of interest so that their application can be assessed by the Trustee Board. A vote is then taken in the next Board meeting as to whether an appointment should be made.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and have complied with their duties under the Charities Act 2011.

THE INSPIRE AND ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES

for the year ended 31 July 2025

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

2024/25 has seen the Foundation deliver much needed assistance to young people on the margins of society. The Inspire and Achieve Foundation has helped 271 individuals over the course of the year, with 70% of them progressing into employment, education or training within the financial year, and many with planned progressions for the new financial year. The barriers experienced by the young people we help are very high with 73% of our participants disclosing poor mental health, 63% disclosing learning difficulties, and many have a complex mix of housing issues (24%), addiction issues (16%), criminal records (8%), are young carers/parents (12%), or have come through the care system (11%). In-depth support to navigate these intersectional barriers has been vital to the young people we help and in securing positive progression within their personal development journey.

Our programme of support for young people is holistic, inter-connected, and bespoke and in September 2025 IAF moved premises and created a Youth Hub that provided a base for all of its services, and also enabled IAF to create alternative provision schooling for SEND young people with an EHCP. IAF's main delivery now includes:

Mentoring: Providing young people with someone to talk to, who understands them and who knows how to help them on their journey. Matrix accredited, professional mentoring at IAC level 3 and above. Our mentoring goes above and beyond employability support, or pastoral care in other settings. We follow a 10 step plan that supports them on their journey. Progress through the 10 steps is not always linear and many steps are interlinked.

King's Trust Team Programme: Intensive and life-changing 12 week personal development course focusing on building confidence, giving young people the safe space to leave their comfort zone, life-skills, and employability skills. IAF is The King's Trust's chosen delivery partner in Nottinghamshire and is getting noticed for its innovation, ethos, and support for the hardest to reach at a national level. The teams are being delivered in Mansfield, Nottingham City and Workshop 3 times a year. The 12 week programme is as follows:

Week 1: Team building and planning

Week 2: Residential excursion and new challenges

Week 3-6: Fundraising for, managing, and delivering a community project

Week 7-8: Work experience placement

Week 9: Employability skills and next steps

Week 10-11: Supporting others in the community

Week 12: Presentation skills, confidence, and event management

The Youth Hub and Youth Activities combats social isolation and provides a daily face to face forum to meet up for a game of pool, play computer games, catch up with mentors, and connect with friends. We provide young people with support, links to community organisations, access to free food and showers, and encourage them to improve their mental health, communication skills, develop problem solving, maths and functional skills through interactive games, life-skills activities and crafts.

Employability Workshops build on the one to one mentoring and provide a structured programme of daily workshops that are free for young people to attend and will support them on their journey into work or education.

Our Space is a virtual safe space to connect, game, chat, share, mobilise, and reach out for help from behind a screen. This virtual platform is designed for young people, by young people and dovetails into all of IAF provision. It has functionality for:

- * Gaming
- * Chatting
- * Posting
- * Podcasts and self-help links
- * Crisis information
- * Notice Board for events

The Youth Board is a welcoming and inclusive community that draws its membership from, and represents the whole charity. As the voice of young people they will directly shape the support provided by the charity for young people, and will promote connectivity within the community.

The Alternative Provision, entitled 'Achievement Unlocked' was launched in October 2025 and provides part time education to young people aged 16-25 who have an EHCP. The qualification delivered is the King's Trust Achieve Programme and we work with an online functional skills provider for those young people who want English and maths as part of their package.

FINANCIAL REVIEW

Reserves policy

The agreed reserves policy is to maintain free reserves at a level that is sufficient to cover three months of operating costs. These costs currently stand at approximately £80,000. The level of free reserves on the 31st July 2025 was £195,146.

THE INSPIRE AND ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES

for the year ended 31 July 2025

FINANCIAL REVIEW

Going concern

The results for the 24/25 financial period show net surplus of £103K,

There has been some turbulence on contracts given the changing commissioning routes as part of EMCCA devolution but the charity has responded by securing new funding routes via delivering alternative provision, youth guarantee, the DWP youth hub contract, and potentially a new Kings Trust education contract is being discussed as at the time of writing. Due to the turmoil, we are expecting a loss of £82k for the 25/26 academic year, which reduces the reserves level significantly whilst still remaining in policy. However, as mentioned above we have secured some new funding routes and Alternative Provisions source should increase significantly at the start of the new school term, we have forecast for only half of the capacity currently available and this shows an expected profit for the first quarter of the new financial year of £67k.

With the new funding sources secured and, in the pipeline, we are therefore confident that we have now ridden through the period of turmoil due to changes in contracts.

Fundraising is always ongoing to cover costs and build reserves.

All risks to the Charity have been considered, a review of ongoing expenditure and forecasts and funding secured and in pipeline has been carried out for the period to 31 July 2027 with information based on funding in place, all of this results in the board being confident the charity has sufficient resources for at least the next financial year and to the end of 2027 - on that basis the board consider the charity to be a going concern

FUTURE PLANS

The priority for 2025/26 is to focus on sustainability and quality after a period of growth, and to fully establish the new alternative provision and youth hub in the educational landscape in Mansfield. Reserves also need to be re-built after they were used to finance growth and develop future services for beneficiaries. The 5 strategic pillars remain the same:

GROWTH: expand reach, access and impact of IAF's programmes for young people by growing sustainable, impactful programs and partnerships that support long-term development, reflect geographical commissioning areas, and take a holistic person-centred approach to support.

SUSTAINABILITY: Build long-term financial resilience, operational efficiency and social responsibility.

INCLUSIVITY: Foster an inclusive, accessible, and equitable environment for all young people. strengths of each participant, acknowledging their unique challenges and circumstances.

QUALITY: Commit to delivering the highest standards in all our programs and services. By continuously evaluating and improving our methods, we empower youth to reach their full potential through exceptional support, resources, and opportunities. Our dedication to quality guarantees impactful, transformative experiences for all our young participants.

CREDIBILITY: Build trust and accountability in the community by, improving impact reporting, improved brand awareness, focusing on providing a quality service, and building strong relationships.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Inspire and Achieve Foundation is a charitable company limited by guarantee. It was incorporated on 17 March 2009 and registered as a charity on 5 May 2009. The charity 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 the members are required to contribute an amount not exceeding £1,

Recruitment and appointment of new trustees

The directors of the charitable company are its trustees for the purpose of charity law. The articles of association state that there must be a minimum of two trustees. New trustees are usually identified from amongst the local community. The Inspire and Achieve Foundation strives to ensure that trustees have the relevant business and practical experience required. They are appointed by ordinary resolution to serve for a period of four years.

THE INSPIRE AND ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES

for the year ended 31 July 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

This includes a copy of the memorandum and articles of association, copy of the most recent annual report and accounts, copy minutes of previous trustees' meetings and a copy of the charity commission guidance 'The Essential Trustee'.

Key management remuneration

The Board of Trustees, the Director (Executive) and the three managers comprise the key management personnel of the Charity, in charge of directing and controlling the Charity and operating it on a day to day basis. Trustees give of their time freely and no trustee remuneration or expenses were paid in the year. The Director (Executive) is employed on a part-time basis and works closely with the Board. She is responsible for the day to day management of the Charity and her remuneration is based on similar roles in the locality and reviewed annually.

Risk management

The trustees implement a risk management strategy which comprises:

An annual review of the risks which the charity may face

The establishment of systems and procedures to mitigate those risks identified, including young people and vulnerable adults policy.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06849534 (England and Wales)

Registered Charity number
1129402

Registered office
159 York Street
Mansfield Woodhouse
Nottinghamshire
NG19 9NJ

Trustees
Mrs A E Peace-Cadby-OB

M W Rooney

Mrs Y L Card

Mrs E A Barrett - MBE

G Jordan - MBE (appointed 31.1.26)

Company Secretary

M W Rooney

Auditors

Hewitt Card Limited

Statutory Auditors

70-72 Nottingham Road

Mansfield

Nottinghamshire

NG18 1BN

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Inspire and Achieve Foundation for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

THE INSPIRE AND ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES for the year ended 31 July 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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 charitable company and of the income and expenditure, including the income and expenditure, of the charitable company for that 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 judgements and estimates that are reasonable and prudent;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hewitt Card Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting. Approved by order of the board of trustees on 24.03.2028 and signed on its behalf by:

Ms A E Peace-Cadaby

Ms A E Peace-Cadaby - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE INSPIRE AND ACHIEVE FOUNDATION

Opinion

We have audited the financial statements of The Inspire and Achieve Foundation (the 'charitable company') for the year ended 31 July 2025 including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Options on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE INSPIRE AND ACHIEVE FOUNDATION

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have adopted a risk based approach based upon analytical procedures and knowledge of the clients systems and environment it operates in.

This enables us to design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for the audit opinion.

To obtain an understanding of internal control where relevant to the audit to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

To evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

To conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern.

The likelihood of detecting irregularities is inherently difficult and we have designed our tests and procedures to reduce this risk.

- We have enquired of management around actual and potential litigation and claims.
- Review of company minutes of meetings of those charged with governance.
- Reviewing financial statements disclosure and testing supporting documentation to assess compliance with applicable laws and regulations
- Review and testing of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
THE INSPIRE AND ACHIEVE FOUNDATION**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Oliver Jenkins ACCA (Senior Statutory Auditor)
for and on behalf of Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

Date: 25/03/2009

THE INSPIRE AND ACHIEVE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 July 2025

	Notes	Unrestricted funds	Restricted funds	Total funds	2025	Total funds	2024
INCOME AND ENDOWMENTS FROM							
Donations and legacies	2	13,591	-	13,591	13,591	13,708	13,708
Charitable activities	3	313,771	376,699	690,470	690,470	550,442	550,442
Charitable activities		327,362	376,699	704,061	704,061	564,150	564,150
EXPENDITURE ON							
Raising funds	4	8,708	-	8,708	8,708	8,570	8,570
Charitable activities	5	215,360	376,699	592,059	592,059	469,476	469,476
Charitable activities		224,068	376,699	600,767	600,767	478,046	478,046
NET INCOME		103,294	-	103,294	103,294	86,104	86,104
RECONCILIATION OF FUNDS							
Total funds brought forward		91,852	-	91,852	91,852	5,748	5,748
TOTAL FUNDS CARRIED FORWARD		195,146	-	195,146	195,146	91,852	91,852

The notes form part of these financial statements

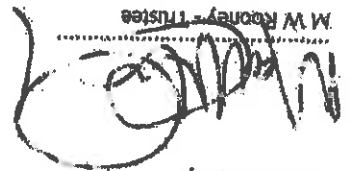
THE INSPIRE AND ACHIEVE FOUNDATION

BALANCE SHEET 31 July 2025

2024	2025	Restricted funds	Unrestricted funds	Notes	FIXED ASSETS
Total	Total				Tangible assets
1,838				11	
					CURRENT ASSETS
					Debtors
104,348	101,294	-	101,294	12	Cash at bank and in hand
87,005	175,456	-	175,456		
191,353	276,750	-	276,750		CREDITORS
					Amounts falling due within one year
(101,339)	(81,604)	-	(81,604)	13	
					NET CURRENT ASSETS
90,014	195,146	-	195,146		
					TOTAL ASSETS LESS CURRENT LIABILITIES
91,852	195,146	-	195,146		
					NET ASSETS/(LIABILITIES)
91,852	195,146	-	195,146		
					FUNDS
				14	Unrestricted funds
91,852	195,146				TOTAL FUNDS

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 18 March 26 and were signed on its behalf by:


M W Rooney - Trustee

THE INSPIRE AND ACHIEVE FOUNDATION

**CASH FLOW STATEMENT
for the year ended 31 July 2025**

	2025	2024
	£	£
Cash flows from operating activities		
Cash generated from operations	88,451	12,113
Net cash provided by operating activities	88,451	12,113
Change in cash and cash equivalents in the reporting period	88,451	
Cash and cash equivalents at the beginning of the reporting period	87,005	12,113
Cash and cash equivalents at the end of the reporting period	175,456	74,892
	87,005	87,005

Notes

1

The notes form part of these financial statements

THE INSPIRE AND ACHIEVE FOUNDATION

NOTES TO THE CASH FLOW STATEMENT
for the year ended 31 July 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
Net income for the reporting period (as per the Statement of Financial Activities)	£ 103,294	£ 86,104
Adjustments for:		
Depreciation charges	1,838	1,838
Decrease/(increase) in debtors	3,054	(75,411)
Decrease in creditors	(19,735)	(418)
Net cash provided by operations	88,451	12,113

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.24	Cash flow	At 31.7.25
Net cash	£ 87,005	£ 88,451	£ 175,456
Cash at bank and in hand	87,005	88,451	175,456
Total	87,005	88,451	175,456

The notes form part of these financial statements

THE INSPIRE AND ACHIEVE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 July 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The Inspire and Achieve Foundation is a public benefit entity limited by guarantee and a charity governed by its memorandum and articles of association and incorporated in England and Wales. The members are its directors. The principle activity and address of the registered office are disclosed in the Trustees Report.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements are prepared using the historical cost basis unless otherwise stated in the relevant accounting policy notes, and are presented in pounds sterling.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 20% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

Donations

	2025	2024
£	£	£
13,591	13,708	

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2025

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NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2025

Wages and salaries

2025	15	455,218	344,843
2024	12	455,218	344,843

The average monthly number of employees during the year was as follows:

Charitable activities and governance

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

INCOME AND ENDOWMENTS FROM

INCOME AND ENDOWMENTS FROM	Unrestricted funds	Restricted funds	Total funds
Donations and legacies	13,708	13,708	13,708
Charitable activities	242,746	307,696	550,442
Total	256,454	307,696	564,150
EXPENDITURE ON			
Raising funds	8,570	-	8,570
Charitable activities	161,781	307,695	469,476
Total	170,351	307,695	478,046
NET INCOME	86,103	1	86,104
RECONCILIATION OF FUNDS			
Total funds brought forward	5,748	-	5,748
TOTAL FUNDS CARRIED FORWARD	91,851	1	91,852

TOTAL FUNDS CARRIED FORWARD

RECONCILIATION OF FUNDS
Total funds brought forward

NET INCOME

161,781	307,695	469,476
170,351	307,695	478,046
86,103	1	86,104
5,748	-	5,748
91,851	1	91,852

EXPENDITURE ON

Charitable activities	242,746	307,696	550,442
Total	256,454	307,696	564,150

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2025[illegible]

THE INSPIRE AND ACHIEVE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2025

14.

MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Unrestricted funds	General fund	ESFA - Prince's Trust
	4,607	322,754	327,361
	£	£	£
Incoming resources	98,687	(322,754)	(224,067)
Resources expended	103,294	-	103,294
Movement in funds	£	-	103,294
	9,280	174,194	(9,280)
	(9,280)	(174,194)	(9,280)
	(325)	(4,000)	(325)
	(8,000)	(8,000)	(8,000)
	20,325	(20,325)	(20,325)
	27,426	(27,426)	(27,426)
	8,984	(8,984)	(8,984)
	23,977	(23,977)	(23,977)
	31,052	(31,052)	(31,052)
	6,944	(6,944)	(6,944)
	5,000	(5,000)	(5,000)
	1,000	(1,000)	(1,000)
	2,000	(2,000)	(2,000)
	5,000	(5,000)	(5,000)
	5,000	(5,000)	(5,000)
	378	(378)	(378)
	2,000	(2,000)	(2,000)
	5,000	(5,000)	(5,000)
	5,000	(5,000)	(5,000)
	24,900	(24,900)	(24,900)
	376,700	(376,700)	(376,700)
	704,061	(600,767)	103,294
	£	£	£
At 1.8.23	5,748	86,104	91,852
Net movement in funds	5,748	86,104	91,852
Unrestricted funds	5,748	86,104	91,852
General fund	5,748	86,104	91,852
TOTAL FUNDS	5,748	86,104	91,852

Comparatives for movement in funds

TOTAL FUNDS

TOTAL FUNDS

Unrestricted funds
General fund

THE INSPIRE AND ACHIEVE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2025

14.

MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
Unrestricted funds	3,711	82,393	86,104
General fund	252,743	(252,743)	-
ESFA - Prince's Trust	256,454	(170,350)	86,104
Restricted funds	16,719	(16,719)	-
Mansfield BS Foundation	129,754	(129,754)	-
Big Lottery (Communi-Tea)	12,150	(12,150)	-
ROMO Fund	9,000	(9,000)	-
Thomas Farr	4,000	(4,000)	-
David Riddell	8,819	(8,819)	-
Chetwode	9,144	(9,144)	-
Sackler	9,675	(9,675)	-
Jones 1986	4,000	(4,000)	-
Hedley	3,000	(3,000)	-
Clir Henshaw division fund	100	(100)	-
James Henry Blake	2,000	(2,000)	-
Westlyan	10,000	(10,000)	-
St Giles	19,974	(19,974)	-
Academy Transforma	35,000	(35,000)	-
Browne Jacobson	9,997	(9,997)	-
Souter	3,000	(3,000)	-
Ashfield UKSPF	3,949	(3,949)	-
Bolsover UKSPF	6,859	(6,859)	-
Workshop UKSPF	10,556	(10,556)	-
TOTAL FUNDS	307,696	(307,696)	-
	564,150	(478,046)	86,104

A current year 12 months and prior year 12 months combined position is as follows:

Unrestricted funds	At 1.8.23	Net movement in funds	At 31.7.25
General fund	5,748	189,398	195,146
TOTAL FUNDS	5,748	189,398	195,146

THE INSPIRE AND ACHIEVE FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2025

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incomings	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	8,318	181,080	189,398
ESFA - Prince's Trust	575,497	(575,497)	-
Restricted funds	583,815	(394,417)	189,398
Mansfield BS Foundation	25,999	(25,999)	-
Big Lottery (Communi-Tea)	303,948	(303,948)	-
Ruth Gordon Brown	12,150	(12,150)	-
ROMO Fund	9,000	(9,000)	-
Thomas Farr	8,000	(8,000)	-
David Riddell	9,144	(9,144)	-
Chetwode	17,144	(17,144)	-
Sackler	30,000	(30,000)	-
Jones 1986	4,000	(4,000)	-
Hedley	3,000	(3,000)	-
Clir Henshaw division fund	100	(100)	-
James Henry Blake	2,000	(2,000)	-
Westlyan	10,000	(10,000)	-
St Giles	19,974	(19,974)	-
Academy Transforma	62,426	(62,426)	-
Browne Jacobson	18,981	(18,981)	-
Souter	3,000	(3,000)	-
Ashfield UKSPF	27,926	(27,926)	-
Bolsover UKSPF	37,911	(37,911)	-
Workshop UKSPF	17,500	(17,500)	-
Nottinghamshire CM NCF - Gemini Fund	5,000	(5,000)	-
NGED Community matters	1,000	(1,000)	-
Thoresby Charity	2,000	(2,000)	-
Nottinghamshire Proceeds of crime	5,000	(5,000)	-
Nottinghamshire mental wellbeing	6,000	(6,000)	-
Nottinghamshire C 1000 LCF	5,000	(5,000)	-
Nottinghamshire C 1000	378	(378)	-
JN Derbyshire Trust	2,000	(2,000)	-
Nottinghamshire Community Fund	5,000	(5,000)	-
Youth Guarantee	5,915	(5,915)	-
Bassetlaw Future	24,900	(24,900)	-
TOTAL FUNDS	1,268,211	(1,078,813)	189,398
	684,396	(684,396)	-

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2025.

THE INSPIRE AND ACHIEVE FOUNDATION
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 July 2025

	2025	2024
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	13,591	13,708
Charitable activities		
Funding Bodies		
Total incoming resources	690,470	550,442
	704,061	564,150
EXPENDITURE		
Raising donations and legacies		
Salaries including NI	7,466	7,394
Charitable activities		
Salaries including NI		
Office rentals & overheads	440,286	330,055
Insurance	29,119	27,330
Bank charges	1,680	3,306
Project costs	195	112
IT budget	99,587	87,093
Computer equipment	1,838	1,838
	572,705	449,878
Support costs		
Governance costs		
Salaries including NI	7,466	7,394
Auditors' remuneration	7,200	7,200
Auditors' remuneration for non audit work	1,242	1,176
Sundries	4,688	5,004
Total resources expended	20,596	20,774
	600,767	478,046
Net income	103,294	86,104

This page does not form part of the statutory financial statements
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THE INSPIRE AND ACHIEVE FOUNDATION

England & Wales - Charity number 1129402

Accounts

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024.
FOR
THE INSPIRE AND ACHIEVE FOUNDATION**

Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

THE INSPIRE AND ACHIEVE FOUNDATION

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THE INSPIRE AND ACHIEVE FOUNDATION LIMIT

REPORT OF THE TRUSTEES for the year ended 31 July 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Inspire and Achieve Foundation (IAF) is a registered charity with a single charitable object: The advancement of education of young people from regeneration areas.

IAF operates in Nottinghamshire and its activities target young people aged 16-26 who are not in education, employment or training (NEET), or who are at risk of falling into this category. IAF acts as a resource providing advice and educational programmes to enable young people to advance in life.

IAF's mission statement is; 'Inspiring young people: Empowering them to achieve their best'.

IAF's charitable objectives are to raise the aspirations and achievements of disadvantaged young people, and those not in education, employment and training by:

- Inspiring and supporting them to make positive changes in their lives,
- Inspiring and supporting them to find progression routes into education and employment,
- Working in partnership with educational organisations, other third sector organisations, and business to signpost, create, and provide positive progression routes and supported activities.

Organisational Structure

The foundation is managed by the Director (Executive) who reports to the Board of Trustees. Programmes are delivered in furtherance of the foundation's objectives. There were 11 members of staff in total. All members of staff are directly employed by the Foundation. In the past year, one Trustee has retired, so the total is four Trustees. New Trustees are asked to apply in writing to the charity, and declare any conflicts of interest so that their application can be assessed by the Trustee Board. A vote is then taken in the next Board meeting as to whether an appointment should be made.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and have complied with their duties under the Charities Act 2011.

ACHIEVEMENT AND PERFORMANCE

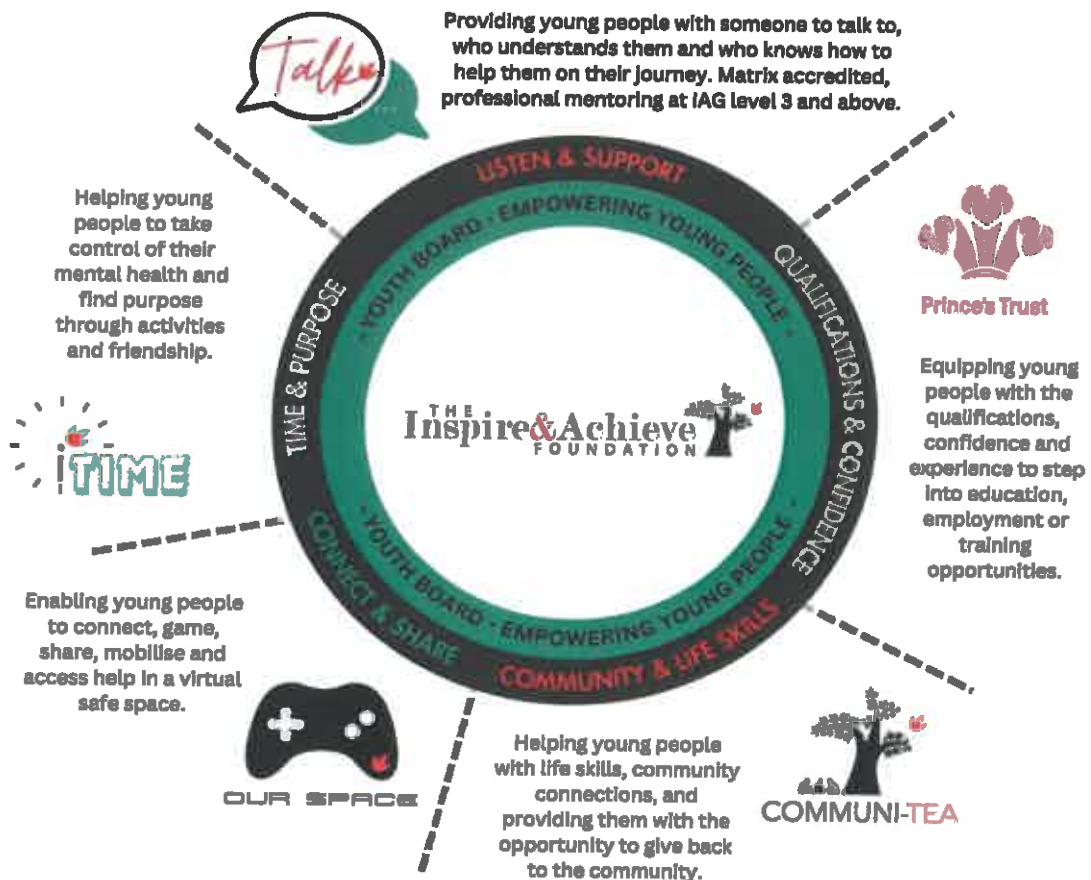
Charitable activities

2023/24 has seen the Foundation deliver much needed assistance to young people on the margins of society. The Inspire and Achieve Foundation has helped 283 individuals over the course of the year, with 64% of them progressing into employment, education or training within the financial year, and many with planned progressions for the new financial year. The barriers experienced by the young people we help are very high with 79% of our participants disclosing poor mental health, 68% disclosing learning difficulties, and many have a complex mix of housing issues (29%), addiction issues (23%), criminal records (14%), are young carers/parents (13%), or have come through the care system (7%). In-depth support to navigate these intersectional barriers has been vital to the young people we help and in securing positive progression within their personal development journey.

Our programme of support for young people is holistic, inter-connected, and bespoke as is shown in the diagram below. IAF has three main delivery mechanisms: Mentoring (Talk), Team Programme, and Youth-led social activities (Communi-Tea, Youth Board, Our Space and i-Time). Details are below:

THE INSPIRE AND ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES for the year ended 31 July 2024



Mentoring (Talk): Providing young people with someone to talk to, who understands them and who knows how to help them on their journey. Matrix accredited, professional mentoring at IAG level 3 and above. Our mentoring goes above and beyond employability support, or pastoral care in other settings. We follow a 10 step plan that supports them on their journey. Progress through the 10 steps is not always linear and many steps are interlinked.

Prince's Trust Team Programme: Intensive and life-changing 12 week personal development course focusing on building confidence, giving young people the safe space to leave their comfort zone, life-skills, and employability skills. IAF is The Prince's Trust's chosen delivery partner in Nottinghamshire and is getting noticed for its innovation, ethos, and support for the hardest to reach at a national level. The teams are being delivered in Mansfield, Nottingham City and Worksop 3 times a year. The 12 week programme is as follows:

- Week 1:** Team building and planning
- Week 2:** Residential excursion and new challenges
- Week 3-6:** Fundraising for, managing, and delivering a community project
- Week 7-8:** Work experience placement
- Week 9:** Employability skills and next steps.
- Week 10-11:** Supporting others in the community
- Week 12:** Presentation skills, confidence, and event management

Communi-Tea provides a weekly face to face forum to meet up for a game of pool, catch up with mentors, and to connect with their friends. We provide young people with support, links to community organisations and encourage them to develop problem solving, maths and functional skills through interactive games.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES for the year ended 31 July 2024

Our Space is a virtual safe space to connect, game, chat, share, mobilise, and reach out for help from behind a screen. This virtual platform is designed for young people, by young people and dovetails into all of IAF provision. It has functionality for:

- Gaming
- Chatting
- Posting
- Podcasts and self-help links
- Crisis information
- Notice Board for events

The **Youth Board** is a welcoming and inclusive community that draws its membership from and represents the whole charity. As the voice of young people, they will directly shape the support provided by the charity for young people, and will promote connectivity within the community.

i-Time is currently in development and has been designed to help tackle poor mental health, social isolation and anti-social behaviour by offering young people something to look forward to every day. Facilitated by our Youth Activities Coordinator, young people will create and lead their own timetable of positive activities. Taking the time to attend an activity organised every day with their friends, whether it's going for a walk in the park, volunteering in the community or visiting a game café, they will have a sense of purpose and build vital peer support networks to take forward in their lives.

FINANCIAL REVIEW

Reserves policy

The agreed reserves policy is to maintain free reserves at a level that is sufficient to cover three months of operating costs. These costs currently stand at approximately £80,000. The level of free reserves on the 31st July 2024 was £91,851

Going concern

The results for the 23/24 financial period show net surplus of £86K,

The board have considered the risks to the charity, reviewed the ongoing expenditure and reduced staff where appropriate and completed forecasts for the following 12 months with information based on the funding in place, all this results in the board being confident the charity has sufficient resources for at least the next 12 months and on that basis the accounts have been prepared on the going concern basis.

FUTURE PLANS

IAF has decided upon five strategic pillars as part of its three-year strategy that runs from 2024-2027. 2024/25 will see the charity rebuild delivery to pre-pandemic levels and evolve its operations in line with the strategic pillars:

GROWTH: expand reach, access and impact of IAF's programmes for young people by growing sustainable, impactful programs and partnerships that support long-term development, reflect geographical commissioning areas, and take a holistic person-centred approach to support.

SUSTAINABILITY: Build long-term financial resilience, operational efficiency and social responsibility.

INCLUSIVITY: Foster an inclusive, accessible, and equitable environment for all young people. Strengths of each participant, acknowledging their unique challenges and circumstances.

QUALITY: Commit to delivering the highest standards in all our programs and services. By continuously evaluating and improving our methods, we empower youth to reach their full potential through exceptional support, resources, and opportunities. Our dedication to quality guarantees impactful, transformative experiences for all our young participants.

CREDIBILITY: Build trust and accountability in the community by, improving impact reporting, improved brand awareness, focusing on providing a quality service, and building strong relationships

THE INSPIRE AND ACHIEVE FOUNDATION LIMIT

REPORT OF THE TRUSTEES for the year ended 31 July 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Inspire and Achieve Foundation is a charitable company limited by guarantee. It was incorporated on 17 March 2009 and registered as a charity on 5 May 2009. The charity 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 the members are required to contribute an amount not exceeding £1.

Recruitment and appointment of new trustees

The directors of the charitable company are its trustees for the purpose of charity law. The articles of association state that there must be a minimum of two trustees. New trustees are usually identified from amongst the local community. The Inspire and Achieve Foundation strives to ensure that trustees have the relevant business and practical experience required. They are appointed by ordinary resolution to serve for a period of four years.

Induction and training of new trustees

The induction process for any newly appointed trustee comprises an initial meeting with the Board of Trustees, at which a pack is provided. This includes a copy of the memorandum and articles of association, copy of the most recent annual report and accounts, copy minutes of previous trustees' meetings and a copy of the charity commission guidance 'The Essential Trustee'.

Key management remuneration

The Board of Trustees, the Director (Executive) and the three managers comprise the key management personnel of the Charity, in charge of directing and controlling the Charity and operating it on a day to day basis. Trustees give of their time freely and no trustee remuneration or expenses were paid in the year. The Director (Executive) is employed on a part-time basis and works closely with the Board. She is responsible for the day to day management of the Charity and her remuneration is based on similar roles in the locality and reviewed annually.

Risk management

The trustees implement a risk management strategy which comprises:

An annual review of the risks which the charity may face

The establishment of systems and procedures to mitigate those risks identified, including young people and vulnerable adults policy.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06849534 (England and Wales)

Registered Charity number

1129402

Registered office

39D Stockwell Gate
Mansfield
Nottinghamshire
NG18 1LA

Trustees

Ms A E Peace-Gadsby Charity Worker
M W Rooney School Principal
Mrs Y L Card
Mrs E A Barrett College principle (appointed 16.4.24)

Company Secretary

M W Rooney

Auditors

Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

THE INSPIRE AND ACHIEVE FOUNDATION LIMIT

REPORT OF THE TRUSTEES for the year ended 31 July 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Inspire and Achieve Foundation Limit for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

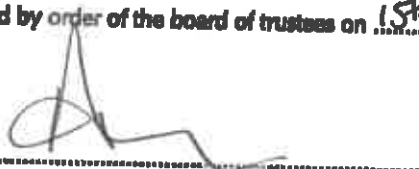
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hewitt Card Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 15th April 2025 and signed on its behalf by:



Ms A E Peace-Gadsby - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE INSPIRE AND ACHIEVE FOUNDATION

Opinion

We have audited the financial statements of The Inspire and Achieve Foundation (the 'charitable company') for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE INSPIRE AND ACHIEVE FOUNDATION

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have adopted a risk based approach based upon analytical procedures and knowledge of the clients systems and environment it operates in.

This enables us to design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for the audit opinion.

To obtain an understanding of internal control where relevant to the audit to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

To evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

To conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern.

The likelihood of detecting irregularities is inherently difficult and we have designed our tests and procedures to reduce this risk.

- We have enquired of management and the company's solicitors around actual and potential litigation and claims.
- Review of company minutes of meetings of those charged with governance.
- Reviewing financial statements disclosure and testing supporting documentation to assess compliance with applicable laws and regulations
- Review and testing of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
THE INSPIRE AND ACHIEVE FOUNDATION**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Oliver Jenkins ACCA (Senior Statutory Auditor)
for and on behalf of Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

Date: 28/4/25

THE INSPIRE AND ACHIEVE FOUNDATION

**STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 July 2024**

				Year Ended 31.7.24 Total funds £	Period 1.9.22 to 31.7.23 Total funds £
	Notes	Unrestricted funds £	Restricted funds £		
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,535	-	2,535	79
Charitable activities	4				
Charitable activities		252,743	307,696	560,439	450,755
Other trading activities	3	-	-	-	5,818
Total		255,278	307,696	562,974	456,652
EXPENDITURE ON					
Raising funds	5	7,394	-	7,394	5,046
Charitable activities	6				
Charitable activities		161,781	307,695	469,476	412,730
Total		169,175	307,695	476,870	417,776
NET INCOME		86,103	1	86,104	38,876
RECONCILIATION OF FUNDS					
Total funds brought forward		5,748	-	5,748	(33,128)
TOTAL FUNDS CARRIED FORWARD		91,851	1	91,852	5,748

The notes form part of these financial statements

THE INSPIRE AND ACHIEVE FOUNDATION

BALANCE SHEET 31 July 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	12	1,838	-	1,838	3,676
CURRENT ASSETS					
Debtors	13	104,348	-	104,348	28,937
Cash at bank and in hand		87,005	-	87,005	74,892
		<u>191,353</u>	<u>-</u>	<u>191,353</u>	<u>103,829</u>
CREDITORS					
Amounts falling due within one year	14	(101,339)	-	(101,339)	(101,757)
NET CURRENT ASSETS		<u>90,014</u>	<u>-</u>	<u>90,014</u>	<u>2,072</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>91,852</u>	<u>-</u>	<u>91,852</u>	<u>5,748</u>
NET ASSETS/(LIABILITIES)		<u>91,852</u>	<u>-</u>	<u>91,852</u>	<u>5,748</u>
FUNDS	15				
Unrestricted funds				91,852	5,748
TOTAL FUNDS				<u>91,852</u>	<u>5,748</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 15th April 2025 and were signed on its behalf by:


M W Rooney - Trustee

THE INSPIRE AND ACHIEVE FOUNDATION

**CASH FLOW STATEMENT
for the year ended 31 July 2024**

	Notes	Year Ended 31.7.24 £	Period 1.9.22 to 31.7.23 £
Cash flows from operating activities			
Cash generated from operations	1	<u>12,113</u>	<u>54,187</u>
Net cash provided by operating activities		<u>12,113</u>	<u>54,187</u>
Change in cash and cash equivalents in the reporting period		<u>12,113</u>	<u>54,187</u>
Cash and cash equivalents at the beginning of the reporting period		<u>74,892</u>	<u>20,705</u>
Cash and cash equivalents at the end of the reporting period		<u><u>87,005</u></u>	<u><u>74,892</u></u>

The notes form part of these financial statements

THE INSPIRE AND ACHIEVE FOUNDATION

**NOTES TO THE CASH FLOW STATEMENT
for the year ended 31 July 2024**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Year Ended 31.7.24 £	Period 1.9.22 to 31.7.23 £
Net income for the reporting period (as per the Statement of Financial Activities)	86,104	38,876
Adjustments for:		
Depreciation charges	1,838	-
(Increase)/decrease in debtors	(75,411)	21,367
Decrease in creditors	(418)	(6,056)
Net cash provided by operations	12,113	54,187

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.23 £	Cash flow £	At 31.7.24 £
Net cash			
Cash at bank and in hand	74,892	12,113	87,005
	74,892	12,113	87,005
Total	74,892	12,113	87,005

THE INSPIRE AND ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 July 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The Inspire and Achieve Foundation is a public benefit entity limited by guarantee and a charity governed by its memorandum and articles of association and incorporated in England and Wales. The members are its directors. The principle activity and address of the registered office are disclosed in the Trustees Report.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared using the historical cost basis unless otherwise stated in the relevant accounting policy notes, and are presented in pounds sterling.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 20% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	Year Ended 31.7.24	Period 1.9.22 to 31.7.23
	£	£
Donations	<u>2,535</u>	<u>79</u>

THE INSPIRE AND ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 July 2024

3. OTHER TRADING ACTIVITIES			
		Year Ended	Period
		31.7.24	1.9.22
		£	to
Fundraising events		-	31.7.23
			£
			5,818
4. INCOME FROM CHARITABLE ACTIVITIES			
		Year Ended	Period
		31.7.24	1.9.22
		£	to
Funding Bodies	Activity		31.7.23
	Charitable activities		£
		560,439	450,755
5. RAISING FUNDS			
Raising donations and legacies			
		Year Ended	Period
		31.7.24	1.9.22
		£	to
Staff costs		7,394	£
			5,046
6. CHARITABLE ACTIVITIES COSTS			
		Direct	Support
		Costs	costs (see
		£	note 7)
Charitable activities		£	Totals
		449,878	£
			19,598
			469,476
7. SUPPORT COSTS			
			Governance
			costs
Charitable activities			£
			19,598
8. NET INCOME/(EXPENDITURE)			
Net income/(expenditure) is stated after charging/(crediting):			
		Year Ended	Period
		31.7.24	1.9.22
		£	to
Auditors' remuneration		7,200	£
Depreciation - owned assets		1,838	7,200
			-

THE INSPIRE AND ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 July 2024

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2024 nor for the period ended 31 July 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 July 2024 nor for the period ended 31 July 2023.

10. STAFF COSTS

	Year Ended 31.7.24 £	Period 1.9.22 to 31.7.23 £
Wages and salaries	344,843	304,665
	<u>344,843</u>	<u>304,665</u>

The average monthly number of employees during the year was as follows:

	Year Ended 31.7.24 12	Period 1.9.22 to 31.7.23 12
Charitable activities and governance		

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	79	-	79
Charitable activities			
Charitable activities	272,153	178,602	450,755
Other trading activities	5,818	-	5,818
Total	<u>278,050</u>	<u>178,602</u>	<u>456,652</u>
EXPENDITURE ON			
Raising funds	5,046	-	5,046
Charitable activities			
Charitable activities	234,128	178,602	412,730
Total	<u>239,174</u>	<u>178,602</u>	<u>417,776</u>
NET INCOME	38,876	-	38,876
RECONCILIATION OF FUNDS			
Total funds brought forward	(33,128)	-	(33,128)
TOTAL FUNDS CARRIED FORWARD	<u>5,748</u>	<u>-</u>	<u>5,748</u>

THE INSPIRE AND ACHIEVE FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2024**

12. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 August 2023 and 31 July 2024	<u>24,410</u>
DEPRECIATION	
At 1 August 2023	<u>20,734</u>
Charge for year	<u>1,838</u>
At 31 July 2024	<u>22,572</u>
NET BOOK VALUE	
At 31 July 2024	<u>1,838</u>
At 31 July 2023	<u>3,676</u>

The accounting estimate for depreciation of computer equipment was revised in the last financial year. All computer assets were assessed as having an estimated useful life of 5 years, previously this had been estimated at 3 years. Therefore an adjustment was made to the estimate to show the useful life as having 2 years remaining at 31st July 2023.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Prepayments and accrued income	6,790	469
Contract income	<u>97,558</u>	<u>28,468</u>
	<u>104,348</u>	<u>28,937</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Social security and other taxes	18,076	14,727
Other creditors	4,720	813
Deferred income	59,490	49,392
Accruals	<u>19,053</u>	<u>36,825</u>
	<u>101,339</u>	<u>101,757</u>

15. MOVEMENT IN FUNDS

	At 1.8.23 £	Net movement in funds £	At 31.7.24 £
Unrestricted funds			
General fund	5,748	86,104	91,852
TOTAL FUNDS	<u>5,748</u>	<u>86,104</u>	<u>91,852</u>

THE INSPIRE AND ACHIEVE FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2024**

15. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,535	83,569	86,104
ESFA - Prince's Trust	252,743	(252,743)	-
	<u>255,278</u>	<u>(169,174)</u>	<u>86,104</u>
Restricted funds			
Mansfield BS Foundation	16,719	(16,719)	-
Big Lottery (Communi-Tea)	129,754	(129,754)	-
Ruth Gordon Brown	12,150	(12,150)	-
ROMO Fund	9,000	(9,000)	-
Thomas Farr	4,000	(4,000)	-
David Riddell	8,819	(8,819)	-
Chetwode	9,144	(9,144)	-
Sackler	9,675	(9,675)	-
Jones 1986	4,000	(4,000)	-
Hedley	3,000	(3,000)	-
Cllr Henshaw division fund	100	(100)	-
James Henry Blake	2,000	(2,000)	-
Weslyan	10,000	(10,000)	-
St Giles	19,974	(19,974)	-
Academy Transforma	35,000	(35,000)	-
Browne Jacobson	9,997	(9,997)	-
Souter	3,000	(3,000)	-
Ashfield UKSPF	3,949	(3,949)	-
Bolsover UKSPF	6,859	(6,859)	-
Worksop UKSPF	10,556	(10,556)	-
	<u>307,696</u>	<u>(307,696)</u>	<u>-</u>
TOTAL FUNDS	<u>562,974</u>	<u>(476,870)</u>	<u>86,104</u>

Comparatives for movement in funds

	At 1.9.22 £	Net movement in funds £	At 31.7.23 £
Unrestricted funds			
General fund	(33,128)	38,876	5,748
TOTAL FUNDS	<u>(33,128)</u>	<u>38,876</u>	<u>5,748</u>

THE INSPIRE AND ACHIEVE FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 July 2024**

15. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	5,896	32,980	38,876
ESFA - Prince's Trust	272,154	(272,154)	-
	<u>278,050</u>	<u>(239,174)</u>	<u>38,876</u>
Restricted funds			
BuildingBetter Opportunities	14,337	(14,337)	-
Big Lottery (Communi-Tea)	164,265	(164,265)	-
	<u>178,602</u>	<u>(178,602)</u>	<u>-</u>
TOTAL FUNDS	<u>456,652</u>	<u>(417,776)</u>	<u>38,876</u>

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 July 2024.

THE INSPIRE AND ACHIEVE FOUNDATION
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 July 2024

	Year Ended 31.7.24 £	Period 1.9.22 to 31.7.23 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	2,535	79
Other trading activities		
Fundraising events	-	5,818
Charitable activities		
Funding Bodies	560,439	450,755
Total incoming resources	562,974	456,652
EXPENDITURE		
Raising donations and legacies		
Salaries including NI	7,394	5,046
Charitable activities		
Salaries including NI	330,055	294,573
Office rentals & overheads	27,330	16,693
Insurance	3,306	-
Bank charges	112	120
Project costs	87,093	88,364
IT budget	144	432
Computer equipment	1,838	-
	449,878	400,182
Support costs		
Governance costs		
Salaries including NI	7,394	5,046
Auditors' remuneration	7,200	7,200
Sundries	5,004	302
	19,598	12,548
Total resources expended	476,870	417,776
Net income	86,104	38,876

This page does not form part of the statutory financial statements

THE INSPIRE AND ACHIEVE FOUNDATION

England & Wales - Charity number 1129402

Accounts

FC

REGISTERED COMPANY NUMBER: 06849534 (England and Wales)
REGISTERED CHARITY NUMBER: 1129402

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE PERIOD 1 SEPTEMBER 2022 TO 31 JULY 2023
FOR
THE INSPIRE AND ACHIEVE FOUNDATION LIMITED**

Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

**CONTENTS OF THE FINANCIAL STATEMENTS
for the period 1 September 2022 to 31 July 2023**

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THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES for the period 1 September 2022 to 31 July 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 September 2022 to 31 July 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Inspire and Achieve Foundation (IAF) is a registered charity with a single charitable object: The advancement of education of young people from regeneration areas.

IAF operates in Nottinghamshire and Nottingham City and its activities target young people aged 16-26 who are not in education, employment or training (NEET); or who are at risk of falling into this category. IAF acts as a resource providing advice and educational programmes to enable young people to advance in life.

IAF's mission statement is: 'Inspiring young people: Empowering them to achieve their best'.

IAF's charitable objectives are to raise the aspirations and achievements of disadvantaged young people, and those not in education, employment and training by:

- " Inspiring and supporting them to make positive changes in their lives,
- " Inspiring and supporting them to find progression routes into education and employment,
- " Working in partnership with educational organisations, other third sector organisations, and business to signpost, create, and provide positive progression routes and supported activities.

IAF has six strategic goals to help structure the development of the charity:

1. To inspire more young people to raise their aspirations.
2. To empower more young people with the life skills and confidence to achieve their full potential.
3. To enable more young people to sustain their progression.
4. To increase the Inspire and Achieve Foundation's profile and engage wider society encouraging them to take a more supportive view of disadvantaged young people.
5. To ensure the Inspire and Achieve Foundation has adequate resources and operate a financially sustainable model
6. To build organisational capacity for future growth.

Organisational Structure

The foundation is managed by the Director (Executive) who reports to the Board of Trustees. Programmes are delivered in furtherance of the foundation's objectives. There were 11 members of staff in total. All members of staff are directly employed by the Foundation. In the past year one Trustee has retired, so the total is four Trustees. New Trustees are asked to apply in writing to the charity, and declare any conflicts of interest so that their application can be assessed by the Trustee Board. A vote is then taken in the next Board meeting as to whether an appointment should be made.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and have complied with their duties under the Charities Act 2011.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES for the period 1 September 2022 to 31 July 2023

ACHIEVEMENT AND PERFORMANCE

Charitable activities

This financial year has, sadly, seen the legacy of the Covid.-19 pandemic continue, albeit with significant turnaround that continues at pace both within the financial year and then at a much more accelerated pace beyond. During the pandemic, IAF took an active decision to use much of its previously healthy reserves to continue to deliver in a loss making capacity with 'key worker' status throughout the pandemic, whilst following social distancing guidance, as it felt its priority was to support its beneficiaries in a time of huge turbulence, isolation and escalating frequency of domestic violence and poor mental health. This resulted in reduced numbers of young people participating but was a crucial lifeline for those who did.

As society emerged from lockdown, IAF were then significantly impacted by the government's decision to divert Department of Work and Pensions (DWP) referrals towards the mandatory Kickstart programme throughout the whole of the financial year. Consequently, recruitment became very difficult, impacting income, and IAF delivery, funding and staffing were severely affected. During the previous financial year, Trustees therefore had to take the difficult decision to make a series of redundancies, reducing the headcount to 11 members of staff, in order to preserve charitable services at reduced levels and ensure a position to be able to build back successfully after the government Kickstart programme had concluded.

The redundancy process and financial measures taken during the 2021/2022 financial year were enough to save the charity and protect its services ready to embark on a period of re-build in the 2022/23 year.

2022/23 has seen the Foundation deliver much needed assistance to young people on the margins of society. The Inspire and Achieve Foundation has helped 250 individuals over the course of the year, with 64% of them progressing into employment, education, or training within the financial year, and many with planned progressions for the new financial year. The barriers experienced by the young people we help are very high with 74% of our participants disclosing poor mental health, 72% disclosing learning difficulties, and many have a complex mix of housing issues, addiction issues, criminal records, are young parents, or have come through the care system. We have found that the young people we help need more in-depth support and are even further from work as they emerged from lockdown.

As of the end of August 2022 some project activity has been temporarily paused whilst new funding streams are sought to finance them. The areas paused are Stage 1 work with offenders, mentoring in Nottingham, and Princes Trust team programme has been reduced from 5 locations to 1 location. The ambition is to re-grow this provision over the coming years as the need has not dwindled and our services are still required by young people. Indeed, this rebuild has already successfully started in the subsequent financial year.

2022/2023 has provided an excellent opportunity to review, prioritise, and bring in new procedures. As a result, over the 2022/23 and 2023/2024 years there have been changes and improvements in the areas of:

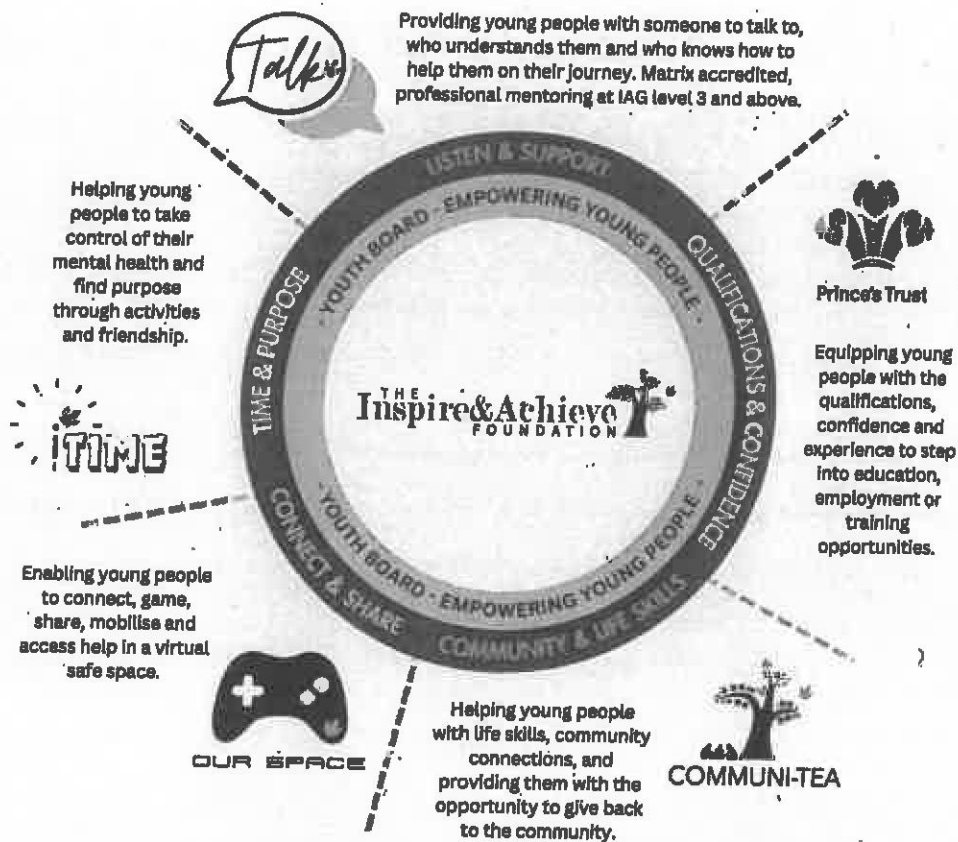
- Quality Management Systems and Procedures,
- Marketing and Communications,
- Referral and recruitment mechanisms,
- Youth Voice,
- Feedback mechanisms,
- Digital Capability, and
- Fundraising activity.

New outreach projects have been designed and consulted on ready for launch, if funded, in the 2023/24 year.

Our programme of support for young people is holistic, inter-connected, and bespoke as is shown in the diagram below. IAF has three main delivery mechanisms: Mentoring (Talk), Team Programme, and Youth-led social activities (Communi-Tea, Youth Board, Our Space and i-Time). Details are below:

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES for the period 1 September 2022 to 31 July 2023



Mentoring (Talk): Providing young people with someone to talk to, who understands them and who knows how to help them on their journey. Matrix accredited, professional mentoring at IAG level 3 and above. Our mentoring goes above and beyond employability support, or pastoral care in other settings. We follow a 10-step plan that supports them on their journey. Progress through the 10 steps below is not always linear and many steps are interlinked.

Prince's Trust Team Programme: Intensive and life-changing 12 week personal development course focusing on building confidence, pushing young people out of their comfort zone, life-skills, and employability skills. IAF are The Prince's Trust chosen delivery partner in Nottinghamshire and are getting noticed for our innovation, ethos, and support for the hardest to reach. The teams are being delivered in Mansfield, Nottingham City and Worksop 3 times a year. The 12-week programme is as follows:

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES - for the period 1 September 2022 to 31 July 2023

- Week 1:** Team building and planning
- Week 2:** Residential excursion and new challenges
- Week 3-6:** Fundraising for, managing, and delivering a community project
- Week 7-8:** Work experience placement
- Week 9:** Employability skills and next steps.
- Week 10-11:** Supporting others in the community
- Week 12:** Presentation skills, confidence, and event management

Communi-Tea provides a face-to-face forum to meet up for a game of pool, to meet mentors, and to connect with their friends. We also arrange sessions to help young people gain life-skills such as cooking or maths, provide them with links to community organisations/support, and give them the chance to give back to their own community e.g., by helping in soup kitchens or visiting old people's homes.

Our Space is being developed and will give young people their own virtual safe space to connect, game, chat, share, mobilise, and reach out for help from behind a screen. This virtual platform is designed for young people, by young people and dovetails into all IAF provision. It has functionality for:

- Gaming
- Chatting
- Posting
- Podcasts and self-help links
- Crisis information
- Notice Board for events

The **Youth Board** is a welcoming and inclusive community that draws its membership from and represents the whole charity. As the voice of young people, they will directly shape the support provided by the charity for young people, and will promote connectivity within the community.

i-Time is seeking funding and has been designed to help tackle poor mental health, social isolation, and anti-social behaviour. Young People themselves will create and lead their own social group and a timetable of positive activities. Taking the time to attend an activity organised every day with their friends, whether it's going for a walk in the park or visiting a game café, they will have a sense of purpose and something positive to look forward to every day.

FINANCIAL REVIEW

Reserves policy

Reserves were needed to subsidise the work of the charity during the C-19 pandemic and to keep the charity running under these exceptional circumstances. This operating deficit from C-19 continued through to the 2021/2022 accounting year as previously documented. The 2022/2023 year is the first year of recovery, and a surplus of £38,876 was made leaving free reserves at £5,748 on 31st July 2023.

The agreed reserves policy is to maintain free reserves at a level that is sufficient to cover three months' salaries. The priority for the charity is to rebuild reserves in the coming financial year.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES for the period 1 September 2022 to 31 July 2023

FINANCIAL REVIEW

Going concern

The results for the 22/23 financial period show net surplus of £39K, Forecasts have also been completed for the period Aug 23 to July 24, these also show a surplus of £44k. The board have considered the risks to the charity, reviewed the ongoing expenditure and reduced staff where appropriate and completed forecasts for the following 12 months with information based on the funding in place, and updated with actual results when completed, all this results in the board being confident the charity has sufficient resources for at least the next 12 months and on that basis the accounts have been prepared on the going concern basis.

FUTURE PLANS

2023/ 2024 will see the charity rebuild reserves and evolve its operations. Operational activity will include:

- The delivery of Prince's Trust Team programme in Nottingham/ Nottinghamshire
- The continued delivery of mentoring
- Continue to deliver the Communi-Tea project, the Youth Board and the launch of Our Space and i-Time.

With regards to financial management and governance, key objectives over the 2023/2024 year are as follows:

- * To diversify the charity funding base and to secure enough funding to deliver project activity and rebuild reserves.
- * To continue to review governance, policies and procedures over the course of the year to ensure that all documents and practices provide maximum support to the needs and activities of the charity as it grows, and are in line with Ofsted, the Matrix Quality Standard for Information Advice and Guidance and GDPR.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Inspire and Achieve Foundation is a charitable company limited by guarantee. It was incorporated on 17 March 2009 and registered as a charity on 5 May 2009. The charity 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 the members are required to contribute an amount not exceeding £1,

Recruitment and appointment of new trustees

The directors of the charitable company are its trustees for the purpose of charity law. The articles of association state that there must be a minimum of two trustees. New trustees are usually identified from amongst the local community. The Inspire and Achieve Foundation strives to ensure that trustees have the relevant business and practical experience required. They are appointed by ordinary resolution to serve for a period of four years.

Organisational structure

The Inspire and Achieve Foundation is managed by the Director (Executive) who reports to the Board of Trustees. Programmes are delivered in furtherance of the foundation's objectives by 32 members of staff in total. All members of staff are directly employed by the Foundation. In the past year one Trustees has retired, and a further trustee retired after the period end, so the total is now four Trustees. New Trustees are asked to apply in writing to the charity, and declare any conflicts of interest so that their application can be assessed by the Trustee Board. A vote is then taken in the next Board meeting as to whether an appointment should be made.

Induction and training of new trustees

The induction process for any newly appointed trustee comprises an initial meeting with the Board of Trustees, at which a pack is provided. This includes a copy of the memorandum and articles of association, copy of the most recent annual report and accounts, copy minutes of previous trustees' meetings and a copy of the charity commission guidance 'The Essential Trustee'.

Key management remuneration

The Board of Trustees, the Director (Executive) and the three managers comprise the key management personnel of the Charity, in charge of directing and controlling the Charity and operating it on a day to day basis. Trustees give of their time freely and no trustee remuneration or expenses were paid in the year. The Director (Executive) is employed on a part-time basis and works closely with the Board. She is responsible for the day to day management of the Charity and her remuneration is based on similar roles in the locality and reviewed annually.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES for the period 1 September 2022 to 31 July 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees implement a risk management strategy which comprises:

An annual review of the risks which the charity may face

The establishment of systems and procedures to mitigate those risks identified, including young people and vulnerable adults policy.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
06849534 (England and Wales)

Registered Charity number
1129402

Registered office
39D Stockwell Gate
Mansfield
Nottinghamshire
NG18 1LA

Trustees

Ms A E Peace-Gadsby Charity Worker
K W Rodgers Company Director (resigned 17.7.23)
M W Rooney School Principal
Mrs Y L Card
A M Tucker (resigned 1.1.23)
E A Barrett (appointed 16.4.24)

Company Secretary

K W Rodgers (resigned 17.7.23)
M W Rooney (appointed 3.10.23)

Auditors

Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Inspire and Achieve Foundation Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

REPORT OF THE TRUSTEES
for the period 1 September 2022 to 31 July 2023

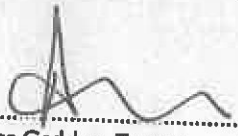
STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hewitt Card Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 18/04/24..... and signed on its behalf by:


.....
Ms A E Peace-Gadsby - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

Opinion

We have audited the financial statements of The Inspire and Achieve Foundation Limit (the 'charitable company') for the period ended 31 July 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have adopted a risk based approach based upon analytical procedures and knowledge of the clients systems and environment it operates in.

This enables us to design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for the audit opinion.

To obtain an understanding of internal control where relevant to the audit to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's Internal control.

To evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

To conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern.

The likelihood of detecting irregularities is inherently difficult, and we have designed our tests and procedures to reduce this risk.

- We have enquired of management around actual and potential litigation and claims.
- Review of charity minutes of meetings of those charged with governance.
- Reviewing financial statements disclosure and testing supporting documentation to assess compliance with applicable laws and regulations.
- Review and testing of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



James Timothy Card FCCA (Senior Statutory Auditor)
for and on behalf of Hewitt Card Limited
Statutory Auditors
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

Date: 26/4/2024

STATEMENT OF FINANCIAL ACTIVITIES
for the period 1 September 2022 to 31 July 2023

	Notes	Unrestricted funds £	Restricted funds £	Period 1.9.22 to 31.7.23 Total funds £	Period 1.4.21 to 31.8.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	79	-	79	2,699
Charitable activities	4	272,153	178,602	450,755	1,168,341
Other trading activities	3	<u>5,818</u>	<u>-</u>	<u>5,818</u>	<u>7,440</u>
Total		<u>278,050</u>	<u>178,602</u>	<u>456,652</u>	<u>1,178,480</u>
EXPENDITURE ON					
Raising funds	5	5,046	-	5,046	14,183
Charitable activities	6	<u>234,128</u>	<u>178,602</u>	<u>412,730</u>	<u>1,273,916</u>
Total		<u>239,174</u>	<u>178,602</u>	<u>417,776</u>	<u>1,288,099</u>
NET INCOME/(EXPENDITURE)		38,876	-	38,876	(109,619)
RECONCILIATION OF FUNDS					
Total funds brought forward		(33,128)	-	(33,128)	76,491
TOTAL FUNDS CARRIED FORWARD		<u>5,748</u>	<u>-</u>	<u>5,748</u>	<u>(33,128)</u>

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

BALANCE SHEET 31 July 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	3,676	-	3,676	3,676
CURRENT ASSETS					
Debtors	13	28,937	-	28,937	50,304
Cash at bank and in hand		<u>74,892</u>	<u>-</u>	<u>74,892</u>	<u>20,705</u>
		103,829		103,829	71,009
CREDITORS					
Amounts falling due within one year	14	(101,757)	-	(101,757)	(107,813)
NET CURRENT ASSETS/(LIABILITIES)		<u>2,072</u>	<u>-</u>	<u>2,072</u>	<u>(36,804)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>5,748</u>	<u>-</u>	<u>5,748</u>	<u>(33,128)</u>
NET ASSETS/(LIABILITIES)		<u>5,748</u>	<u>-</u>	<u>5,748</u>	<u>(33,128)</u>
FUNDS					
Unrestricted funds	15			<u>5,748</u>	<u>(33,128)</u>
TOTAL FUNDS				<u>5,748</u>	<u>(33,128)</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small company's regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 18 APRIL 2024 and were signed on its behalf by:


M W Rooney - Trustee

The notes form part of these financial statements

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

CASH FLOW STATEMENT
for the period 1 September 2022 to 31 July 2023

	Notes	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Cash flows from operating activities			
Cash generated from operations	1	<u>54,187</u>	<u>(84,241)</u>
Net cash provided by/(used in) operating activities		<u>54,187</u>	<u>(84,241)</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		54,187	(84,241)
		<u>20,705</u>	<u>104,948</u>
Cash and cash equivalents at the end of the reporting period		<u>74,892</u>	<u>20,705</u>

The notes form part of these financial statements

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

NOTES TO THE CASH FLOW STATEMENT for the period 1 September 2022 to 31 July 2023

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)		
Adjustments for:		
Depreciation charges	38,876	(109,619)
Decrease/(increase) in debtors		10,758
(Decrease)/increase in creditors	21,367 (6,056)	(1,607) 16,227
Net cash provided by/(used in) operations	<u>54,187</u>	<u>(84,241)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.22 £	Cash flow £	At 31.7.23 £
Net cash			
Cash at bank and in hand	<u>20,705</u>	<u>54,187</u>	<u>74,892</u>
	<u>20,705</u>	<u>54,187</u>	<u>74,892</u>
Total	<u>20,705</u>	<u>54,187</u>	<u>74,892</u>

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS for the period 1 September 2022 to 31 July 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

The Trustees are fully aware of the uncertainty caused by the covid pandemic and continue to exercise control on all financial matters. As explained in the Trustees Report, the future funding has been assessed for at least the following 12 month period and the trustees are confident that the charity has adequate resources to continue operating for the foreseeable future and on that basis the accounts have been prepared on a going concern basis.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer Equipment - 20% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Donations	79	2,699

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 September 2022 to 31 July 2023

3. OTHER TRADING ACTIVITIES

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Fundraising events	<u>5,818</u>	<u>7,440</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Funding Bodies	Charitable activities		
Grants	Charitable activities	<u>450,755</u>	<u>1,127,822</u>
			<u>40,519</u>
		<u>450,755</u>	<u>1,168,341</u>

Grants received, included in the above, are as follows:

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Furlough	<u> </u>	<u>40,519</u>

5. RAISING FUNDS

Raising donations and legacies

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Staff costs	<u>5,046</u>	<u>14,183</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 7) £	Totals £
Charitable activities	<u>400,182</u>	<u>12,548</u>	<u>412,730</u>

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 September 2022 to 31 July 2023**

7. SUPPORT COSTS

Charitable activities

Governance
costs
£
12,548

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Auditors' remuneration	7,200	7,200
Independent examiner	-	2,700
Depreciation - owned assets	-	<u>10,758</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 July 2023 nor for the period ended 31 August 2022.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 July 2023 nor for the period ended 31 August 2022.

10. STAFF COSTS

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
Wages and salaries	<u>304,665</u>	<u>1,031,101</u>
	<u>304,665</u>	<u>1,031,101</u>

The average monthly number of employees during the period was as follows:

	Period 1.9.22 to 31.7.23 <u>12</u>	Period 1.4.21 to 31.8.22 <u>30</u>
Charitable activities and governance		

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Period 1.9.22 to 31.7.23 <u>1</u>	Period 1.4.21 to 31.8.22 <u>1</u>
£60,001 - £70,000		

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 September 2022 to 31 July 2023**

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,699	-	2,699
Charitable activities			
Charitable activities	442,787	725,554	1,168,341
Other trading activities	7,440	-	7,440
Total	<u>452,926</u>	<u>725,554</u>	<u>1,178,480</u>
EXPENDITURE ON			
Raising funds	14,183	-	14,183
Charitable activities			
Charitable activities	548,362	725,554	1,273,916
Total	<u>562,545</u>	<u>725,554</u>	<u>1,288,099</u>
NET INCOME/(EXPENDITURE)	(109,619)	-	(109,619)
RECONCILIATION OF FUNDS			
Total funds brought forward	76,491	-	76,491
TOTAL FUNDS CARRIED FORWARD	<u>(33,128)</u>	<u>-</u>	<u>(33,128)</u>

12. TANGIBLE FIXED ASSETS

COST	Computer equipment £
At 1 September 2022 and 31 July 2023	<u>24,410</u>
DEPRECIATION	
At 1 September 2022	
Charge for year	<u>20,734</u>
At 31 July 2023	<u>20,734</u>
NET BOOK VALUE	
At 31 July 2023	<u>3,676</u>
At 31 August 2022	<u>3,676</u>

The accounting estimate for depreciation of computer equipment has been revised in this financial year. All computer assets have been assessed and now considered to have an estimated useful life of 5 years, previously this had been estimated at 3 years. Therefore, an adjustment has been made to the estimate to show the useful life as having 2 years remaining.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 September 2022 to 31 July 2023**

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Prepayments and accrued income	469	-
Contract income	<u>28,468</u>	<u>50,304</u>
	<u>28,937</u>	<u>50,304</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Grant overpaid	-	6,000
Social security and other taxes	14,727	30,351
Other creditors	813	1,900
Deferred income	49,392	41,561
Accruals	<u>36,825</u>	<u>28,001</u>
	<u>101,757</u>	<u>107,813</u>

15. MOVEMENT IN FUNDS

	At 1.9.22	Net movement in funds	At 31.7.23
	£	£	£
Unrestricted funds			
General fund	(33,128)	38,876	5,748
TOTAL FUNDS	<u>(33,128)</u>	<u>38,876</u>	<u>5,748</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	5,896	32,980	38,876
ESFA - Prince's Trust	<u>272,154</u>	<u>(272,154)</u>	-
Restricted funds	278,050	(239,174)	38,876
Building Better Opportunities	14,337	(14,337)	-
Big Lottery (Communi-Tea)	<u>164,265</u>	<u>(164,265)</u>	-
	<u>178,602</u>	<u>(178,602)</u>	-
TOTAL FUNDS	<u>456,652</u>	<u>(417,776)</u>	<u>38,876</u>

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 September 2022 to 31 July 2023

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.8.22 £
Unrestricted funds			
General fund	76,491	(109,619)	(33,128)
TOTAL FUNDS	<u>76,491</u>	<u>(109,619)</u>	<u>(33,128)</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	50,658	(160,277)	(109,619)
ESFA - Prince's Trust	391,168	(391,168)	-
ESFA - FEAF	<u>11,100</u>	<u>(11,100)</u>	-
	452,926	(562,545)	(109,619)
Restricted funds			
Nottinghamshire Police and Crime Commissioner	25,000	(25,000)	-
Local Improvement Scheme	9,000	(9,000)	-
Building Better Opportunities	75,611	(75,611)	-
Big Lottery (Communi-Tea)	172,325	(172,325)	-
Nottingham Police VRU	104,917	(104,917)	-
NW4Y	130,807	(130,807)	-
Kickstart	52,074	(52,074)	-
Notts Police Teachable Moments	<u>155,820</u>	<u>(155,820)</u>	-
	725,554	(725,554)	-
TOTAL FUNDS	<u>1,178,480</u>	<u>(1,288,099)</u>	<u>(109,619)</u>

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 July 2023.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the period 1 September 2022 to 31 July 2023**

	Period 1.9.22 to 31.7.23 £	Period 1.4.21 to 31.8.22 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	79	2,699
Other trading activities		
Fundraising events	5,818	7,440
Charitable activities		
Funding Bodies		
Grants	450,755	1,127,822
		<u>40,519</u>
	<u>450,755</u>	<u>1,168,341</u>
Total incoming resources	456,652	1,178,480
EXPENDITURE		
Raising donations and legacies		
Salaries including NI	5,046	14,183
Charitable activities		
Salaries including NI		
Office rentals & overheads	294,573	1,002,735
Insurance	16,693	45,681
Bank charges		3,716
Project costs	120	481
IT budget	88,364	185,422
Computer equipment depreciation	432	749
		<u>10,758</u>
	<u>400,182</u>	<u>1,249,542</u>
Support costs		
Governance costs		
Salaries including NI	5,046	14,183
Auditors' remuneration	7,200	7,200
Independent Examiners fee		2,700
Sundries	302	291
	<u>12,548</u>	<u>24,374</u>
Total resources expended	417,776	1,288,099
Net income/(expenditure)	38,876	(109,619)

This page does not form part of the statutory financial statements

THE INSPIRE AND ACHIEVE FOUNDATION

England & Wales - Charity number 1129402

Accounts

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE PERIOD 1 APRIL 2021 TO 31 AUGUST 2022
FOR
THE INSPIRE & ACHIEVE FOUNDATION**

Hewitt Card Limited
Chartered Certified Accountants
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

THE INSPIRE & ACHIEVE FOUNDATION

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THE INSPIRE & ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES for the period 1 April 2021 to 31 August 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 April 2021 to 31 August 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Inspire and Achieve Foundation (IAF) is a registered charity with a single charitable object: The advancement of education of young people from regeneration areas.

IAF operates in Nottinghamshire and Nottingham City and its activities target young people aged 16-26 who are not in education, employment or training (NEET), or who are at risk of falling into this category. IAF acts as a resource providing advice and educational programmes to enable young people to advance in life.

IAF's mission statement is; 'Inspiring young people: Empowering them to achieve their best'.

IAF's charitable objectives are to raise the aspirations and achievements of disadvantaged young people, and those not in education, employment and training by:

- " Inspiring and supporting them to make positive changes in their lives,
- " Inspiring and supporting them to find progression routes into education and employment,
- " Working in partnership with educational organisations, other third sector organisations, and business to signpost, create, and provide positive progression routes and supported activities.

IAF has six strategic goals to help structure the development of the charity:

1. To inspire more young people to raise their aspirations.
2. To empower more young people with the life skills and confidence to achieve their full potential.
3. To enable more young people to sustain their progression.
4. To increase the Inspire and Achieve Foundation's profile and engage wider society encouraging them to take a more supportive view of disadvantaged young people.
5. To ensure the Inspire and Achieve Foundation has adequate resources and operate a financially sustainable model
6. To build organisational capacity for future growth.

This period has seen the legacy of the Covid -19 pandemic continue, and has been affected by significant factors, such as the Department of Work and Pensions short term policies due to the pandemic. As a result IAF delivery, funding and staffing has been severely affected. IAF used much of its reserves to continue to deliver throughout the pandemic (following social distancing and government guidance) as it felt its priority was to support its beneficiaries in a time of huge turbulence, isolation and escalating frequency of domestic violence and poor mental health. The continuation of the impact of the C-19 pandemic and factors such as the associated government kickstart programme throughout the whole of the 2021-2022 financial year severely impacted recruitment levels and associated earnings. As a result, Trustees had no choice but to put staff at risk of redundancy.

The redundancy process and financial measures taken during the 2021/2022 financial year were enough to preserve the future of the charity and protect its services ready to embark on a period of re-build in the 2022/23 year. By the end of July 2022 the staff team reduced to 11 employees. Whilst outside of the scope of the reporting year, the charity is pleased to report that the measures taken preserved the future of the charity through unprecedented times and a significant rebuild has already started to come to fruition with much more positive outcomes in the following financial year.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and have complied with their duties under the Charities Act 2011.

THE INSPIRE & ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES for the period 1 April 2021 to 31 August 2022

ACHIEVEMENT AND PERFORMANCE

Charitable activities

This financial period has seen the Foundation deliver much needed assistance to young people on the margins of society, particularly at a time of great need in society. The Inspire and Achieve Foundation has helped 568 individuals over the course of the period (up from 350 in 2020/21), with 65% of them progressing into employment, education or training within the financial period, and many with planned progressions for the new financial year. Recruitment and engagement of young people has remained low after the pandemic this year, given young people who are already hard to reach having become used to 'stay at home' rules, but we have found that the young people we help need more in depth support. 82% of our participants disclose to having poor mental health, 79% have disclosed learning difficulties, and many have a complex mix of housing issues, addiction issues, criminal records, are young parents, or have come through the care system.

As of the end of August 2022 some project activity has been temporarily suspended whilst new funding streams are sought. The areas suspended are Stage 1 work with offenders, mentoring in Nottingham, and Princes Trust team programme has been reduced during the period from 5 locations to 1 location. The ambition is to re-grow this provision over the coming years as the need has not dwindled and our services are still required by young people. Again, outside of the scope of the reporting year, significant regrowth of services is already well underway as the impact of the pandemic diminishes.

Stage 1 projects have two elements. Firstly a focus on outreach and engagement, capturing the interest and gaining the trust of the young person. This is achieved by on-going programmes run in a community venue for a couple of hours a week and includes boxing, football and the Communi-Tea project which tackles social isolation and provides a non-sports based and female friendly project. IAF conducts outreach work on the streets, via hostels, and through referral agencies, attracting hard to reach individuals with enjoyable and fun Stage 1 activities.

The second element is around reducing re-offending and providing intensive one to one support and mentoring for offenders referred to us through police custody suites, direct from the prison gates, or through offender support services.

For both elements of Stage 1 delivery IAF offers IAG and mentoring to young people who attend, and we either help them directly or refer them onto specialists where needed. The advice given at this stage tends to be around resolving problems and issues in their personal lives. These Stage 1 activities then help to:

- " Build self-esteem and self-awareness,
- " Address anti-social behaviours and managing conflict,
- " Provide positive activities to occupy their time and build friendships,
- " Support them with their mental and physical health,
- " Teach respect and community awareness, and
- " Motivate and Inspire young people to change their lives.

Stage 2 projects build upon the progress made at Stage 1, and has a focus on employability and progression into education, employment or training. Stage 2 projects often have an element of classroom based learning, and reinforce key messages from Stage 1 activity. Training programmes address areas such as employability skills, anger management, body-language, behaving responsibly, and taking control of your own future. One-to-one mentoring is provided and action planning is built into the taught sessions. These IAG sessions tend to focus more on progression into education and employment.

Each programme is 12 weeks long and includes a residential, community projects, work experience and a final presentation.

In addition to mentoring, IAF also brokers, where appropriate, the following: work experience placements, volunteering opportunities and training/qualifications from alternative providers.

IAF continues to hold the Matrix Quality Mark in recognition of meeting the required quality work standards for its work in information advice and guidance.

Stage 3: Stage 3 activity involves the provision of one-to-one support and mentoring for those young people who still need assistance once they have progressed into employment or education. They can also participate in our Stage 1 activities if available. The objective of this Stage 3 support is to ensure that the progression is sustained and that a period of personal crisis does not jettison the young person back into unemployment or cause them to leave education.

THE INSPIRE & ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES for the period 1 April 2021 to 31 August 2022

FINANCIAL REVIEW

Reserves policy

Reserves were needed to subsidise the work of the charity during the C-19 pandemic and to keep the charity running under these exceptional circumstances. This operating deficit from C-19 has continued into this financial period and has been compounded by exceptionally low referrals from the job centres as a result of their focus on the delivery of the kickstart scheme backed by government. As a result a deficit of £109,619 was incurred in the 17 month financial period leaving reserves at -£33,128 on the 31st August 2022.

The agreed reserves policy is to maintain free reserves at a level that is sufficient to cover three months' salaries. The priority for the charity is to rebuild reserves in the coming financial year and, since this reporting period, work is significantly underway to achieve this.

Going concern

Covid restrictions in the previous period and ongoing into this period resulted in the charity being affected by significant factors, including the funding and staffing of IAF delivery. The charity's reserves were used so delivery could continue through the pandemic and after. The financial results have been severely affected and redundancies made to try and address these issues without losing sight of the priority of delivering to vulnerable people.

The net result for the period is a deficit of £(109,619) and reserves at 31.8.22 of £(33,128). However actual results for the first 9 months of the 22/23 financial period show net surplus of £45K, forecasts for the period May to July 2023 show a projected surplus of £75k and an overall positive reserve balance of £87k is forecast for the period ending July 23. Forecasts have also been completed for the period Aug 23 to April 24 and these show a further surplus of £69k.

The board have considered the risks to the charity, reviewed the ongoing expenditure and reduced staff where appropriate and completed forecasts for the following 18 months with information based on the funding in place, all this results in the board being confident the charity has sufficient resources for at least the next 12 months and on that basis the accounts have been prepared on the going concern basis.

FUTURE PLANS

2022/23 will see the charity adapt to its reduced funding, rebuild its reserves, and rebuild its operations. Operational activity will include:

- " The delivery of Prince's Trust Team programme in Nottingham/ Nottinghamshire
- " The continued delivery of Stage 2 and Stage 3 mentoring
- " Continue to deliver the Communi-Tea project and the boxing project

With regards to financial management and governance, key objectives over the 2022/23 year are as follows:

- " To diversify the charity funding base and to secure enough funding to deliver project activity and rebuild reserves.
- " To review governance, policies and procedures over the course of the year to ensure that all documents and practices provide maximum support to the needs and activities of the charity as it grows, and are in line with Ofsted, the Matrix Quality Standard for Information Advice and Guidance and GDPR.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Inspire and Achieve Foundation is a charitable company limited by guarantee. It was incorporated on 17 March 2009 and registered as a charity on 5 May 2009. The charity 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 the members are required to contribute an amount not exceeding £1,

Recruitment and appointment of new trustees

The directors of the charitable company are its trustees for the purpose of charity law. The articles of association state that there must be a minimum of two trustees. New trustees are usually identified from amongst the local community. The Inspire and Achieve Foundation strives to ensure that trustees have the relevant business and practical experience required. They are appointed by ordinary resolution to serve for a period of four years.

Organisational structure

The Inspire and Achieve Foundation is managed by the Director (Executive) who reports to the Board of Trustees. Programmes are delivered in furtherance of the foundation's objectives by 32 members of staff in total. All members of staff are directly employed by the Foundation. In the past year one Trustee has retired, and a further trustee retired after the period end, so the total is now four Trustees. New Trustees are asked to apply in writing to the charity, and declare any conflicts of interest so that their application can be assessed by the Trustee Board. A vote is then taken in the next Board meeting as to whether an appointment should be made.

THE INSPIRE & ACHIEVE FOUNDATION

REPORT OF THE TRUSTEES for the period 1 April 2021 to 31 August 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

The induction process for any newly appointed trustee comprises an initial meeting with the Board of Trustees, at which a pack is provided. This includes a copy of the memorandum and articles of association, copy of the most recent annual report and accounts, copy minutes of previous trustees' meetings and a copy of the charity commission guidance 'The Essential Trustee'.

Key management remuneration

The Board of Trustees, the Director (Executive) and the three managers comprise the key management personnel of the Charity, in charge of directing and controlling the Charity and operating it on a day to day basis. Trustees give of their time freely and no trustee remuneration or expenses were paid in the year. The Director (Executive) is employed on a part-time basis and works closely with the Board. She is responsible for the day to day management of the Charity and her remuneration is based on similar roles in the locality and reviewed annually.

Risk management

The trustees implement a risk management strategy which comprises:

An annual review of the risks which the charity may face

The establishment of systems and procedures to mitigate those risks identified, including young people and vulnerable adults policy.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06849534 (England and Wales)

Registered Charity number

1129402

Registered office

39D Stockwell Gate
Mansfield
Nottinghamshire
NG18 1LA

Trustees

Ms A E Peace-Gadsby Charity Worker

K W Rodgers Company Director

M W Rooney School Principal (appointed 8.11.21)

Mrs Y L Card

A M Tucker (resigned 1.1.23)

Dame A Khemka (resigned 8.11.21)

Company Secretary

K W Rodgers

Independent Examiner

James Card ACCA

Hewitt Card Limited

Chartered Certified Accountants

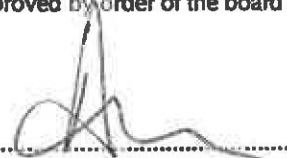
70-72 Nottingham Road

Mansfield

Nottinghamshire

NG18 1BN

Approved by order of the board of trustees on 22/6/23 and signed on its behalf by:


Ms A E Peace-Gadsby - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE INSPIRE & ACHIEVE FOUNDATION

Independent examiner's report to the trustees of The Inspire & Achieve Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the period 1 April 2021 to 31 August 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



James Card ACCA
The Association of Chartered Certified Accountants

Hewitt Card Limited
Chartered Certified Accountants
70-72 Nottingham Road
Mansfield
Nottinghamshire
NG18 1BN

Date: 02/06/2023

THE INSPIRE & ACHIEVE FOUNDATION

**STATEMENT OF FINANCIAL ACTIVITIES
for the period 1 April 2021 to 31 August 2022**

				Period 1.4.21 to 31.8.22 Total funds £	Year Ended 31.3.21 Total funds £
	Notes	Unrestricted funds £	Restricted funds £		
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,699	-	2,699	1,452
Charitable activities	5				
Charitable activities		442,787	725,554	1,168,341	849,887
Other trading activities	3	7,440	-	7,440	1,621
Investment income	4	-	-	-	71
Total		<u>452,926</u>	<u>725,554</u>	<u>1,178,480</u>	<u>853,031</u>
EXPENDITURE ON					
Raising funds	6	14,183	-	14,183	6,485
Charitable activities	7				
Charitable activities		<u>548,362</u>	<u>725,554</u>	<u>1,273,916</u>	<u>906,501</u>
Total		<u>562,545</u>	<u>725,554</u>	<u>1,288,099</u>	<u>912,986</u>
NET INCOME/(EXPENDITURE)		(109,619)	-	(109,619)	(59,955)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>76,491</u>	-	<u>76,491</u>	<u>136,446</u>
TOTAL FUNDS CARRIED FORWARD		<u>(33,128)</u>	-	<u>(33,128)</u>	<u>76,491</u>

The notes form part of these financial statements

THE INSPIRE & ACHIEVE FOUNDATION

BALANCE SHEET 31 August 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	13	3,676	-	3,676	14,434
CURRENT ASSETS					
Debtors	14	50,304	-	50,304	48,697
Cash at bank and in hand		20,706	-	20,706	104,947
		<u>71,010</u>		<u>71,010</u>	<u>153,644</u>
CREDITORS					
Amounts falling due within one year	15	(107,814)	-	(107,814)	(91,587)
NET CURRENT ASSETS/(LIABILITIES)		<u>(36,804)</u>		<u>(36,804)</u>	<u>62,057</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>(33,128)</u>		<u>(33,128)</u>	<u>76,491</u>
NET ASSETS		<u>(33,128)</u>		<u>(33,128)</u>	<u>76,491</u>
FUNDS	16				
Unrestricted funds				(33,128)	76,491
TOTAL FUNDS				<u>(33,128)</u>	<u>76,491</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 August 2022.

The members have not required the company to obtain an audit of its financial statements for the period ended 31 August 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 22/6/2023 and were signed on its behalf by:


M W Rooney - Trustee

The notes form part of these financial statements

THE INSPIRE & ACHIEVE FOUNDATION

**CASH FLOW STATEMENT
for the period 1 April 2021 to 31 August 2022**

	Notes	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(84,241)</u>	<u>12,329</u>
Net cash (used in)/provided by operating activities		<u>(84,241)</u>	<u>12,329</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(18,891)
Interest received		-	71
Net cash provided by/(used in) investing activities		-	(18,820)
Change in cash and cash equivalents in the reporting period		(84,241)	(6,491)
Cash and cash equivalents at the beginning of the reporting period		<u>104,947</u>	<u>111,438</u>
Cash and cash equivalents at the end of the reporting period		<u>20,706</u>	<u>104,947</u>

The notes form part of these financial statements

THE INSPIRE & ACHIEVE FOUNDATION

NOTES TO THE CASH FLOW STATEMENT for the period 1 April 2021 to 31 August 2022

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(109,619)	(59,955)
Adjustments for:		
Depreciation charges	10,758	8,137
Interest received	-	(71)
(Increase)/decrease in debtors	(1,607)	41,647
Increase in creditors	<u>16,227</u>	<u>22,571</u>
Net cash (used in)/provided by operations	<u>(84,241)</u>	<u>12,329</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.8.22 £
Net cash			
Cash at bank and in hand	<u>104,947</u>	<u>(84,241)</u>	<u>20,706</u>
	<u>104,947</u>	<u>(84,241)</u>	<u>20,706</u>
Total	<u>104,947</u>	<u>(84,241)</u>	<u>20,706</u>

The notes form part of these financial statements

THE INSPIRE & ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS for the period 1 April 2021 to 31 August 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

The directors are fully aware of the uncertainty caused by the covid pandemic and continue to exercise control on all financial matters. As explained in the Trustees Report, the future funding has been assessed for at least the following 12 month period and the period of 10 months from the approval of these financial statements and the trustees are confident that the charity has adequate resources to continue operating for the foreseeable future and on that basis the accounts have been prepared on a going concern basis.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	Period 1.4.21 to 31.8.22	Year Ended 31.3.21
	£	£
Donations	<u>2,699</u>	<u>1,452</u>

THE INSPIRE & ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued for the period 1 April 2021 to 31 August 2022

3. OTHER TRADING ACTIVITIES

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Fundraising events	<u>7,440</u>	<u>1,621</u>

4. INVESTMENT INCOME

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Deposit account interest	<u>-</u>	<u>71</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Funding Bodies	Charitable activities	1,127,822	815,786
Grants	Charitable activities	<u>40,519</u>	<u>34,101</u>
		<u>1,168,341</u>	<u>849,887</u>

Grants received, included in the above, are as follows:

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Mansfield Building Society Foundation		12,600
Furlough	<u>40,519</u>	<u>21,501</u>
	<u>40,519</u>	<u>34,101</u>

6. RAISING FUNDS

Raising donations and legacies

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Staff costs	14,183	6,269
Direct costs	<u>-</u>	<u>216</u>
	<u>14,183</u>	<u>6,485</u>

THE INSPIRE & ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued for the period 1 April 2021 to 31 August 2022

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Charitable activities	<u>1,249,542</u>	<u>24,374</u>	<u>1,273,916</u>

8. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>24,374</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Auditors' remuneration for non audit work	7,200	-
Independent examiner	2,700	2,650
Depreciation - owned assets	<u>10,758</u>	<u>8,136</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 August 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 August 2022 nor for the year ended 31 March 2021.

11. STAFF COSTS

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
Wages and salaries	<u>1,031,101</u>	<u>681,985</u>
	<u>1,031,101</u>	<u>681,985</u>

The average monthly number of employees during the period was as follows:

	Period 1.4.21 to 31.8.22 30	Year Ended 31.3.21 30
Charitable activities and governance	<u>30</u>	<u>30</u>

THE INSPIRE & ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 April 2021 to 31 August 2022

11. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Period 1.4.21 to 31.8.22	Year Ended 31.3.21
£60,001 - £70,000	<u>-</u>	<u>1</u>

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,452	-	1,452
Charitable activities			
Charitable activities	536,843	313,044	849,887
Other trading activities	1,621	-	1,621
Investment income	<u>71</u>	<u>-</u>	<u>71</u>
Total	<u>539,987</u>	<u>313,044</u>	<u>853,031</u>
EXPENDITURE ON			
Raising funds	6,485	-	6,485
Charitable activities			
Charitable activities	<u>580,485</u>	<u>326,016</u>	<u>906,501</u>
Total	<u>586,970</u>	<u>326,016</u>	<u>912,986</u>
NET INCOME/(EXPENDITURE)	(46,983)	(12,972)	(59,955)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>123,474</u>	<u>12,972</u>	<u>136,446</u>
TOTAL FUNDS CARRIED FORWARD	<u>76,491</u>	<u>-</u>	<u>76,491</u>

THE INSPIRE & ACHIEVE FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 April 2021 to 31 August 2022**

13. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2021 and 31 August 2022	<u>24,410</u>
DEPRECIATION	
At 1 April 2021	9,976
Charge for year	<u>10,758</u>
At 31 August 2022	<u>20,734</u>
NET BOOK VALUE	
At 31 August 2022	<u>3,676</u>
At 31 March 2021	<u>14,434</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.22	31.3.21
	£	£
Contract income	<u>50,304</u>	<u>48,697</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.22	31.3.21
	£	£
Grant overpaid	6,000	10,000
Social security and other taxes	30,351	10,652
Other creditors	1,901	6,531
Deferred income	41,561	29,660
Accruals	<u>28,001</u>	<u>34,744</u>
	<u>107,814</u>	<u>91,587</u>

16. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	At 31.8.22
	£	£	£
Unrestricted funds			
General fund	76,491	(109,619)	(33,128)
	<u>76,491</u>	<u>(109,619)</u>	<u>(33,128)</u>
TOTAL FUNDS	<u>76,491</u>	<u>(109,619)</u>	<u>(33,128)</u>

THE INSPIRE & ACHIEVE FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the period 1 April 2021 to 31 August 2022**

16. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	50,658	(160,277)	(109,619)
ESFA - Prince's Trust	391,168	(391,168)	-
ESFA - FEAF	11,100	(11,100)	-
	<u>452,926</u>	<u>(562,545)</u>	<u>(109,619)</u>
Restricted funds			
Nottinghamshire Police and Crime Commissioner	25,000	(25,000)	-
Local Improvement Scheme	9,000	(9,000)	-
Building Better Opportunities	75,611	(75,611)	-
Big Lottery (Communi-Tea)	172,325	(172,325)	-
Nottingham Police VRU	104,917	(104,917)	-
NW4Y	130,807	(130,807)	-
Kickstart	52,074	(52,074)	-
Notts Police Teachable Moments	155,820	(155,820)	-
	<u>725,554</u>	<u>(725,554)</u>	<u>-</u>
TOTAL FUNDS	<u>1,178,480</u>	<u>(1,288,099)</u>	<u>(109,619)</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	123,474	(46,983)	76,491
Restricted funds			
Lloyds Bank Foundation	9,491	(9,491)	-
Mansfield BS Foundation	3,481	(3,481)	-
	<u>12,972</u>	<u>(12,972)</u>	<u>-</u>
TOTAL FUNDS	<u>136,446</u>	<u>(59,955)</u>	<u>76,491</u>

THE INSPIRE & ACHIEVE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued for the period 1 April 2021 to 31 August 2022

16. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	24,643	(71,626)	(46,983)
ESFA - Prince's Trust	449,262	(449,262)	-
ESFA - FEAF	<u>66,081</u>	<u>(66,081)</u>	<u>-</u>
	539,986	(586,969)	(46,983)
Restricted funds			
Lloyds Bank Foundation	-	(9,491)	(9,491)
Nottinghamshire Police and Crime Commissioner	25,000	(25,000)	-
Local Improvement Scheme	6,750	(6,750)	-
Mansfield BS Foundation	12,600	(16,081)	(3,481)
BuildingBetter Opportunities	56,369	(56,369)	-
Big Lottery (Communi-Tea)	113,405	(113,405)	-
Nottingham Police VRU	<u>98,921</u>	<u>(98,921)</u>	<u>-</u>
	<u>313,045</u>	<u>(326,017)</u>	<u>(12,972)</u>
TOTAL FUNDS	<u>853,031</u>	<u>(912,986)</u>	<u>(59,955)</u>

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 August 2022.

THE INSPIRE & ACHIEVE FOUNDATION
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the period 1 April 2021 to 31 August 2022

	Period 1.4.21 to 31.8.22 £	Year Ended 31.3.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	2,699	1,452
Other trading activities		
Fundraising events	7,440	1,621
Investment income		
Deposit account interest	-	71
Charitable activities		
Funding Bodies	1,127,822	815,786
Grants	40,519	34,101
	<u>1,168,341</u>	<u>849,887</u>
Total Incoming resources	1,178,480	853,031
EXPENDITURE		
Raising donations and legacies		
Salaries including NI	14,183	6,269
Direct costs	-	216
	<u>14,183</u>	<u>6,485</u>
Charitable activities		
Salaries including NI	1,002,735	656,909
Officer rentals & overheads	45,681	36,031
Insurance	3,716	1,785
Bank charges	481	199
Project costs	185,422	181,970
IT budget	749	18,890
IT to capital	-	(18,890)
Computer equipment	10,758	8,137
	<u>1,249,542</u>	<u>885,031</u>
Support costs		
Governance costs		
Salaries including NI	14,183	18,807
Auditors' remuneration for non audit work	9,900	2,650
Sundries	291	13
	<u>24,374</u>	<u>21,470</u>
Total resources expended	1,288,099	912,986
Net expenditure	(109,619)	(59,955)

This page does not form part of the statutory financial statements

THE INSPIRE AND ACHIEVE FOUNDATION

England & Wales - Charity number 1129402

Accounts

Registered Charity number: 1129402
Company number: 06849534

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

Dains LLP
Chartered Accountants
St John's Court
Wiltell Road
Lichfield
Staffordshire
WS14 9DS

**THE INSPIRE AND ACHIEVE FOUNDATION
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FOR THE YEAR ENDED 31 MARCH 2021**

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THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)

Reference and Administrative Information

Charity Registration Number: 1129402

Company Registration Number: 06849534

Registered Office: 39d Stockwell Gate
Mansfield
Nottinghamshire
NG18 1LA

Website: www.inspireachieve.co.uk

Directors/Trustees: Andrew M Tucker (Chairman)
Michael H W Cannon – resigned 18 May 2021
Yvonne L Card
Dame Asha Khemka DBE, OBE
Alexandra E Peace-Gadsby
Keith W Rodgers

Director (Executive): Pippa Carter

Independent Examiner: A P Morris FCA
of Dains LLP
Chartered Accountants
St John's Court
Wiltell Road
Lichfield
Staffordshire
WS14 9DS

Principal Bankers: Lloyds Bank
Stockwell Gate
Mansfield

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their report together with the financial statements of the charity for the year ended 31 March 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 1 and 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 Standard applicable in the UK and Republic of Ireland effective 1 January 2019.

The reference and administrative information on page 1 forms part of this report.

Structure, Governance and Management

Governing Document

The Inspire and Achieve Foundation is a charitable company limited by guarantee. It was incorporated on 17 March 2009 and registered as a charity on 5 May 2009. The charity 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 the members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of the Board of Trustees

The directors of the charitable company are its trustees for the purpose of charity law. The articles of association state that there must be a minimum of two trustees. New trustees are usually identified from amongst the local community. The Inspire and Achieve Foundation strives to ensure that trustees have the relevant business and practical experience required. They are appointed by ordinary resolution to serve for a period of four years.

Trustee Induction and Training

The induction process for any newly appointed trustee comprises an initial meeting with the Board of Trustees, at which a pack is provided. This includes a copy of the memorandum and articles of association, copy of the most recent annual report and accounts, copy minutes of previous trustees' meetings and a copy of the charity commission guidance 'The Essential Trustee'.

Risk Management

The trustees implement a risk management strategy which comprises:

- An annual review of the risks which the charity may face
- The establishment of systems and procedures to mitigate those risks identified, including young people and vulnerable adults policy.

Organisational Structure

The foundation is managed by the Director (Executive) who reports to the Board of Trustees. Programmes are delivered in partnership with other charities and voluntary organisations in furtherance of the foundation's objectives. There are 32 members of staff in total. All members of staff are directly employed by the Foundation. One trustee has resigned since the year end and an approach has been made to a potential new trustee. New Trustees are asked to apply in writing to the charity, and declare any conflicts of interest so that their application can be assessed by the Trustee Board. A vote is then taken in the next Board meeting as to whether an appointment should be made.

Key Management Personnel Remuneration

The Board of Trustees and the Director (Executive) comprise the key management personnel of the Charity, in charge of directing and controlling the Charity and operating it on a day to day basis. Trustees give of their time freely and no trustee remuneration or expenses were paid in the year. The Director (Executive) is employed on a full-time basis and works closely with the Board. She is responsible for the day to day management of the Charity and her remuneration is based on similar roles in the locality and reviewed annually.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

Objectives and Activities for the Public Benefit

The Inspire and Achieve Foundation (IAF) is a registered charity with a single charitable object: The advancement of education of young people from regeneration areas.

IAF operates in Nottinghamshire and Nottingham City and its activities target young people aged 16-26 who are not in education, employment or training (NEET), or who are at risk of falling into this category. IAF acts as a resource providing advice and educational programmes to enable young people to advance in life.

IAF's mission statement is; 'Inspiring young people: Empowering them to achieve their best'.

IAF's charitable objectives are to raise the aspirations and achievements of disadvantaged young people, and those not in education, employment and training by:

- Inspiring and supporting them to make positive changes in their lives,
- Inspiring and supporting them to find progression routes into education and employment,
- Working in partnership with educational organisations, other third sector organisations, and business to signpost, create, and provide positive progression routes and supported activities.

IAF has six strategic goals to help structure the development of the charity:

1. To inspire more young people to raise their aspirations.
2. To empower more young people with the life skills and confidence to achieve their full potential.
3. To enable more young people to sustain their progression.
4. To increase the Inspire and Achieve Foundation's profile and engage wider society encouraging them to take a more supportive view of disadvantaged young people.
5. To ensure the Inspire and Achieve Foundation has adequate resources and operate a financially sustainable model
6. To build organisational capacity for future growth.

This year saw the Covid -19 pandemic strike and IAF delivery, funding and staffing has been severely affected. IAF continued to deliver throughout the pandemic (following social distancing/ government guidance) as it felt its priority was to support its beneficiaries in a time of huge turbulence, isolation and escalating frequency of domestic violence and poor mental health.

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and have complied with their duties under the Charities Act 2011.

Achievements and Performance

2020/21 has seen the Foundation deliver much needed assistance to young people on the margins of society. The Inspire and Achieve Foundation has helped 350 individuals over the course of the year (down from 489 in 2019/20), with 66% of them progressing into employment, education or training within the financial year, and many with planned progressions for the new financial year. Recruitment and engagement of young people has dropped off with the pandemic this year but we have found that the young people we help need more in depth support. 37% of our participants disclose to having poor mental health, 19% have disclosed learning difficulties, and many have a complex mix of housing issues, addiction issues, criminal records, are young parents, or have come through the care system.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

Achievements and Performance (continued)

Project activity has grown within the Princes Trust programme, LEAF was launched in September 2020, and Stage 1 work with offenders and prison leavers has continued. Project activity within the year has been as follows:

Stage 1 Boxing Project: 0 participants due to COVID, waiting list of 46 (89 in 2019/20)
Stage 1 Football Project: 0 participants due to COVID, no waiting list (39 in 2019/20)
Stage 1 Intensive Mentoring with Offenders: 59 participants (39 in 2019/20)
Stage 1 Communi-Tea Project: 57 participants (90 in 2019/20)
Stage 2 Prince's Trust Team Programme: 176 participants (186 in 2019/20)
Stage 2 LEAF Study Programme: 13 participants (new project)
Stage 2 Mentoring and IAG programme: 197 participants (390 in 2019/20)
Stage 3 Participation, Mentoring and IAG programme: 18 participants (37 in 2019/20))

Stage 1 projects have two elements. Firstly a focus on outreach and engagement, capturing the interest and gaining the trust of the young person. This is achieved by on-going programmes run in a community venue for a couple of hours a week and includes boxing, football and the Communi-Tea project which tackles social isolation and provides a non-sports based and female friendly project. IAF conducts outreach work on the streets, via hostels, and through referral agencies, attracting hard to reach individuals with enjoyable and fun Stage 1 activities.

The second element is around reducing re-offending and providing intensive one to one support and mentoring for offenders referred to us through police custody suites, direct from the prison gates, or through offender support services.

For both elements of Stage 1 delivery IAF offers IAG and mentoring to young people who attend, and we either help them directly or refer them onto specialists where needed. The advice given at this stage tends to be around resolving problems and issues in their personal lives. These Stage 1 activities then help to:

- Build self- esteem and self-awareness,
- Address anti-social behaviours and managing conflict,
- Provide positive activities to occupy their time and build friendships,
- Support them with their mental and physical health,
- Teach respect and community awareness, and
- Motivate and inspire young people to change their lives.

Stage 2 projects build upon the progress made at Stage 1, and has a focus on employability and progression into education, employment or training. Stage 2 projects often have an element of classroom based learning, and reinforce key messages from Stage 1 activity. Training programmes address areas such as employability skills, anger management, body-language, behaving responsibly, and taking control of your own future. One-to-one mentoring is provided and action planning is built into the taught sessions. These IAG sessions tend to focus more on progression into education and employment.

IAF has expanded its delivery of the Princes Trust Team Programme into St Anns and Hyson Green this year, with 176 young people attending the programme within the year. Each programme is 12 weeks long and includes a residential, community projects, work experience and a final presentation.

IAF launched the first project of the LEAF training programme: the 16-18 study programme which has 540 guided learning hours and had the core qualification of the AIM award in personal development. Pilots were also run for a number of other AIM award modules (which included 19+ provision) including the Reflect behaviour change programme for offenders.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

Achievements and Performance (continued)

In addition to mentoring, IAF also brokers, where appropriate, the following: work experience placements, volunteering opportunities and training/qualifications from alternative providers.

IAF secured the Matrix Quality Mark within 2020 in recognition of meeting the required quality work standards for its work in information advice and guidance.

Stage 3: Stage 3 activity involves the provision of one-to-one support and mentoring for those young people who still need assistance once they have progressed into employment or education. They can also participate in our Stage 1 activities if available. The objective of this Stage 3 support is to ensure that the progression is sustained and that a period of personal crisis does not jettison the young person back into unemployment or cause them to leave education.

Reserves Policy

Free reserves at 31 March 2021 totalled £76,489. The agreed reserves policy is to maintain free reserves at a level that is sufficient to cover three months' salaries (£183k in 2020/21). Reserves were needed to subsidise the work of the charity during the C-19 pandemic and to keep the charity running under these exceptional circumstances. Unfortunately, the use of reserves this year has meant that the Trustee's ambition to purchase a building for the charity are on hold until reserve levels can be rebuilt.

Going Concern

Covid restrictions have resulted in numerous delays to the projects that the Charity runs and expenditure exceeded income by almost £80,000 during the first half of 2021/22, however forecasts for the full year predict a surplus of approximately £44,000. The main risk is that the Charity is unable to attract sufficient young people to make a project viable. The Charity is managing this risk by continuing to build strong relationships a wide base of referral sources, enabling it to reach out to more young people. In addition, courses have been adapted to run over a shorter timescale, which reduces the risk of disruption. Forecasts are prepared for a rolling 12 month period and reviewed on a monthly basis. The continuing effects of the pandemic give rise to uncertainty, however the Board is confident that the company has sufficient resources for the next twelve months and on that basis the accounts have been prepared on the going concern basis.

Plans for Future Periods

2021/22 will see the charity consolidate and adapt to its reduced funding portfolio, and see further development of its work with offenders. The LEAF programme funding and Prince's Trust Team programme funding has been badly affected by changes to the ESFA subcontracting rules, which have seen colleges cap the funding allocated to IAF activity. As a result 9 Prince's Trust teams will reduce to 5 this academic year and LEAF can no longer run. Key delivery activities planned for the year are as follows:

- The delivery of Prince's Trust Team programme in 5 locations in Nottingham/ Nottinghamshire
- The continued development of Stage 1 projects to include more intensive mentoring for offenders
- The continued delivery of Stage 2 and Stage 3 mentoring
- Continue to adapt as required to evolve services as needed through the Covid 19 pandemic

With regards to financial management and governance, key objectives over the 2021/22 year are as follows:

- To diversify the charity funding base and to secure enough funding to deliver project activity and rebuild reserves.
- To review governance, policies and procedures over the course of the year to ensure that all documents and practices provide maximum support to the needs and activities of the charity as it grows, and are in line with Ofsted, the Matrix Quality Standard for Information Advice and Guidance and GDPR.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

Trustees' Responsibilities in Relation to the Financial Statements

The trustees (who are also directors of The Inspire and Achieve Foundation for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent Examiner

A resolution will be proposed at the Annual General Meeting that A P Morris FCA of Dains LLP be reappointed as independent examiner of the charity for the ensuing year.

Small Company Exemptions

This report is prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 17 December 2021 and signed on its behalf:

Yvonne Card
Director

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)

Independent Examiner's Report to the Trustees of The Inspire and Achieve Foundation

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021 which are set out on pages 8 to 17.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

A P Morris FCA
of Dains LLP
St John's Court
Wiltell Road
Lichfield
Staffordshire
WS14 9DS

17 December 2021

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Income from:					
Grants and donations	3	22,951	44,350	67,301	55,019
Bank Interest		71	-	71	441
Charitable activities	4	515,342	268,693	784,035	639,114
Fundraising		1,620	-	1,620	3,635
Total Income		539,984	313,043	853,027	698,209
Expenditure on:					
Raising funds	5	6,485	-	6,485	5,517
Charitable activities	7	559,014	326,015	885,029	617,178
Governance	8	21,470	-	21,470	18,766
Total Expenditure		586,969	326,015	912,984	641,461
Net Income/ (Expenditure)		(46,985)	(12,972)	(59,957)	56,748
 Total Funds Brought Forward		 123,474	 12,972	 136,446	 79,698
Total Funds Carried Forward		76,489	-	76,489	136,446

The statement of financial activities includes all gains and losses recognised in the year.

All amounts derive from continuing activities.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
BALANCE SHEET AT
31 MARCH 2021

	Notes	£	2021 £	£	2020 £
Fixed Assets	12		14,432		3,679
Current Assets					
Debtors	13	48,696		90,344	
Cash at Bank and in Hand		104,947		111,439	
			153,643	201,783	
Creditors:					
Amounts falling due within 1 year	14	91,586		69,016	
Net Current Assets			62,057		132,767
Net Assets			76,489		136,446
Restricted Funds	15		-		12,972
Unrestricted Funds			76,489		123,474
			76,489		136,446

For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard (FRS102) (March 2018).

ON BEHALF OF THE TRUSTEES:

.....

Andrew Tucker

Approved and authorised for issue by the Trustees on 17 December 2021

Company Registration Number: 06849534

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
CASH FLOW STATEMENT
AS AT 31 MARCH 2021

	2021 £	2020 £
Net Cash Flow from Operating Activities	12,327	55,786
Returns on Investments		
Interest Received	71	441
	12,398	56,227
Additions to Fixed Assets	(18,890)	(5,519)
Net Cash Inflow/(Outflow)	(6,492)	50,708
(Decrease)/Increase in Cash in the Year	(6,492)	50,708
Net Cash Resources at 1 April 2020	111,439	60,731
Net Cash Resources at 31 March 2021	104,947	111,439
 Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities:		
Net Incoming/(Outgoing) Resources	(59,957)	56,748
Adjustments		
Investment Income	(71)	(441)
Depreciation Charges	8,137	1,840
(Increase)/Decrease in Debtors	41,648	(15,312)
Increase/(Decrease) in Creditors	22,570	12,951
	12,327	55,786

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting Policies

Basis of Accounting

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland effective 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

Going concern

The directors are fully aware of the uncertainty caused by the covid pandemic and continue to exercise effective control on all financial matters relating to the charity. As more fully explained in the Trustees' Report, having assessed future funding streams for a period of twelve months from the date of approval of the financial statements, the trustees are confident that the charity has adequate resources to continue operating for the foreseeable future and on that basis the accounts have been prepared on the going concern basis.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Income

Donations and Grants

Donations and grants that provide core funding or are of a general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from Charitable Activities

Income from charitable activities is recognised as earned.

Investment Income

Bank interest receivable is recognised on a receivable basis.

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis.

Support costs are apportioned by reference to time spent.

Fixed Assets

Fixed assets are capitalised. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Computers 33% straight line basis.

Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subject to restrictions on their expenditure by the donor at the time of donation.

Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Donated Services

Donated services are included at their estimated value to the charity.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

2. Legal Status

The Inspire and Achieve Foundation is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. Grants and Donations	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Lloyds Bank Foundation	-	-	-	22,778
Notts Police and Crime Commissioner	-	25,000	25,000	11,000
Local Improvement Scheme	-	6,750	6,750	9,000
Mansfield BS Foundation	-	12,600	12,600	9,000
CJRS Grant	21,501	-	21,501	
Browne Jacobson	-	-	-	
Other Grants and Donations	1,450	-	1,450	3,241
	22,951	44,350	67,301	55,019

In 2020 grants and donations comprised unrestricted donations £3,241 and restricted donations £51,778.

4. Income from Charitable Activities	Total 2021 £	Total 2020 £
Unrestricted		
ESFA – Prince’s Trust	449,261	430,319
LEAF	66,081	-
Earned income	-	552
Restricted		
Building Better Opportunities	56,369	78,350
Big Lottery (Communi-Tea)	113,404	107,041
Nottingham Police VRU	98,920	22,852
	784,035	639,114
5. Raising Funds	Total 2021 £	Total 2020 £
Direct Costs	216	216
Support Costs - Salaries	6,269	5,301
	6,485	5,517

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

6. Support Costs	Total 2021 £	Total 2020 £
Salaries including NI	76,460	60,022
	76,460	60,022
Basis of apportionment- staff time		
Cost of Generating Funds	6,269	5,301
Charitable Activity	51,384	38,817
Governance	18,807	15,904
	76,460	60,022
7. Charitable Activities	Total 2021 £	Total 2020 £
Project delivery	181,969	151,801
Support costs - Salaries	51,384	38,817
Salaries including NI	605,524	387,925
Office rental and overheads	36,031	35,563
Insurance	1,785	960
Bank charges	199	272
Depreciation	8,137	1,840
	885,029	617,178
In 2020 charitable activities of £358,263 included £258,915 of restricted funds.		
8. Governance Costs	Total 2021 £	Total 2020 £
Independent Examiner	2,650	2,650
Support Costs - Salaries	18,807	15,904
Other	13	212
	21,470	18,766

The independent examiner charged £1,200; the balance represents a donation in kind.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

9. Staff Costs and Numbers	Total 2021 £	Total 2020 £
Salaries and Wages	621,555	408,682
Employers National Insurance	47,953	31,799
Defined contribution pension contributions	12,476	7,466
	681,984	447,947

One employee received remuneration in the bracket £60,000-£70,000. (2020 – none).
Total remuneration of key management personnel in the year was £62,690 (2020 - £53,014)
The average number of employees during the year, calculated on the basis of full time equivalents was as follows:

	Total 2021 £	Total 2020 £
Charitable Activities and Governance	30	18

10. Trustees Remuneration and Related Party Transactions

No trustee received any remuneration or expenses during the year (2020- £Nil).

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year. (2020 - £Nil).

11. Taxation

As a charity, The Inspire and Achieve Foundation is exempt from tax on income falling within S.505 of the Taxes Act 1988 to the extent that this is applied to its charitable objects. No tax charge arises in respect of the year ended 31 March 2021 (2020 - £nil).

12. Fixed Assets	Total 2021 £
Computers at cost:	£
At 1 April 2020	5,519
Additions	18,890
At 31 March 2021	24,409
Depreciation	
At 1 April 2020	1,840
Charge for year	8,137
At 31 March 2021	9,977
Net book value 31 March 2021	<u>14,432</u>

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

13. Debtors	Total 2021 £	Total 2020 £
Contract Income	48,696	90,344
	48,696	90,344

14. Creditors: Amounts falling due within one year	Total 2021 £	Total 2020 £
Grant overpaid	10,000	-
PAYE and NI	10,652	22,790
Deferred income	29,660	28,664
Other Creditors	41,274	17,562
	91,586	69,016

15. Restricted Funds

	Balances b/fwd £	Incoming Resources 2021 £	Resources Expended 2021 £	Balances c/fwd £
Lloyds Bank Foundation	9,491	-	9,491	-
Notts Police and Crime Commissioner	-	25,000	25,000	-
Local Improvement Scheme	-	6,750	6,750	-
Mansfield BS Foundation	3,481	12,600	16,081	-
Building Better Opportunities	-	56,369	56,369	-
Big Lottery (Communi-Tea)	-	113,404	113,404	-
Nottingham Police VRU	-	98,920	98,920	-
	12,972	313,043	326,015	-

	Balances b/fwd £	Incoming Resources 2020 £	Resources Expended 2020 £	Balances c/fwd £
Lloyds Bank Foundation	9,491	22,778	22,778	9,491
Notts Police and Crime Commissioner	-	11,000	11,000	-
Local Improvement Scheme	2,375	9,000	11,375	-
Mansfield BS Foundation	-	9,000	5,519	3,481
Building Better Opportunities	-	78,350	78,350	-
Big Lottery (Communi-Tea)	-	107,041	107,041	-
Nottingham Police VRU	-	22,852	22,852	-
	11,866	260,021	258,915	12,972

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

15. Restricted Funds (continued)

Lloyds Bank Foundation grant was to fund the Director's salary.

Nottinghamshire Police and Crime Commissioner grant was in respect of Reduce (Offending) Rebuild (Lives) project.

The Local Improvement Scheme grant was for the healthy living project.

The Mansfield BS Foundation grant was for computers.

The Building Better Opportunities is for the Towards Work Programme funded by the Lottery and European Social Fund

Big Lottery (Communi-Tea) funding is for the mental health, mentoring and employability project "Communi-Tea".

Nottingham Police VRU funding is for the custody suite programme.

16. The assets and liabilities of the charity at 31 March 2021 are represented by the funds as detailed below:

	Total	Restricted	Unrestricted
		Funds	Funds
	£	£	£
Fixed Assets	14,432		14,432
Current Assets	153,643	-	153,643
Current Liabilities	(91,586)	-	(91,586)
	_____	_____	_____
	76,489	-	76,489
	_____	_____	_____

The assets and liabilities of the charity at 31 March 2020 are represented by the funds as detailed below:

	Total	Restricted	Unrestricted
		Funds	Funds
	£	£	£
Fixed Assets	3,679		3,679
Current Assets	201,783	12,972	188,811
Current Liabilities	(69,016)	-	(69,016)
	_____	_____	_____
	136,446	12,972	123,474
	_____	_____	_____

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021 (Continued)

17. Contingent Liabilities

In accordance with normal practice, the terms of certain grants and donations may result in repayment of all or part of the amounts receivable if the conditions of that income are not met. The income may be subject to retrospective checks and audits undertaken by or on behalf of the income providers. To the extent that conditions are unable to be met, grants or donations may be repayable. The directors do not believe that any material amounts will need to be repaid in respect of income included in these accounts.