KIDS INSPIRE

England & Wales · Charity number 1129513

Details

Status	Registered
Legal form	Charitable company
Company number	06380082
Registered	2009-05-11
Register	View on the Charity Commission register

Contact

Address	Hargrave House Molrams Lane Great Baddow Chelmsford CM2 7FW
Phone	01245348707
Email	admin@kidsinspire.org.uk
Website	www.kidsinspire.org.uk

Activities

Objects: To act as a resource for young people up to the age of 25 and their families living in the United Kingdom together with professionals supporting them by providing advice and assistance and organizing programs of physical, educational, and other activities as a means of:-a. Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;b. Advancing education;c. Relieving unemployment:d. Providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity, disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

Activities: 1:1 or group therapy with qualified therapists using a variety of techniques including art, music or complementary therapies, Mentoring, home visits and parental support around behavior, abuse, poverty and isolation, Support for identified issues such as bereavement and domestic abuse, Partnership work with other services including statutory provision.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Other Charitable Purposes
- **Who:** Children/young People

Geography

- **Area of benefit:** ESSEX
- Essex
- Southend-on-sea
- Suffolk
- Thurrock

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£2,364,484	£2,563,977	£918,625	55
2024-04-30	£2,306,558	£2,268,607	£1,118,118	55
2023-04-30	£1,921,914	£1,975,412	£1,080,167	46
2022-04-30	£1,793,336	£1,631,689	£1,133,665	41
2021-04-30	£1,668,486	£1,277,840	£972,018	41

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Trustees

Name	Role	Appointed
Nicholas Tesseyman	Chair	2024-07-23
Ashni Shah		2026-03-10
Danielle Price		2024-09-17
Deborah Stephenson		2026-03-10
Dr Caroline Dollery		2020-05-04
Gillian Box		2023-11-28
Gwendoline Scarlett Thornton		2026-03-10
LOUISE HORNAGOLD		2024-11-28
Louise Loon		2017-07-17
Stuart White		2023-09-26

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KIDS INSPIRE

England & Wales - Charity number 1129513

Accounts

REGISTERED COMPANY NUMBER: 06380082 (England and Wales)
REGISTERED CHARITY NUMBER: 1129513

Report of the Trustees and Financial Statements for the Year Ended 30th April 2025

Kids Inspire

Contents of the Report of the Trustees and Financial Statements
for the Year Ended 30 April 2025

Page

Report of the Trustees ---------- 2

Independent Auditor's Report ----------33

Consolidated Statement of Financial Activities----------39

Consolidated Balance Sheet ----------40

Balance Sheet ----------41

Consolidated Statement of Cash Flows ----------42

Notes to the Financial Statements ----------43

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2025

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the audited financial statements of the charity for the year ended 30 April 2025. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number 06380082 (England and Wales)
Registered Charity number 1129513

REGISTERED OFFICE
Hargrave House
Hollycroft
Molrams Lane
Great Baddow
Chelmsford
Essex CM2 7FW

TRUSTEES
N Tesseyman (Appointed Chair on 23.07.2024)
L Loon
D Price (Appointed Treasurer on 17.09.2024)
S White
G Box
C Dollery (Vice Chair)
L Hornagold (appointed 28.04.2024)

TRUSTEE RESIGNATIONS BETWEEN 1ST MAY 2024 – 31ST AUGUST 2025
M Carpenter (resigned 17.09.2024)
R Serrelli (resigned 17.09.2024)
Y Spence (resigned 24.06.2025)
D Monk (resigned 24.06.2025)
S Carpenter (resigned 28.11.2024)

CEO AND CLINICAL DIRECTOR
Sue Bell OBE DL

INDEPENDENT AUDITOR
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

BANKS
CAF Bank
25 Kings Hill Avenue
West Maling
Kent ME19 4JQ

NatWest
5 High St
Chelmsford
Essex CM1 1FZ

SOLICITORS
Backhouse Solicitors Ltd
17 Duke Street
Chelmsford
Essex CM1 1JU

Contents of the Report of the Trustees and Financial Statements for the Year Ended 30th April 2025

1. Introduction and Overview from the Chair of the Trustees 4
2. Objectives and Activities 6
3. Achievements and Performance – Our Impact in Numbers 7
4. Services and programmes 13
5. Therapy Service and Team 18
6. Staff Wellbeing 19
7. Case Study – a therapeutic journey 20
8. Premises 21
9. Staffing Structure 21
10. Improving Environmental Impact 22
11. Marketing & Communications 22
12. Fundraising 24
13. Financial Review 25
14. Risk Review 27
15. Plans for the Future 28
16. Constitution and Governance 29
17. Statement of the Trustees' Responsibilities 31
18. Appendix A: Staffing Structure 32

1. Introduction and Overview from the Chair of the Trustees

Growing our impact and footprint

This is my first year as Chair of Trustees so I have had the joy of being exposed as a complete newcomer to Kids Inspire's work. What has struck me most of all is the amazing commitment to the charity's mission from everyone involved with Kids Inspire – staff, an army of volunteers, trustees and all our supporters and donors. An enormous thank you to everyone who contributes to making Kids Inspire such a purposeful charity.

It's this dedication that allows us to be ambitious about the impact we want to have: the charity continues to grow and to reach more children, young people and their families. The external environment, of course, remains challenging and the provision of mental health support for young people across the country is insufficient to meet demand, but Kids Inspire is committed to serving its communities and it continues to grow year-on-year.

While the total number of beneficiaries reached in 2024-25 remained broadly in line with the previous year at just over 4,500, there was a significant increase in the complexity of the profiles of the young people referred to our services, with 83% having four or more presenting issues. This complexity inevitably requires more resource-intensive support from the therapy teams but is very much in line with our mission to maximise our impact and support those most in need. And more broadly, our efforts to extend our outreach and improve our visibility are reflected in a sharp rise in the number of individuals who benefit from all Kids Inspire support programmes, up to close to 15,000 in the year.

We have taken our first careful steps outside of our home county of Essex into neighbouring Suffolk and are developing and refining our approach to be able to serve families in the targeted communities. We believe that we have a model that is scalable, without losing our individual approach, and we are determined to enhance our impact as well as our footprint; with this in mind we have strengthened our impact team to ensure that we utilise our data effectively to produce robust, evidence-based insights, as described further in section 5 of the report.

Financial sustainability

Income for 2024-25 increased by 2.5% to £2.36 million, despite the pressures on funding which are prevalent across the whole charity sector. We know that our grant funders and other donors are seeing greater demand for their support than ever before and we are truly grateful for their continued backing. Our fundraising efforts are critical to our ability to deliver our ambitious impact plans.

As noted above, the charity has committed to invest in expanding its reach and increasing its focus on beneficiaries within our newly defined target population; this can be seen in our costs for the year, which increased by 13.0%. This contributed to a deficit in 2024-25 of £199,493, which was covered from reserves. The charity remains committed to prudent management of its finances and has an appropriate level of reserves for the coming period, in line with its plans for further growth.

Future plans

Kids Inspire has always been an agile charity which develops services to respond to the changing needs of its beneficiaries. There is a clear plan in place in the coming years for carefully planned geographic expansion and rigorous measurement of the impact of the charity's services. We are confident in our ability to develop further so that we can positively affect the lives of more young people.

We expect that this coming year will bring the beginning of a construction project which will finally see Kids Inspire move into purpose-built premises. Those of you who have visited our offices will know how much the charity will benefit from its own home! This capital investment represents a serious financial undertaking but a dedicated fundraising initiative will underpin this project so that our regular services can continue to be financed from our existing income streams.

I'm pleased to present my first annual report which confirms another successful year for the charity. None of it would be possible without the whole Kids Inspire team, thank you to everyone who plays a part both front-of-house and behind the scenes.

Nick Tesseyman

2. Objectives and Activities

Kids Inspire supports children, young people, and families to build their futures and reclaim their lives. Since 2007 our qualified, experienced specialist team has delivered bespoke mentoring, trauma informed therapy, training and activity packages which empower children and the adults in their lives to make positive choices and reach their potential. Our service is child-centred, and we offer evidence-based, cutting-edge therapies alongside innovative interventions and community-based support.

Policies and objectives

The charity has been established to:

- Enhance the emotional health of its service users through counselling, support and trauma informed therapeutic use of the arts.
- Support schools and individuals working 'on the front line' with children and young people (CYP), in addressing their emotional and psychological needs appropriately.
- Undertake any other related charitable activity.

These objectives are pursued through several activities, some of which are funded by local authority grants, but the bulk of which are made possible through the generosity of charitable trusts, companies and individuals, including many volunteers.

Activities fulfilling the Charity's objectives

General core services of Kids Inspire are:

- Trauma informed creative therapies
- Therapeutic group work
- Systemic family therapy
- One-to-one counselling/psychotherapy
- Parent/child therapy
- Relational social work
- Emotional wellbeing training for young people, carers, and school staff
- Workshops - arts and physical activities to enhance wellbeing
- Coaching - strengths based
- Holiday activities
- Trips
- Bereavement support in schools
- Anti-bullying initiatives and support
- Mentoring
- Family support (a varied range of support packages delivered 1:1 and in groups)
- Specialist trauma resolution interventions
- Multi-disciplinary assessments

These services focus on healing and empowerment (with a desire to increase the focus on prevention) for children and families affected by the following:

- Abuse (neglect, physical, sexual, and/or emotional)
- Bullying
- Personality disorder, oppositional defiant disorder (ODD) and other mental health difficulties
- Eating issues (such as bulimia, anorexia, ARFID)
- Bereavement and loss
- Separation / divorce
- Self-harm
- Depression
- Anxiety
- Suicidal ideation
- Emotional and behavioural difficulties leading to a risk of school exclusion.
- Autistic spectrum disorder (ASD), attention deficit hyperactivity disorder (ADHD) and other Neurodivergent presentations.

Public benefit

The Trustees paid due regard to The Charity Commission's guidance on public benefit throughout the year. Providing educational, practical, and emotional support to vulnerable young people has a direct benefit both to the children and the wider public as it strengthens relationships, reduces crime, and creates responsible citizens capable of participating in their communities.

There are no unreasonable restrictions that would prevent children in Essex and beyond from benefitting from Kids Inspire's services, and the charity does not charge children or their parents/carers for services and support offered. The benefit provided to the public is consistent with the charitable aims of Kids Inspire.

3. Achievements and Performance – Our Impact in Numbers

Support and therapy beneficiaries

From 1226 new referrals for CYP, we supported a total of 4556 people:

- 2429 people were offered direct therapeutic support
- 2127 people received brief initial consultation or benefited from family treatment plans
- 14,712 individuals were supported across all programmes of support, from therapy to mentoring, community events and training.

Presenting issues

83% of referred children have four or more presenting issues, a **27.7% rise** on last year. With this number growing so much over the past few years, we now monitor those referred with 10 or more presenting issues, which stands at **29%**. This is a close reflection of the national story around the mental health profiles of young people becoming more complex.

This increase in number may also be a reflection of our data gathering, which has become more nuanced and accurate over recent years.

Referrals, Demographics, and Diversity: understanding our context

Referrals

Kids Inspire receives referrals from a range of sources. This year, the trend remains similar to previous years. With a combined total of 81.4%, most referrals come from schools or directly from families.

Kids Inspire has well established relationships with the Essex and Southend school network. This year, that network has expanded as we began our pilot project in Suffolk.

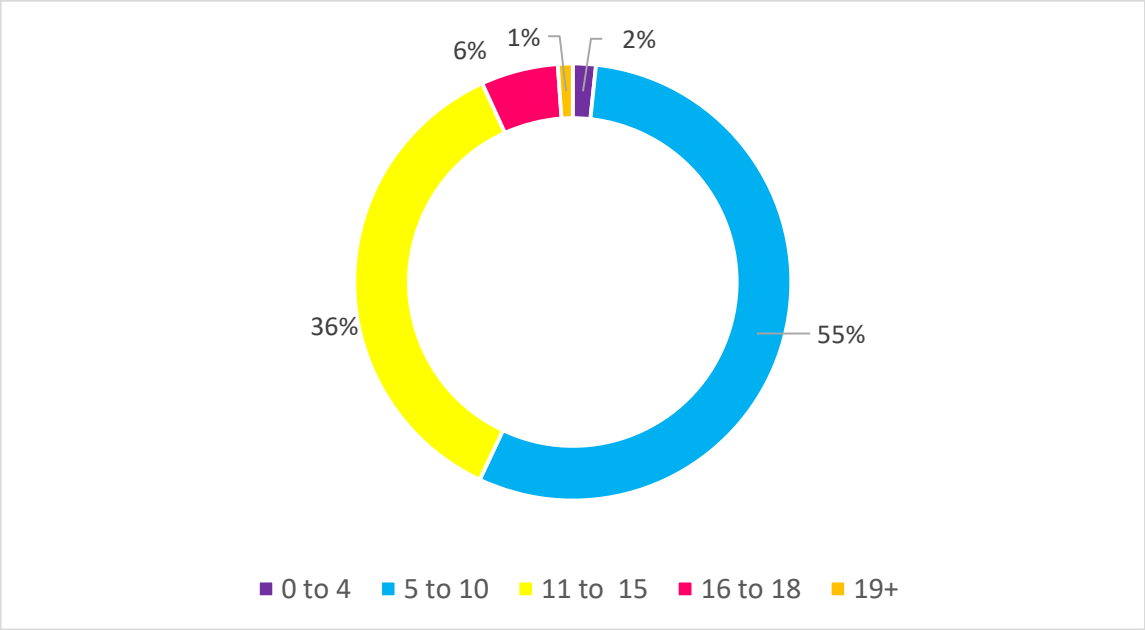
Signposting is very important to Kids Inspire, and we are part of a network of mental health and wellbeing services that work best alongside one another. Many families contact us seeking support, and we will always try to signpost if there is a more appropriate service to meet their needs.

Referrals split by percentage:

- Self-referrals/families: 34.6%
- Education/schools: 46.8%
- Health/GPs/CAMHS/: 4.2%
- Family Solutions / Social care: 8.4%
- Other (police, justice, third sector): 6%

Ages

The largest proportion, 91%, of the young people we support are between the ages of 5-15. This remains consistent year on year.



Ethnicity

This year our impact data shows that the largest proportion of service users who chose to disclose their ethnicity are English/Scottish/Welsh/Northern Irish, at 67.6%. Disclosing ethnicity is a personal and subjective decision, and while it helps us understand who is accessing our service, its disclosure is optional.

- English/Scottish/Welsh/Northern Irish – 67.6%
- Prefer not to say – 12.3%
- Mixed ethnic background - 3.8%
- Any other white background - 2.6%
- Other – 1.7%
- Indian - 0.2%
- Any other Black/African/Caribbean background - 0.5%
- Any other Asian background - 0.6%
- African – 0.4%
- Irish – 0.2%
- Chinese – 0.2%
- Bangladeshi – 0.1%
- Caribbean – 0.2%
- Pakistani – 0.2%
- Not Stated – 9.4%

Gender

This year the gender balance of our beneficiaries remains consistent with previous years.

- Female – 51.9%
- Male – 47.5%
- Other – 0.1%
- Prefer not to say – 0.5%

Disability, additional needs and neurodiversity

42% of people referred for support reported a disability, additional needs and/or neurodiversity on their referral form. This is a 14.7% rise on last year and follows a year-on-year increase. These include:

- ADHD/ADD
- Autistic spectrum
- Dyslexia/dyspraxia/dyscalculia
- Hearing impairment
- Medical conditions
- Obsessive Compulsive Disorder
- Oppositional Defiant Disorder
- Pathological Demand Avoidance
- SEND
- Sensory Processing Disorder
- Somatic syndromes
- Speech and language difficulties
- Tourette's
- Tics
- Visual impairment

Our therapists incorporate awareness of disabilities and neurodiversity in their work, adapting their approach to meet the child's additional needs while improving their emotional wellbeing.
In response to this rise in young people presenting to our service with additional needs and/or neurodiversity we have created, and continued to build, a team of neurodiversity specialist therapists. They provide regular in-house training to support our clinical team, and ultimately support the families and young people accessing our service

Identifying our new target population

As reported last year, through the driving impact workshops delivered by Impetus in early 2023, we identified and refined our target population as young people who are socio-economically disadvantaged, and those who are disengaged from learning.

Data this year shows that 30% of the CYP referred to Kids Inspire were 'persistently absent' from school (below 90% attendance). This is higher than the national average of 21.2%. For context, prior to the Covid-19 pandemic in 2018/19 the persistent absence rate was 10.9%[1]. While school attendance percentage adds texture to the picture of engagement with learning, it is not the only data point we are concerned with.

According to the most recent data (June 2025) 45% of open Essex cases and 67% of open Suffolk cases align with our income criteria. This criterion is a household income of less than £35,000, and is self-disclosed at referral or initial telephone call (ITC) stage. These percentages are a good indication that we are progressing well towards our target number.

We know that engagement in learning looks different for each child, and that attending school full time doesn't necessarily equate to engaging with learning. By developing nuanced data collection, including narrative data, we can tell a richer story of this complex and layered issue in such a way that enables us to support young people and their families in the most impactful ways.

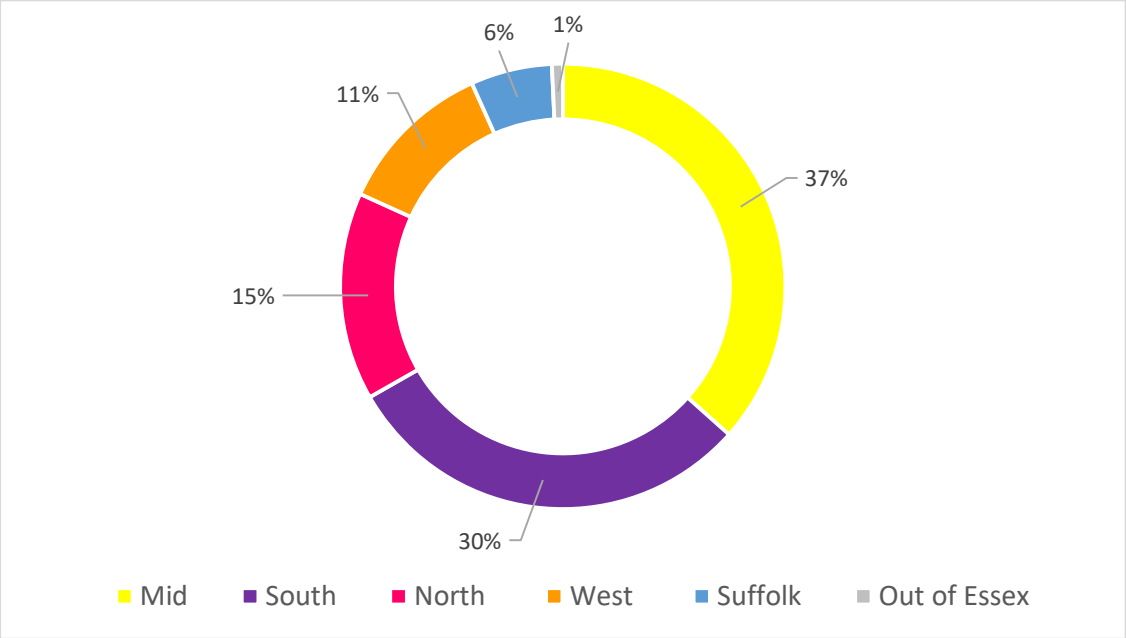
Kids Inspire remains primarily committed to improving the mental health and wellbeing of CYP. Through this, we know that an increase in the capacity to engage fully with life often follows suit. We support families to understand their child's needs and to advocate confidently for them.

Geography – Long established and new ground

Kids Inspire continues to grow in response to service users' needs and demands in the communities where we work, across Essex as well as Southend and Thurrock. 2024-25 has seen the roll out of Talk Together Suffolk and we now have therapists supporting children in 19 schools, with supported focus on Ipswich. Future growth planning has sensitively assessed where else in Suffolk our service might be needed without duplicating. This has been identified as West Suffolk, in areas such as Bury St Edmunds.

[1] https://explore-education-statistics.service.gov.uk/find-statistics/pupil-absence-in-schools-in-england/2023-24

Percentages in the graph below are for referred children:



Comparison with Previous Impact Reports

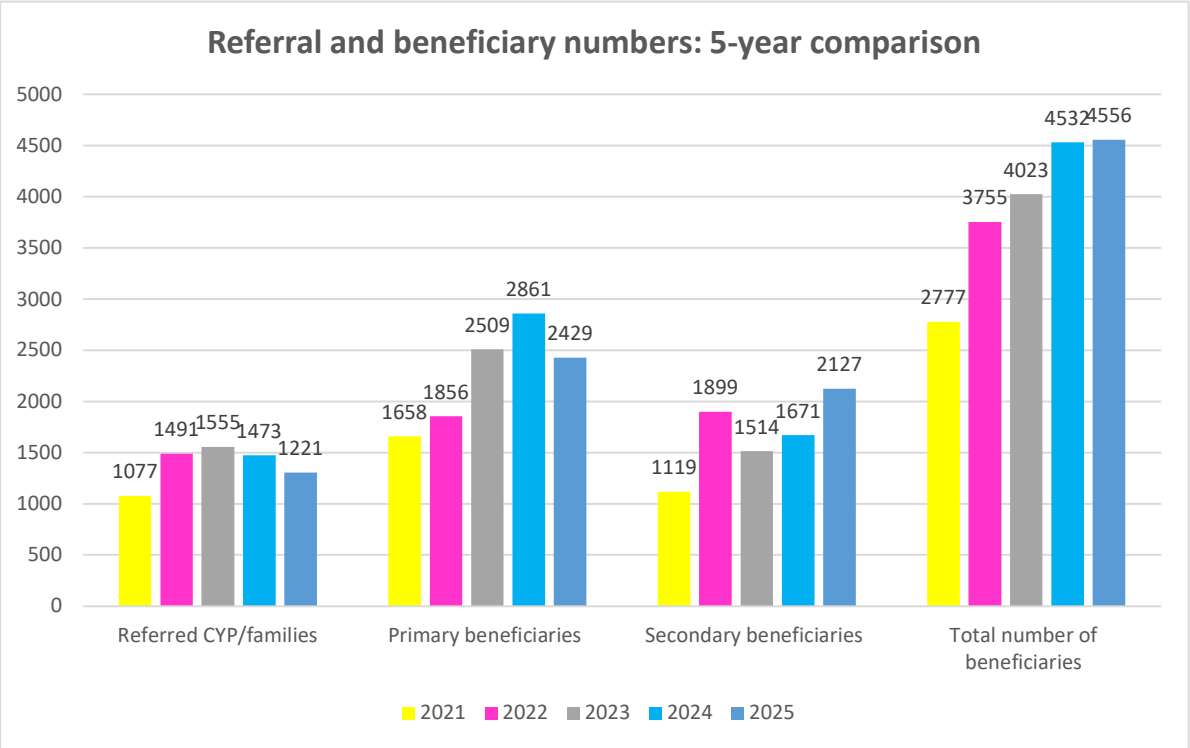
Referral and Beneficiary Numbers: 5-Year Comparison

2024-2025 numbers

- Referrals – 1221
- Total beneficiaries - 4556
- Primary beneficiaries – 2429
- Secondary beneficiaries – 2127

Data from the last two years shows a levelling out of referrals and a slight increase in total beneficiaries this year on last year. The increase in indirect beneficiaries may reflect our drive to involve more than just one parent at the ITC and assessment stages. Again, this reflects our commitment to involve as many parents as possible in the treatment plans of CYP aged 16 and under.

This shift in beneficiary demographics tracks with the changes that we are committed to through the driving impact workshops. For example, in the cases of children 8 years old and under, we are increasingly working with parents first before the child to provide stabilisation and strong therapeutic engagement that will ultimately support the effectiveness of the child's therapy. Occasionally however, through the parental support, the child work is no longer needed as the difficulties have been addressed.



Presenting issues

This year, 83% of referrals report four or more presenting issues, which is a 27% increase on last year. 28% of referrals have 10 or more presenting issues. Anxiety remains the most common reasons for referral, representing 78.2% of all referrals. This is an increase from last year's 66%.
Other reasons for referral with significant increases since the last report:

- Abuse 20.6%, from 14.5%
- Anger problems 43.6%, from 35%
- ADHD 10.5%, from 1.3%
- Autistic Spectrum Condition 13.6% from 8.6%
- Challenging behaviours 42.3%, from 13.6%
- Child to parent violence 4.2% from 1.2%
- Traumatic experiences 40.5%, from 29.5%
- Domestic violence 17%, from 11.2%
- Eating issues 18.5%, from 12.4%
- Health issues 25.6%, from 1.8%
- Issues with friends 32.6%, from 26.4%

Alongside these we also see a jump in young people presenting with low mood, from 38.4% to 48%, and low self-esteem, from 43.5% to 60% this year.

Year on year increases across a range of presenting issues signals a worrying upward trajectory in the difficulties faced by young people and mirrors the national story. CYP are struggling with their mental health and wellbeing as they continue to process and make sense of the COVID-19 pandemic, whilst being increasingly impacted by other major issues such as climate anxiety and family financial pressures.

4. Services and programmes

Kids Inspire offers support under several projects and programmes. The largest is our Talk Together programme, created in April 2020 in response to the COVID-19 pandemic. This programme has remained under regular review to ensure it continues to meet the needs of our community. We now offer Talk Together as a 5-level programme, incorporating more options for group work, and higher level 1:1 trauma therapy.

- 75.2% of service users are under our Talk Together programme comprising:
  - Early intervention and groups (Level 1a and b)
  - Trauma (Level 2)
  - Complex trauma (Level 3)
  - Long-term complex developmental trauma (Level 4)

- 10.3% of our service users are under CYP specialist support (CCG)
- 7% school projects
- 5.4% Social Care / Adoption Support Fund
- 2.1% Inspire Wellbeing Service / private / other

Individual therapy

Therapy sessions for young people largely take place in person. However, we also offer online sessions where appropriate for young people and parents, including online group work.

Kids Inspire provides support ranging from early intervention to complex trauma resolution. We do this through trauma informed creative 1:1 therapy including:

- Art, Drama, Play, Music and integrative therapy
- Dyadic Developmental Psychotherapy (joint parent and child sessions)
- Eye Movement Desensitisation Reprocessing (EMDR)
- Somatic Experiencing
- NeuroAffective Touch

Parenting support

We offer parenting support to almost all parents and carers who come to us. Parenting support is offered as individual and group support, online and in person, to ensure an accessible service. 1:1 support takes place with an adult trained therapist. We run three parenting group programmes, Empowering Parents Improving Connection (EPIC), Neurodiverse EPIC and Non-Violent Resistance (NVR).

NVR participant feedback

- 100% would recommend the NVR group to other parents

- 100% felt the techniques were effective in improving their child's behaviour

EPIC participant feedback

- 95% found the group engaging & insightful
- 92% would recommend the group to other parents
- 88% of attendees found the support helped to improve the relationship with their child
- 91.7% of attendees found their ability to respond positively to their child's emotional needs had improved

EPIC participant feedback

- "The information was easy to understand and useable in everyday scenarios".
- "Hearing other parents reflect on their experiences was helpful. It was good to know that there were other parents in the same position, and that we are not alone"
- "I've learnt things I didn't know, and I've learnt how to help my child when they're dysregulated"

Mentoring

We have a dedicated team of 51 trained and active volunteer mentors, and peer mentors who are young people aged 16 to 19 from local schools and colleges. 74 young people have been supported this year through mentoring.

Mentoring is an essential and vital step-down service for children after they have completed their therapy. Our mentors also support siblings when needed, or when an adult outside the home environment is needed to re-introduce the child into activities in the community. We have trained new mentors in hard-to-reach areas across Essex and continue to focus recruitment in areas such as Clacton, Harwich and Ipswich to ensure that we can offer mentoring as step-down support where the need is great.

Views from families

- I just wanted to thank you for the mentoring that he received with Shelia. They built up a lovely relationship and it really seemed to help with his confidence and social skills.
- Thank you again for everything, Kids Inspire have been a great help to him and in turn our family.
- Thank you once again for everything you and the mentoring service have done for E, it's a fab service and team!

Outcomes Star Analysis and our impact this year

Our Impact this year

This year our My Star outcomes show that over the course of their therapeutic journey:

- 94% of CYP made 1 or more positive changes

- 89% of CYP made 2 or more positive changes
- 79% of CYP made 3 or more positive changes

Outcomes from the Family Star also reflect positive therapeutic journeys:

- 93% of parents/carers experienced 1 or more positive change
- 86% of parents/carers experienced 2 or more positive change
- 76% of adult parent/carers experienced 3 or more positive changes

Additional breakdown of outcomes showing the percentage increases in the outcome areas in which we aim to see a journey of positive change through the interventions we offer.

My Star

- Confidence and Self-esteem – 67%
- Feelings and behaviour -75%
- Relationships – 52%
- Education and Learning – 41%
- Friends – 52%

Family Star

- Boundaries and Behaviours – 59%
- Your Wellbeing – 63%
- Family routine – 45%
- Meeting emotional needs – 63%
- Education and learning – 50%

Impact Beyond Clinical

Trauma Training – delivered to professionals and parents

We are dedicated to developing the knowledge, skills and confidence of people who support or parent children. Over nine dates this year, 359 participants attended our trauma informed practice training. These sessions are free and open to parents, carers and professionals working with children and families.

Feedback (averages created using feedback responses from all training sessions)

- 95% would recommend the training they attended to others
- 80% felt the training helped them to understand the subject of trauma
- 80% felt the training helped them to understand the reasons for the behaviour of children impacted by trauma
- 76% felt the training increased their confidence to support a child who may have experienced trauma

Training attendee feedback

- “I have taken so much from the workshop. I'm new to all the information [and] I've learned some great tips to help my own children, and later into my career to support children with trauma”
- “I’ve gained a more in depth understanding of how stress/anxiety affects the brain and body and the role the nervous system plays”
- “The training was really thorough and interesting, and the trainers were really kind and supportive especially around the sensitivity of the training”
- “It is always important to extend knowledge and understand all behaviour is a form of communication. This course was informative and relevant to my role”

Community Engagement

Our Community Engagement Team (CET) builds and nurtures relationships with the community and other organisations. This year they have maintained our social and community presence in Essex and continued to raise Kids Inspire's profile in Suffolk, where they have hosted a number of workshops and mental health assemblies. Alongside this they have been fundamental in establishing the referral pathway for schools in Suffolk to access the support of Kids Inspire.

This year CET have also:

- Delivered 25 mental health assemblies to 6103 children – 15 in Essex and 10 in Suffolk.
- Co-designed a secondary school programme with a group of year eight students in Ipswich, which will be rolled out in the 2025/26 academic year.
- Run 8 activity-based holiday clubs for 156 children aged 6 to 10
- Hosted our second PROM-Unity event, supporting 90 school leavers in accessing pre-loved dresses, suits, and accessories, completely free of charge. PROM-Unity offers young people the opportunity to celebrate their milestone in style, while easing financial pressure for families who may otherwise struggle to afford formalwear. The initiative also promotes "slow fashion," encouraging ethical, sustainable choices and mindful consumption.
- Continued to run The Voice Adolescent Support Youth group, 80% of whom have self-reported as neurodivergent, supporting young people who lack confidence, self-esteem and feel a sense of isolation.
- Delivered 4 Mindful And Creative Kids (MACK) workshops

The Voice Adolescent Social Group

The long running Voice group continues to support young people who struggle with low confidence and self-esteem and who are also feeling a sense of isolation. 80% of the Voice members report that they are neurodivergent, and many of the group members find communicating with their peers a real difficulty. However, by going at their pace and recognising the strength it often takes to come along to the group, the Voice facilitators have been able to support them to join in, observe their growth and acknowledge the friendships they've made.

Success spotlight

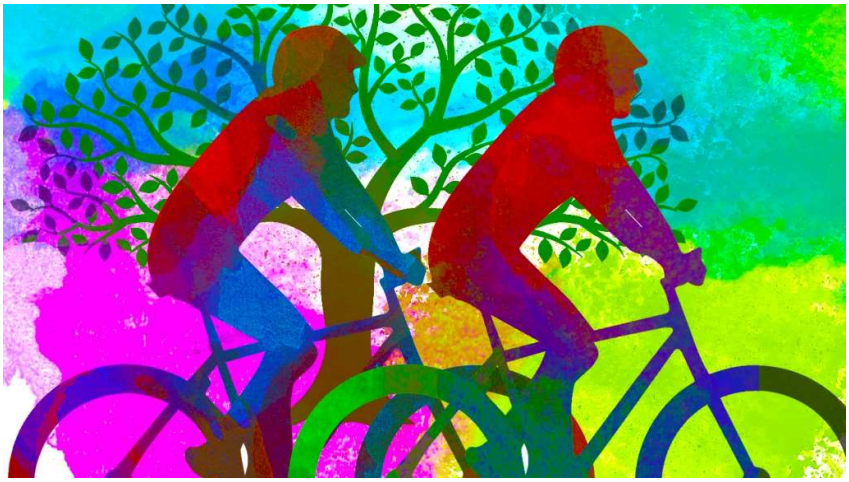
Our Voice Champion, Gwen, was referred to Kids Inspire as she was struggling to look after her own wellbeing. She attended therapy with Kids Inspire and when the time was right, was referred into The Voice. Initially Gwen was very quiet, and it took her a while to gain her confidence. Two years later, Gwen is now supporting us at events, sharing her inspiring journey and has her own 3D Fidget Toy printing business which has won awards. She has even been invited to pitch it in San Francisco. Her business is formally recognised as a Kings Trust supported business - an amazing achievement!

Volunteering

Our committed team of wonderful volunteers continues to help us reach more people and make an incredible impact – we could not be without them.

In the last year over 500 volunteers have gifted their time through:

- Fundraising
- Mentoring
- Holiday clubs
- Gardening
- Improving the outdoor environment at our head office
- PROM-Unity
- and Community Engagement events.
- Our Trustees



251 of these volunteers helped with our Christmas appeal which allowed us to support 3374 young people across Essex. In total, 7275 volunteer hours have been given to Kids Inspire.

What's next?

Following a successful year's partnership with Impetus we now look forward to the next three years of partnership with them, during which our focus is considered, purposeful and sustainable organisational growth delivering deep impact.

5. Therapy Service and Team

Growth, Innovation and continuous improvement

This year has been one of growth, innovation, and continuous improvement for Kids Inspire. We've refined how we deliver therapeutic support, strengthened our systems and partnerships, and deepened our commitment to measuring and communicating impact. With the Impact Team fully embedded and a richer evidence base guiding our decisions, we move forward with confidence, ready to further our mission of improving lives through compassionate, informed, and effective support.

At the start of the year, our focus was on enhancing group-based interventions. Building on the success of earlier pilot programmes, we launched a second round of both the Non-Violent Resistance (NVR) group and the Nurturing Attachment Therapeutic Group (NAGs). These groups, designed to strengthen family relationships and improve emotional regulation, have continued to be well received. At the same time, we began a major restructuring of our flagship parent programme, Empowering Parents, Improving Connection (EPIC). The new format extends the programme across more weeks and now incorporates targeted surveys and questionnaires throughout, enabling us to gather richer feedback and adapt the programme in real time to meet the needs of participating parents.

We have also brought improvements in our internal systems and documentation, to ensure we capture the most meaningful information, and generate valuable insights for our team and our funders.

A new Impact Team

A major strategic focus has been the development of our Impact area. Recognising that we hold a wealth of valuable data, but we have historically lacked the capacity to fully harness it, we took steps to restructure the Impact Team and plan for the recruitment of a dedicated data analyst. We have centred our data work around three essential questions: *Who are our clients? What services do we provide? What difference does our support make in their lives?* This clarity of focus has guided the creation of a more effective framework for analysis and reporting.

This difference has been transformative. We launched a comprehensive integrated dashboard that captures a wider range of assessment-stage data, enabling us to map the journey of a client with far greater accuracy. We also aligned our reporting with the financial year, giving us better synergy with funding cycles and improving our ability to produce evidence-based insights for service planning and funding applications.

The results of this renewed approach have been striking. Our use of Routine Outcome Measures (ROMs) has increased dramatically over the year: My Star completions are up 168%, Family Star completions up 228%, and Strengths and Difficulties Questionnaires (SDQs) up 311%. This means we can now provide a more detailed picture of the progress our clients make, and better tailor our interventions to individual needs.

Reaching a wider audience

This has also been a year of building visibility and influence at high profile events:

- We participated in *Who's Losing Learning* policy launch at The King's Fund where our work was met with strong interest from London-based services, leading to invitations for collaboration in the capital.
- We delivered a presentation on Trauma-Informed Services and Emotional Regulation at Capital City College to over 40 professionals.

- We attended the Ipswich Education and Mental Health event, forming new connections and sharing our expertise with partners across the sector.

A Successful Year

Kids Inspire stands in a stronger position than ever before. We have deepened our understanding of the children, young people, and families we support, enhanced the quality and variety of our interventions, strengthened our capacity to measure change, and expanded our influence beyond our immediate region.

The Therapy Team

The therapy team continues to support our new client demographic, with a strong focus on individuals within lower income brackets. With this we remain committed to delivering a high-quality, bespoke service tailored to the unique needs of each client. This personalised approach continues to be central to our work. We prioritise in identifying each client's needs from the outset, allowing us to tailor our support effectively and ensure they receive the most appropriate care from the very beginning, and our uniquely designed matrix enables us to do this with confidence.

Training that enhances our practice and provision

As a trauma-informed organisation, we have been grateful this year for the gift of additional specialist training in Internal Family Systems (IFS) and NeuroAffective Touch. Many team members have described these trainings as the missing part of their practice and have seen meaningful change in their clients. These opportunities support our team's skills and strengthen our ability to support clients in their healing and recovery from trauma.

Team Expansion and utilisation

Our team continues to grow, and with each new member bringing valuable knowledge and perspectives we are able to expand the range of approaches we offer our clients. With this growth, the management team remains focused on ensuring staff are working to full utilisation, maximising our capacity to support clients while maintaining a supportive environment for our staff. Collaboration within our management team has strengthened our ability to work as a team, taking joint responsibility for making sure we are keeping the process from referral to allocation as smooth and as timely as possible. Alongside this, we have created opportunities for professionals from other teams to spend time with our therapy team, sharing learning, and accessing CPD opportunities — an exchange which has enriched our work and strengthened relationships across our network.

Team culture

We also continue to cultivate a strong sense of pride among our staff in being part of a charity, highlighting the freedom and flexibility this offers compared to working in more rigid statutory frameworks. Supporting our team's physical and emotional wellbeing remains a top priority. Initiatives such as emotional wellbeing days and the additional Christmas holiday have been warmly received, providing valuable time away from the office to rest and recharge.

The summer holidays bring a different rhythm to our work, especially for those based in schools. This period allows the team to catch up on outstanding reports and offers space for reflection and renewal. A few of our core team members have opted to take unpaid leave over the summer, returning in September refreshed and ready to embrace the challenges and opportunities of the new term.

6. Staff Wellbeing

The wellbeing of our staff team continues to be a constant agenda item for senior leaders. As the organisation continues to evolve and grow to meets the needs of its beneficiaries, it remains a focus to ensure the team are confident and included in the decisions being made about the future of the

organisation. We meet twice a year as a whole team, weekly in individual teams as well as having a bi-monthly newsletter to keep everyone up to date with developments.

Staff Survey

A recent staff survey demonstrated that the team are positive about the direction of travel:

I enjoy my work -**100%**
I understand my responsibilities - **100%**
Does your team operate in a supportive and collaborative way? - **100%**
I would recommend Kids Inspire as a good place to work - **89%**
My workload is reasonable - **83%**
I feel that my opinion matters and is taken into consideration at work - **83%**
I am told about changes and why they are being made - **83%**
I have regular meetings with my manager that are helpful - **83%**
The culture at Kids Inspire matches its vision and mission - **83%**
My manager is open to change - **83%**
Does your line manager provide actionable and relevant feedback? - **78%**

Continual Professional Development

Continual Professional Development is a priority for the therapy team and therefore, Kids Inspire's investment in the team is extensive and includes regular in-house professional development in embedded internal activities, such as:

- Case management: monthly or fortnightly meetings (depending on the size of the caseload) that aim to support the therapist on top of their own mandatory external clinical supervision.
- Therapy Team meetings: weekly group sessions where specific topics are covered with theory and experiential activities. Space is given for reflective practice and sharing of good practice.
- Case Group Consultations: monthly group sessions to explore challenging cases and learn from each other.
- Sharing Learning: all therapists are encouraged to attend external workshops and conferences and bring back the learning to share with the therapy team.
- A programme of internal CPD is delivered, and participants can earn CPD hours, which encourages attendance and supports professional body registration requirements.

Additionally, all staff are encouraged to seek professional development opportunities outside the organisation, and they may be supported with paid study leave to do so. The new learning is shared within the wider team, enhancing colleagues' professional development and a collaborative way of working. As a result, individuals' professional resources are broadened, which contributes positively to what the organisation can offer its beneficiaries.

7. Case Study – a therapeutic journey

Claire – Level 2 case

Claire, 14, was referred by her parents who noticed she was increasingly anxious, presenting with low self-esteem, and had started picking the skin on her arms. She had also expressed suicidal feelings to her mother. Bullying at school brought Claire to withdraw socially and she avoided attending school. Claire had also started to engage in some risky behaviours such as absconding from school and staying out late in the local park. Although she did not have a formal diagnosis, it was noted that Claire presented with some neurodiverse traits. Claire found it difficult to express or explain how she felt, and what was affecting her.

After a detailed assessment, Claire was offered 20 sessions of 1:1 art psychotherapy sessions in school, and her parents attended the EPIC parenting group.

In early sessions, verbal communication was difficult for Claire. However, she engaged readily with the art materials laid out. There were often silences, and little eye contact during sessions. The therapist suggested making art alongside Claire, and this became a way that Claire and the therapist connected. Side by side art making can reduce anxiety and create a safe bond as well as exhibit equality in the therapeutic relationship. Claire's finished images were viewed together. This 'joint attention' helped build a strong therapeutic relationship, and Claire's confidence continued to grow in the art making process, experimenting with art materials and exploring her feelings. The images Claire made had depths of meaning with themes of school, loneliness, and isolation arising. Over time, Claire grew to recognise her style of communication and self-expression via her art making. She reflected on this, and how it could obstruct her school life, peers and friendships, with awareness around her identity and how this impacted her self-esteem and feelings of isolation.

Verbal communication became increasingly easier for Claire, and she shared difficult feelings alongside her images. Being able to reflect and describe her emotional world, in a safe and contained space, meant that feelings did not overwhelm her and could be processed. Claire's self-awareness developed over time, making room for self-acceptance and change, which contributed to a stronger sense of self and belonging. While experimenting provided a sense of self efficacy and strengthened her capacity for emotional regulation, she was able to express, understand and process how she feels alongside her images. Feelings associated with school were explored, allowing perspectives to shift, and reducing feelings of isolation. Ultimately this made the school environment more tolerable.

At the review meeting Claire's mother shared that she had noticed positive changes at home. Claire was more willing to go into school, her school attendance improved, and things were generally easier at home. Claire's mother added that Claire used to slam the car door and was silent when going into school at drop off, but recently Claire had said 'have a nice day mum' as she left. Overall, her communication with her parents, and their relationship, improved, and her parents are less worried about Claire as a result.

8. Premises

Since May 2019, Kids Inspire has been operating from Hargrave House in Great Baddow and paying a monthly rental fee to Essex County Council (ECC).

ECC notified Kids Inspire in 2020 of their intention to redevelop the site on which Hargrave House is situated to build 10 residential dwellings and a community facility. The Kids Inspire Trustee Board agreed that the charity would be interested in progressing with discussions around the community facility becoming the new HQ for Kids Inspire. Following a delay due to the pandemic and planning discussions taking longer than anticipated, this project is now progressing again.

Owning premises secures Kids Inspire from the risk of being moved on again which causes significant disruption to the strategic development of the charity as it draws so many hours from our day-to-day roles. The location in Great Baddow is desirable as it has easy links from the A12; we already have clients coming to us from all four quadrants of Essex as well as from Suffolk.

9. Staffing Structure

Staff turnover was 7% for this reporting period – lower than the national average and lower than the NHS (our biggest competitor when it comes to recruitment). The organisation builds on stability and security by

the ongoing employment of a core team of therapists and utilising contracted sessional staff for short term work. The whole team structure is shown in Appendix A.

10. Improving Environmental Impact

While Kids Inspire's primary focus is mental health and well-being, staff recognise the connection of environmental factors to mental health, with service users describing fears linked to eco-distress, which is a chronic fear of environmental doom. Kids Inspire is committed to minimising its environmental footprint by implementing eco-friendly practices within its operations.

This year's focus has been adopting the waste hierarchy which is a framework that prioritises different waste management options, aiming to minimise environmental impact. We have prevented waste being created by implementing refills on cleaning and bathroom products. We have introduced new recycling streams and now food waste from the building is collected and turned into energy and fertiliser to be used in Essex. These actions, and more, have been taken alongside user education. Our next steps are to introduce water coolers and hand driers to reduce our reliance upon single use items.

11. Marketing & Communications

Building on the strong foundations of our first year - a new team structure, three-year strategy and early investment in skills - 2025/26 was about maximising our skills, systems and data to extend reach and increase impact.

Professional development remained central, leading to a change in the team. Our Communications and Marketing Manager completed a Level 3 Data Literacy apprenticeship. This improved decision making, for example in targeting training promotion to high-conversion audiences. In fact, the benefits were so clear that she successfully applied for a role as Senior Data Analyst and moved into our newly created Impact Team, applying her skills to organisational insight and evaluation.

Focus for marketing and communications

Guided by the development of the growth implementation plan during the year our core goals were to continue to raise visibility of our work, look for new opportunities to bring in funding, and begin the work around our new target population.
This led to the team:

- delivering the first year of our online training income stream, identified in our 2024–27 strategy. This generated £2,460 in its first year, with attendees from across the UK and Ireland, building national awareness of our work and the expertise of our therapists.
- maximising training reach, using newsletters we now have access to thanks to our membership of national coalitions and campaigns. Attendees have come from Scotland, Wales, Ireland and major cities and towns in England (see map)

Following on from that the team overhauled our newsletters. Since moving to a new provider we have introduced new subscriber/unopener automations and new segmentation, leading to:

- growth and refining our list by 400 (removing inactive contacts, best practice in email marketing)
- welcoming 200 of these new subscribers through the automated onboarding function
- achieving an open rate average of 47.5% (non-profit average is 27.9%)

This has led to increased event sign-ups, knowledge on their interests and supporter actions, including donations to campaigns such as the Big Give and during Children's Mental Health Week.

Achievements

Our work was recognised nationally when we were highly commended as **Team of the Year** at the CharityComms Awards, with praise for our campaign and social media work. This recognition led to team members presenting on national webinars, further raising our profile in the sector.
To strengthen our visual storytelling, we ran a photography day involving therapists, mentors, young people and volunteers.
Over 5000 photos were taken, giving us authentic new content for use on all our platforms, (moving us away from old or stock imagery) such as the website, social media and newsletters but also across bids and reports to funders and commissioners. The team will share their experience in 25/26 on a charity sector webinar to an audience of roughly 400 people.

Core work alongside this during the year has included:

- beginning a refresh of the website, with fundraising and HR pages completed and therapy and volunteering pages to follow in 25/26
- conducting a Search Engine Optimisation (SEO)audit, identifying target keywords and weaving these through web pages
- embedding the CRM system, now streamlining supporter journeys and enabling better data sharing across engagement, fundraising, finance and volunteering
- supporting key campaigns and events, including the match-funded Big Give Christmas appeal, PROM-Unity, volunteering and mentoring work, and growing our "help content" using therapist and young people's voices.

Future plans

Work has begun on a major campaign, supported by a film scheduled to shoot over the summer of 25/26 with delivery in autumn 2026. The team are working with an external filmmaker and over 15 young people to highlight the impact mental health concerns is having on children; and will serve as a national call to action to audiences to support Kids Inspire as we seek to grow and work with more children and families. As our work expands across the country, we are continuing to target a wider population to engage with us. Our training has already proven our ability to reach a UK wide audience. Our goal will be to increase support, through volunteering, recruitment and funding.

Growth priorities for 2025/26 include:

- growing our newsletter subscribers and refining content to increase engagement and conversion, building on our above-average click-through rate of 3%.
- exploring a new strand of income through digital fundraising marketing, including streaming and gamification, as part of a new digital marketing strategy.
- supporting the Beyond Behaviour: Understanding Trauma and Neurodivergence conference with marketing and logistics (January 2026).
- working with schools, partners and therapists to embed referral criteria changes and maintain referral rates from our priority population.
- collaborating with the Impact Team to analyse our first full year of benchmark data, focusing resources where they deliver the greatest return

Our focus is on stronger systems, richer content, an increased national audience and a data-led approach to support the next phase of Kids Inspire's growth.

12. Fundraising

Fundraising Highlights: A Year of Strong Growth

The Fundraising Team achieved a total of **£1,347,359** in 2024/25, marking an impressive **11.6% increase** over the previous year. This significant growth is a direct result of our diversified fundraising strategy, with strong performances in events and community engagement that exceeded our targets.

This year, we were delighted to secure multi-year partnerships with a number of key funders, providing a solid foundation for our future income. Our partners include:

- National Lottery
- Provide
- Essex Community Foundation
- Fidelity Foundation
- Childwick Trust
- Impetus
- Help for Children
- Tuixen Foundation
- Henry Smith
- Garfield Weston
- Jack Petchey
- VVU Essex
- Leathersellers
- Charles Hayward Foundation
- Hollick Family Foundation
- Hollyhock Charitable Trust
- Credit Agricole
- Matchroom

Looking ahead, we're confident that our proven events and community programs will continue to drive excellent results. We remain committed to adapting to the evolving landscape, refining our strategies to address challenges in major donor fundraising and the competitive funding environment to ensure sustainable growth.

2024/25 Event Highlights

- Cycling from Essex to Amsterdam: In June, 30 cyclists completed a remarkable 140-mile journey from Essex to Amsterdam, raising over £35,000. Participants included local business leaders and individuals cycling for a cause close to their hearts, all united in their goal to support children's mental health.
- Autumn Ball: Our gala event in October brought together 183 attendees at Pontlands Park, raising an incredible £28,000 for our mission.
- Big Give Christmas Challenge: We surpassed our £10,000 target in less than five days and went on to secure an additional £5,000 in match funding, thanks to the overwhelming generosity of our supporters.
- Golf Success: Our annual Golf Day at Thorndon Golf Club raised a record £14,000. We also received generous contributions from the Chelmsford Golf Club ladies' team and various corporate golf days.

We are so grateful to our ambassadors, volunteers and supporters who participate in events, helping to elevate our profile within our community and support our fundraising initiatives.

KI Autumn Ball, 2024

Fundraising Team at the KI Golf Day sponsored by Baker Labels

KI Essex to Amsterdam Cycle Ride Team, RRT provided a breakfast for our riders

13. Financial Review

Review of financial position

The charity experienced a year of steady income but rising expenditure during the 2024–25 period amid continued economic pressures. The charity's income increased slightly by £57,926, representing a 2.5%

growth from £2,306,558 to £2,364,484, reflecting ongoing success in securing donations and charitable activity funding. However, expenditure rose from £2,268,607 to £2,563,977, representing a 13.0% increase, primarily due to increased delivery of charitable activities and the continuous hike in costs of living. This resulted in a net deficit of £199,493 in 2025, compared with a surplus of £37,951 in 2024.
Restricted income constituted 63.9% (£1,511,469) of total income, slightly down from 67.3% in the previous year, demonstrating continued but slightly reduced reliance on specific contracts and project funding. Unrestricted income stood at £853,015 from £753,859 in 2024, representing an increase of 13.2%, which has been essential in offsetting rising operational costs and providing financial flexibility.

The charity remains successful in securing large and longer-term contracts with funding bodies and local authorities, which continue to provide a strong base for future income. However, the wider economic context, high inflation, cost-of-living pressures, and slower economic growth, continues to pose challenges and operational risks. To mitigate these risks, the charity plans to use internal financial resources prudently, strengthen cost-control measures, and diversify its fundraising to sustain support for beneficiaries and their families.

The charity maintained cash balances of £1,139,482 as of 30th April 2025, compared with £1,329,649 at 30th April 2024, reflecting planned use of funds during the year. In line with its strategic planning, the charity has maintained its designated reserve at £500,000, earmarked for potential property acquisition and to ensure operational stability.

Permanent staffing levels will continue to be monitored and adjusted in line with the growth of service provision and the organisation's overall strategy. Any resulting increase in staff costs will be balanced against income growth to maintain financial stability.

Reserves policy

The charity has historically set a target to maintain free reserves defined as unrestricted funds excluding fixed assets and designated funds, equivalent to six months of annual expenditure. This level was originally considered appropriate as it provided sufficient liquidity to manage cashflow fluctuations, respond to unforeseen events, and ensure continuity of services in the event of a significant reduction in income, while not holding excessive funds that could otherwise be used to deliver charitable activities.

At 30 April 2025, free reserves stood at £413,477, compared with £598,289 in 2024. This reduction reflects the year's net deficit and increased expenditure to meet growing service demand. The reserves policy target has increased to £1,281,989 (2024: £1,152,398) in line with the higher cost base.

Given that a designated reserve of £500,000 continues to be maintained towards the potential acquisition of new premises, free reserves are significantly below the target level. Trustees acknowledge that this position reflects a conscious prioritisation of long-term investment in the charity's infrastructure, alongside the continued delivery of services amid a challenging economic environment.

Recognising the ongoing commitment to property acquisition and evolving financial circumstances, Trustees will review the reserves policy during the coming financial year. The review will determine a level of free reserves appropriate to support the charity's long-term strategy and sustainability. It will also take into account the anticipated mix of funding available for the premises purchase, including the outcome of the dedicated fundraising appeal, to establish a more realistic and appropriate target for future years.

14. Risk Review

The organisation's Risk Register is reviewed bi-annually, or more frequently if circumstances change. Systems, procedures and other mitigations have been established to manage each risk. A summary of the main risks is provided below:

Regulatory and compliance

The work undertaken by Kids Inspire is subject to regulation by a number of mandatory professional bodies. Compliance spans each of our working teams and, as such, robust policies are in place to mitigate any risks associated with this. Risk Assessments are undertaken for all activities outside of our normal working practice.

Operational

With the premises project now back on track, there will be building works undertaken on the site where Hargrave House is situated, starting imminently. There is a risk of potential disruption to our services. This is being managed by means of a close working relationship with project leads from Essex Housing and key contacts from the building contractor. The premises ranks highly on the risk register. The charity has a premises committee made up of members from the SLT and Board of Trustees to ensure decisions can be made dynamically rather than needing to wait for a board meeting. The board also recruited a member last year with expertise in property consultancy to ensure they had a representative to be able to provide a level of assurance around the decisions being made.

External

The rise in NI and pension added 2.71% to our staff costs and this meant that we were unable to fulfil pay increases for 24/25 against our pay structure, opting for a 3% only increase for eligible staff. The charity has continued to work hard to ensure it has a competitive benefits package along with great employee support to mitigate this.

Governance

Trustee succession planning is an identified risk on the risk register. The Board has recently completed work with a pro bono partner to consider Board effectiveness and the skills and competencies of trustees so that the best possible governance is in place to oversee the charity's operations and growth plans.

15. Plans for the Future

Kids Inspire has identified the following priorities

2025-2026	2026-2027	2027-2028
Income Generation Diversify income streams to 65% fundraising 35% services Deliver the strategic plans for income growth and development	**Income Generation** Diversify income streams to 65% fundraising 35% services Build a sustainable major donor fundraising programme	**Income Generation** Diversify income streams to 70% fundraising 30% services Sustain relationships with major donors and add to portfolio Research areas that are going to be most beneficial for income generation
Reach Align beneficiaries to revised target population to at least 40% Increase outreach to marginalised communities to ensure representation within service user demographic	**Reach** Align beneficiaries to revised target population to at least 55%	**Reach** Align beneficiaries to revised target population to at least 75%
Delivery Model / Area Scale the pilot model in Suffolk to replication model to serve 500 beneficiaries Consolidate processes for the model changes made	**Delivery Model / Area** Research new delivery region (not geographically close)	**Delivery Model / Area** Pilot in a new region (not geographically close)
Impact Review impact of new model at each level Pilot data collection that will enable evaluation of long-term outcomes Develop analysis of school engagement and progress in learning to strengthen overall impact story	**Impact** Implement evaluation processes for long-term outcomes across all projects Review impact of environmental sustainability pledge	**Impact** Review learning from long-term evaluation data

16. Constitution and Governance

The company is registered as a charitable company limited by guarantee. Kids Inspire began operating in September 2007 and was constituted as a charitable company limited by guarantee on 24th September 2007 under a Memorandum of Association and is governed by its Articles of Association. The liability of the members in the event of the company being wound up is limited to £10.

The company was registered as a charity on 11th May 2009 and acts entirely as a non-profit-making organisation.

Method of appointment or election of Trustees

Oversight of the company is the responsibility of the Trustees, who are elected and co-opted under the terms of the Articles of Association.

Trustee recruitment and appointment is subject to the same stringent process followed to recruit new employees. Applicants for the position of Trustee are asked to formally apply, they are invited to attend a full meeting of the board, at which they are asked to present themselves. They must demonstrate a good understanding of the charitable purpose and objectives of Kids Inspire, the rationale behind their decision to apply and the skills and attributes they would bring to the board and the organisation.

Their appointment must be proposed and seconded and all voting members consulted. Once elected a minimum of two references must be obtained and a full enhanced DBS check is completed.

Kids Inspire is committed to promoting diversity and inclusion at all levels of the organisation. The Board of Trustees actively seeks to foster a diverse and inclusive environment, reflective of the communities we serve. Through recruitment, engagement, and regular training, we ensure that all voices are valued and that our work is guided by principles of equity, diversity, and inclusion.

Organisational structure and decision making

The Trustees of the charity are also Directors for the purposes of company law. The Board of Trustees consists of not less than four members. The Board of Trustees currently has seven members from a variety of professional backgrounds relevant to the work of the charity and meets approximately four times a year. The current Trustees represent the following areas of knowledge and experience (although all of them work with Kids Inspire on a non-executive basis):

Trustee	**Specialism**
Nicholas Tesseyman (Chairperson)	Governance and Finance
Danielle Price (Treasurer)	Growth Strategy, Execution and Finance
Louise Hornagold	Governance and Community Engagement
Gillian Box	Leadership and Development
Stuart White	Business Development
Louise Loon	HR
Dr Caroline Dollery (Vice Chairperson)	Physical and Mental Health

An annual skills audit is carried out to ensure that the Board of Trustees maintains a broad mix of experience and skills relevant to the work of Kids Inspire.

Day-to-day management is delegated to the Chief Executive Officer, Sue Bell OBE, who founded the charity. The charity's Performance Related Pay policy provides the benchmarks and parameters that set pay and remuneration for all key management personnel. In relation to the Chief Executive Officer, all decisions are

made by the Board of Trustees and processed by the Treasurer.

Trustee induction and training

During the recruitment process for Trustees, explicit mention is made of the necessity to comply with the values of the charity and the Nolan Principles, and Trustees are required to sign a confidentiality agreement regarding all relevant information received during the recruitment process.

Once appointed, new Trustees are invited to familiarise themselves with the charity and the context within which it operates.

As part of their induction, Trustees receive a framework and a set of information which includes:

- the legal responsibilities of charity Trustees (The Essential Trustee)
- the Articles of Association
- the charity's objects and values
- Access to Board papers and previous minutes
- Access to management accounts
- the previous year's Annual Report
- the Business Plan
- access to relevant policies and procedures
- the Governance Framework
- Trustees' Disclosure of Interests
- the Policy on Gifts & Hospitality
- Code of Conduct
- Kids Inspire's Risk Register
- the Diversity and Equality Policy

At the start of the first Board meeting they attend, all new Trustees are asked to confirm that they have received, can access, have read and understood these documents.

All new Trustees attend briefing sessions, jointly led by the Chair of the Board of Trustees and the Chief Executive.

When appointed, Trustees also receive formal information emphasising key aspects of the role and what it means to become a Trustee. This includes a commitment to upholding the values and objectives of the organisation, not acting on their own on behalf of Kids Inspire, nor acting without having proper authority from the Board.

Each Director/Trustee of Kids Inspire confirms their agreement to abide by the individual commitments set out in the Code of Conduct. Any Trustees whose tenure pre- dates this arrangement have made a similar formal commitment.

All Trustees are required to have a full enhanced DBS and must take part in mandatory training.

The Trustees are committed to upholding the highest standards of safeguarding, ensuring that policies and procedures protect all individuals associated with the charity. The Board monitors safeguarding practices closely, requiring that all Trustees, staff, and volunteers adhere to these protocols and participate in regular safeguarding training. Safeguarding updates are provided at each Board meeting, supporting a culture of vigilance and safety.

17. Statement of the Trustees' Responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- 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; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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. In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

The Trustees regularly assess the charity's financial position to ensure it remains a going concern, evaluating projected cash flows, funding sources, and overall financial health. This ongoing review supports the Board's commitment to sustaining the charitable company's activities.

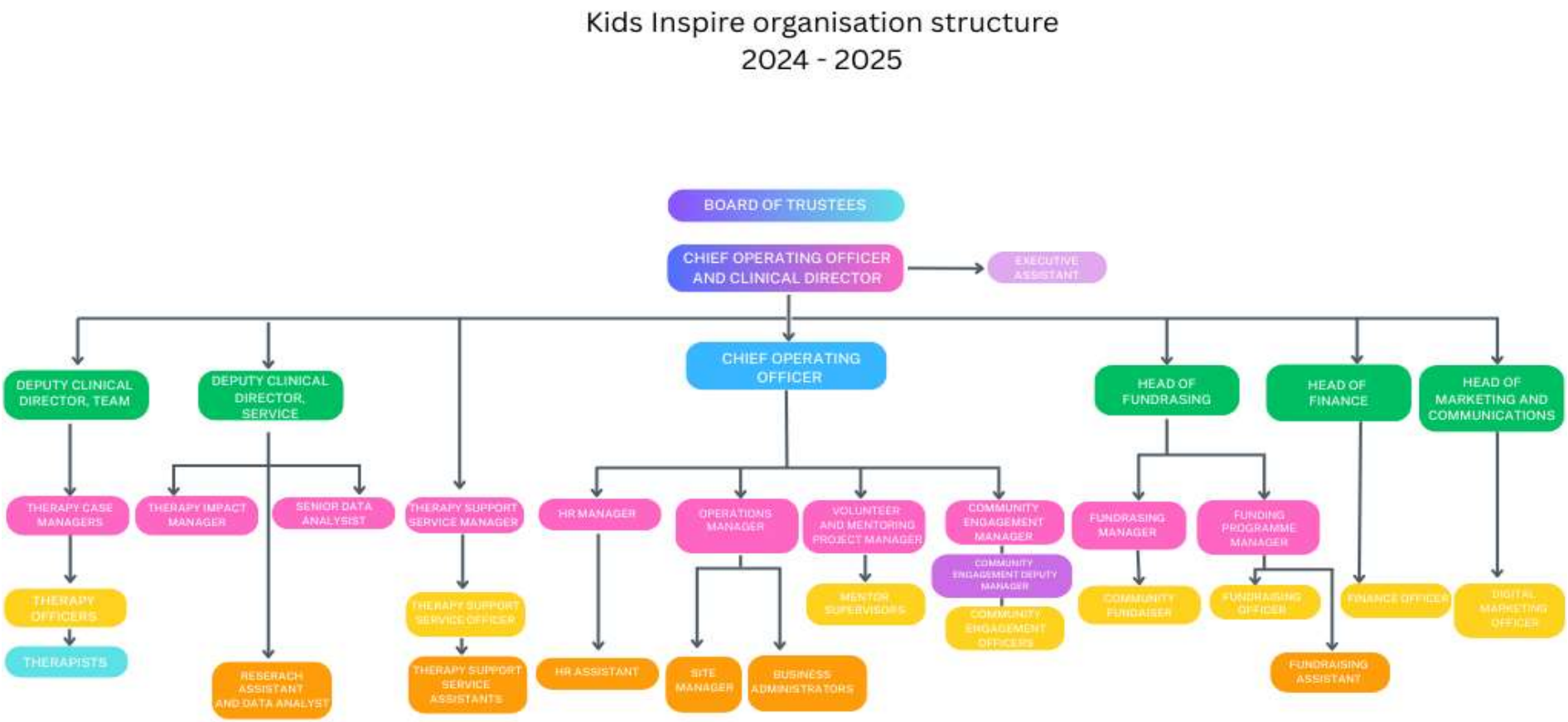
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

This report was approved by the Trustees on …… and signed on their behalf by:

……
Nick Tesseyman
Trustee (Chair)

18. Appendix A: Staffing Structure



Independent Auditor's Report to the Members of Kids Inspire

Opinion

We have audited the financial statements of Kids Inspire (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 April 2025, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 30 April 2025 and of the group's 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 Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 Report of the Trustees, other than the financial statements and our auditor's 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 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.

Opinion on other matter 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of the Trustees' Responsibilities (set out on page 31) 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor 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 an auditor's report 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;
• The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
• We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations for the company, including the Companies Act 2006, Charities Act 2011, tax and employment legislation.
• We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;
• Making enquiries of management as to their knowledge of actual, suspected and alleged fraud.
• Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;
• Performed analytical procedures to identify any unusual or unexpected relationships.
• Tested journal entries to identify unusual transactions.
• Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
• Agreeing financial statement disclosures to underlying supporting documentation.
• Reading the minutes of meetings of those charged with governance.
• Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the group's or the parent charitable company's financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' 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 group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group as a basis for an opinion on the financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent Auditor's Report to the Members of Kids Inspire

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 auditor's 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.

.....
Alex Stone FCCA (Senior Statutory Auditor)
For and on behalf of Edmund Carr LLP, Statutory Auditor

146 New London Road
Chelmsford
Essex
CM2 0AW

Date:.....

Kids Inspire

Consolidated Statement of Financial Activities for the Year Ended 30 April 2025 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	560,857	659,550	1,220,407	1,168,773
Charitable activities	4	14,385	845,469	859,854	914,980
Other trading activities	5	225,330	6,450	231,780	168,219
Investment income	6	52,443	-	52,443	54,586
Total income		853,015	1,511,469	2,364,484	2,306,558
Expenditure on:					
Raising funds	7	(327,507)	-	(327,507)	(253,564)
Charitable activities	8	(719,470)	(1,517,000)	(2,236,470)	(2,015,043)
Total expenditure		(1,046,977)	(1,517,000)	(2,563,977)	(2,268,607)
Net (expenditure)/income		(193,962)	(5,531)	(199,493)	37,951
Net movement in funds		(193,962)	(5,531)	(199,493)	37,951
Reconciliation of funds					
Total funds brought forward		1,111,803	6,315	1,118,118	1,080,167
Total funds carried forward	19	917,841	784	918,625	1,118,118

All of the group's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 19.

Kids Inspire

(Registration number: 06380082)
Consolidated Balance Sheet as at 30 April 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	34,459	23,951
Current assets			
Debtors	15	201,765	175,886
Cash at bank and in hand	16	1,139,482	1,329,649
		1,341,247	1,505,535
Creditors: Amounts falling due within one year	17	(457,081)	(411,368)
Net current assets		884,166	1,094,167
Net assets		918,625	1,118,118
Funds of the group:			
Restricted income funds			
Restricted funds	19	784	6,315
Unrestricted income funds			
General funds		417,841	611,803
Designated funds		500,000	500,000
Total unrestricted funds		917,841	1,111,803
Total funds	19	918,625	1,118,118

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 39 to 61 were approved by the trustees, and authorised for issue on ..... and signed on their behalf by:

.....
Nicholas Tesseyman
Chair and trustee

Kids Inspire

(Registration number: 06380082)
Balance Sheet as at 30 April 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	34,459	23,951
Investments	14	1	1
		34,460	23,952
Current assets			
Debtors	15	223,197	197,118
Cash at bank and in hand	16	1,111,645	1,292,826
		1,334,842	1,489,944
Creditors: Amounts falling due within one year	17	(455,041)	(409,292)
Net current assets		879,801	1,080,652
Net assets		914,261	1,104,604
Funds of the charitable company:			
Restricted income funds			
Restricted funds	19	784	6,315
Unrestricted income funds			
General funds		413,477	598,289
Designated funds		500,000	500,000
Total unrestricted funds		913,477	1,098,289
Total funds	19	914,261	1,104,604

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 39 to 61 were approved by the trustees, and authorised for issue on ..... and signed on their behalf by:

.....
Nicholas Tesseyman
Chair and trustee

Kids Inspire

Consolidated Statement of Cash Flows for the Year Ended 30 April 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net movement in funds for the reporting year		(199,493)	37,951
Adjustments for:			
Depreciation	13	15,635	12,100
Investment income	6	(52,443)	(54,586)
(Increase)/decrease in debtors	15	(25,879)	17,430
Increase/(decrease) in creditors	17	36,702	(30,250)
Increase in deferred income		9,011	26,429
Net cash flows from operating activities		(216,467)	9,074
Cash flows from investing activities			
Interest receivable and similar income	6	52,443	54,586
Purchase of tangible fixed assets	13	(26,143)	(8,475)
Net cash flows from investing activities		26,300	46,111
Net (decrease)/increase in cash and cash equivalents		(190,167)	55,185
Cash and cash equivalents at 1 May		1,329,649	1,274,464
Cash and cash equivalents at 30 April		1,139,482	1,329,649

All of the cash flows are derived from continuing operations during the above two periods.

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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 Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Kids Inspire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charitable company and its subsidiary undertakings drawn up to 30 April 2025.

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charitable company made a deficit in the financial year of £190,343 (2024 - surplus of £27,951).

The subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income and endowments

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. Donations and legacies include voluntary donations from individuals, corporates and other groups including recovered Gift Aid where appropriate.

Grants receivable

Grants, including government grants, are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. 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.

Other trading activities

Other trading activities include fundraising income from functions and events organised by the charity and income generated by the charity's trading subsidiary, Inspire Wellbeing Services.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Charitable activities

Provision of therapy and counselling includes commissioned, training, private client and grant income from individuals, foundations and public sector bodies.

Other income

Other income consists of government grants.The grants are recognised when receivable.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Any significant individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	25% straight-line
Computer Equipment	25% straight-line
Leasehold improvements	25% straight-line

Business combinations

Business combinations are accounted for under the purchase method. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation. In accordance with Section 35 of FRS 102, Section 19 of FRS 102 has not been applied in these financial statements in respect of business combinations effected prior to the date of transition.

Trade debtors

Debtors are amounts due for services performed or grants receivable. Debtors are recognised initially at the transaction price. They are subsequently measured at the settlement amount less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash held within the charity's bank accounts.

Trade creditors

Creditors are recognised at their settlement amount where the charity has a present obligation resulting from a past event and will probably result in the transfer of funds to a third party and the amount due can be measured or estimated reliably.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Designated funds are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The group operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and legacies;				
Donations and grants	526,193	659,550	1,185,743	1,142,551
Legacies	3,558	-	3,558	6,958
Gift aid reclaimed	31,106	-	31,106	19,264
	560,857	659,550	1,220,407	1,168,773

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Commissioned services and grant income	5,023	842,574	847,597	907,709
Training and private therapy income	9,362	2,895	12,257	7,271
	14,385	845,469	859,854	914,980

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Trading income;				
Sales of goods and services	22,271	-	22,271	5,402
Subsidiary trading income	60,336	-	60,336	54,110
Events income;				
Events income	131,362	-	131,362	103,540
Sponsorship income	-	6,450	6,450	2,100
Lotteries and competitions income	11,361	-	11,361	3,067
	225,330	6,450	231,780	168,219

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Interest receivable on bank deposits	52,443	-	52,443	54,586

7 Expenditure on raising funds

a) Costs of generating donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Fundraising direct costs	43,995	-	43,995	35,148
Staff Costs	227,918	-	227,918	178,198
	271,913	-	271,913	213,346

b) Costs of trading activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Trading subsidiary costs	55,594	-	55,594	40,218
	55,594	-	55,594	40,218

8 Expenditure on charitable activities

Provision of therapy and counselling

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Direct project and activity costs		-	10,990	10,990	14,731
Depreciation		-	15,635	15,635	12,100
Staff costs and contractors		711,233	1,339,262	2,050,495	1,781,754
Allocated support costs	9	1,737	127,857	129,594	177,612
Governance costs	9	6,500	23,256	29,756	28,846
		719,470	1,517,000	2,236,470	2,015,043

9 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2025 £
Provision of therapy and counselling	29,756	24,589	42,996	62,009	159,350

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2024 £
Provision of therapy and counselling	28,846	22,662	97,016	57,934	206,458

Governance costs

	Total 2025 £	Total 2024 £
Staff costs		
Wages and salaries	6,500	6,500
Audit fees		
Audit of the charity's financial statements	7,224	6,353
Other fees paid to auditors	10,844	10,497
Legal and professional fees	3,075	1,862
Other governance costs	2,113	3,634
	29,756	28,846

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	1,704,485	1,569,431
Social security costs	163,185	149,453
Pension costs	50,385	43,837
	1,918,055	1,762,721

The average number of persons (including senior management team) employed by the group during the year (head count based on number of staff employed) was as follows:

	2025 No	2024 No
Average	55	55

52 (2024 - 51) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £50,385 (2024 - £43,837).

The number of employees whose emoluments fell within the following bands was:

	2025 No	2024 No
£100,001 - £110,000	1	1

The total employee benefits of the key management personnel of the group were £123,668 (2024 - £116,067).

12 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidary gift aids available profits to the parent charity.

13 Tangible fixed assets

Group

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2024	52,775	30,020	82,795
Additions	8,631	17,512	26,143
At 30 April 2025	61,406	47,532	108,938
Depreciation			
At 1 May 2024	33,335	25,509	58,844
Charge for the year	8,764	6,871	15,635
At 30 April 2025	42,099	32,380	74,479
Net book value			
At 30 April 2025	19,307	15,152	34,459
At 30 April 2024	19,440	4,511	23,951

Charitable company

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2024	52,775	30,020	82,795
Additions	8,631	17,512	26,143
At 30 April 2025	61,406	47,532	108,938
Depreciation			
At 1 May 2024	33,335	25,509	58,844
Charge for the year	8,764	6,871	15,635
At 30 April 2025	42,099	32,380	74,479
Net book value			
At 30 April 2025	19,307	15,152	34,459
At 30 April 2024	19,440	4,511	23,951

14 Fixed asset investments

Charitable company

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 May 2024	1	1
At 30 April 2025	1	1
Net book value		
At 30 April 2025	1	1
At 30 April 2024	1	1

Details of undertakings

Details of the investments in which the charitable company holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2025	2024	
Subsidiary undertakings					
Inspire Wellbeing Services Community Interest Company	England	Ordinary	100%	100%	Promotion of mental wellbeing

Subsidiaries

The profit for the financial period of Inspire Wellbeing Services Community Interest Company was £4,742 (2024- £13,892) and the aggregate amount of capital and reserves at the end of the period was £4,365 (2024- £13,515).

Inspire Wellbeing Services was incorporated on 27 September 2019 with register company number 12231988.

15 Debtors

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Due from group undertakings	-	-	22,504	21,757
Prepayments	19,353	34,211	19,353	34,211
Accrued income	63,277	27,457	63,277	27,457
Other debtors	119,135	114,218	118,063	113,693
	201,765	175,886	223,197	197,118

16 Cash and cash equivalents

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Cash at bank	1,139,482	1,329,649	1,111,645	1,292,826

17 Creditors: amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	3,521	10,537	3,521	10,537
Other taxation and social security	37,691	-	37,691	-
Pension scheme creditor	9,539	8,105	9,539	8,105
Accruals	64,865	60,272	62,825	58,196
Deferred income	341,465	332,454	341,465	332,454
	457,081	411,368	455,041	409,292

Deferred income

	2025	2024
	£	£
Deferred income at 1 May 2024	332,454	306,025
Resources deferred in the period	341,465	332,454
Amounts released from previous periods	(332,454)	(306,025)
Deferred income at year end	341,465	332,454

Deferred income relates to income received for events held in future accounting periods, income received with performance related conditions that are still to be fulfilled at the year end, or income that the donor has specified be used in future accounting periods.

18 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Other				
Within one year	1,448	308	1,448	308
Between one and five years	4,707	-	4,707	-
	6,155	308	6,155	308

19 Funds

Group

Current Year	Balance at 1 May 2024 £	Incoming resources £	Resources expended £	Balance at 30 April 2025 £
Unrestricted funds				
General funds	611,803	853,015	(1,046,977)	417,841
Designated funds				
Premises fund	500,000	-	-	500,000
Total unrestricted funds	1,111,803	853,015	(1,046,977)	917,841
Restricted funds				
Integrated Care Board	-	185,708	(185,708)	-
Essex County Council	-	300,000	(300,000)	-
Big Lottery Fund	-	241,240	(241,240)	-
Other grants and donations	6,315	784,521	(790,052)	784
Total restricted funds	6,315	1,511,469	(1,517,000)	784
Total funds	1,118,118	2,364,484	(2,563,977)	918,625

Notes to the Financial Statements for the Year Ended 30 April 2025

Prior Year	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	Balance at 30 April 2024 £
Unrestricted funds				
General funds	667,727	653,859	(709,783)	611,803
Designated funds				
Premises fund	400,000	100,000	-	500,000
Total unrestricted funds	1,067,727	753,859	(709,783)	1,111,803
Restricted funds				
Clinical Commissioning Group	-	149,678	(149,678)	-
Essex County Council	-	435,400	(435,400)	-
Big Lottery Fund	-	164,960	(164,960)	-
Other grants and donations	12,440	802,661	(808,786)	6,315
Total restricted funds	12,440	1,552,699	(1,558,824)	6,315
Total funds	1,080,167	2,306,558	(2,268,607)	1,118,118

Charity

Current Year	Balance at 1 May 2024 £	Incoming resources £	Resources expended £	Balance at 30 April 2025 £
Unrestricted funds				
General funds	598,289	852,027	(1,036,839)	413,477
Designated funds				
Premises Fund	500,000	-	-	500,000
Total unrestricted funds	1,098,289	852,027	(1,036,839)	913,477
Restricted funds				
Integrated Care Board	-	185,708	(185,708)	-
Essex County Council	-	300,000	(300,000)	-
Big Lottery Fund	-	241,240	(241,240)	-
Other grants and donations	6,315	784,521	(790,052)	784
Total restricted funds	6,315	1,511,469	(1,517,000)	784
Total funds	1,104,604	2,363,496	(2,553,839)	914,261

Prior Year	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	Balance at 30 April 2024 £
Unrestricted funds				
General funds	664,573	603,281	(669,565)	598,289
Designated funds				
Premises Fund	400,000	100,000	-	500,000
Total unrestricted funds	1,064,573	703,281	(669,565)	1,098,289
Restricted funds				
Clinical Commissioning Group	-	149,678	(149,678)	-
Essex County Council	-	435,400	(435,400)	-
Big Lottery Fund	-	164,960	(164,960)	-
Other grants and donations	12,440	802,661	(808,786)	6,315
Total restricted funds	12,440	1,552,699	(1,558,824)	6,315
Total funds	1,077,013	2,255,980	(2,228,389)	1,104,604

The specific purposes for which the funds are to be applied are as follows:

Current Year

- Premises Fund: the Trustees have designated £500,000 for the deposit on the acquisition of a new premises.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- The ICB are commissioning Kids Inspire to deliver specialist therapeutic support for 5-18 years olds in Southend, Castle Point, Rochford, Mid-Essex, Basildon, Brentwood and Thurrock.
- The Big Lottery Fund are providing a contribution towards our Talk Together project which delivers county-wide therapeutic support, mentoring and Trauma Training.

Prior Year

- Premises Fund: the Trustees have designated £500,000 for the deposit on the acquisition of a new premises.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- The CCG are commissioning Kids Inspire to deliver specialist therapeutic support for 5-18 years olds in Southend, Castle Point & Rochford and Mid-Essex.
- The Big Lottery Fund are providing a contribution towards our Talk Together project which delivers county-wide therapeutic support, mentoring and Trauma Training.

20 Analysis of net assets between funds

Group

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2025 £
Tangible fixed assets	34,459	-	-	34,459
Current assets	840,463	500,000	784	1,341,247
Current liabilities	(457,081)	-	-	(457,081)
Total net assets	417,841	500,000	784	918,625

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £
Tangible fixed assets	23,951	-	-	23,951
Current assets	999,220	500,000	6,315	1,505,535
Current liabilities	(411,368)	-	-	(411,368)
Total net assets	611,803	500,000	6,315	1,118,118

Charity

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2025 £
Tangible fixed assets	34,459	-	-	34,459
Fixed asset investments	1	-	-	1
Current assets	834,058	500,000	784	1,334,842
Current liabilities	(455,041)	-	-	(455,041)
Total net assets	413,477	500,000	784	914,261

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £
Tangible fixed assets	23,951	-	-	23,951
Fixed asset investments	1	-	-	1
Current assets	983,629	500,000	6,315	1,489,944
Current liabilities	(409,292)	-	-	(409,292)
Total net assets	598,289	500,000	6,315	1,104,604

21 Related party transactions

Group

Charitable company

During the year the charitable company made the following related party transactions:

Iain Bell
(Spouse of CEO)
Contractor fees of £5,320 (2024 - £1,088) for graphic design work.

The following pages do not form part of the statutory financial statements.

Kids Inspire

Detailed Consolidated Statement of Financial Activities for the Year Ended 30 April 2025

	Total 2025 £	Total 2024 £
Income and Endowments from:		
Donations and legacies	1,220,407	1,168,773
Charitable activities	859,854	914,980
Other trading activities	231,780	168,219
Investment income	52,443	54,586
Total income	2,364,484	2,306,558
Expenditure on:		
Raising funds (analysed below)	(327,507)	(253,564)
Charitable activities (analysed below)	(2,236,470)	(2,015,043)
Total expenditure	(2,563,977)	(2,268,607)
Net (expenditure)/income	(199,493)	37,951
Net movement in funds	(199,493)	37,951
Reconciliation of funds		
Total funds brought forward	1,118,118	1,080,167
Total funds carried forward	918,625	1,118,118

Kids Inspire

Detailed Consolidated Statement of Financial Activities for the Year Ended 30 April 2025

	Total 2025 £	Total 2024 £
Raising funds		
Fundraising materials	432	3,934
Hire	9,755	15,503
Travel and Parking	810	1,240
Sundry expenses	2,334	357
Catering	7,507	4,121
Subscriptions	7,330	5,395
Events and central costs	15,644	1,856
Training	183	-
Etapesty DataBase	-	2,742
Trading subsidiary costs	55,594	40,218
Wages and salaries	227,918	178,198
	327,507	253,564
Charitable activities		
Direct project and activity costs	10,990	14,731
Depreciation	15,635	12,100
Insurance	3,615	3,334
Entertainment	1,614	1,576
General expenses	1,861	2,868
Light, Power, Heating	23,213	76,473
Vehicle and travel expenses	5,239	6,472
IT software and consumables	19,775	16,541
Rates	6,950	5,724
Rent	5,500	6,000
Staff training & Recruitment	43,567	25,922
Telephone and Internet	4,814	4,934
Advertising and marketing	1,581	4,664
Cleaning and consumables	8,524	10,872
Repairs and maintenance	271	8,819
Printing, postage and stationery	3,070	3,413
Wages and salaries	1,424,611	1,348,545
Social security costs	163,185	149,453
Pension costs	50,385	43,837

Kids Inspire

Detailed Consolidated Statement of Financial Activities for the Year Ended 30 April 2025

	Total 2025 £	Total 2024 £
Contractor costs	412,314	239,919
Staff costs	6,500	6,500
Audit, accountancy and payroll fees	18,068	16,850
Legal and professional fees	3,075	1,862
Other governance costs	2,113	3,634
	2,236,470	2,015,043

KIDS INSPIRE

England & Wales - Charity number 1129513

Accounts

REGISTERED COMPANY NUMBER: 06380082 (England and Wales)
REGISTERED CHARITY NUMBER: 1129513

Report of the Trustees and Financial Statements for the Year Ended 30th April 2024

Contents of the Report of the Trustees and Financial Statements for the Year Ended 30 April 2024

Page

Report of the Trustees ---------- 3

Independent Auditor's Report ----------31

Consolidated Statement of Financial Activities----------37

Consolidated Balance Sheet ----------38

Balance Sheet ----------39

Consolidated Statement of Cash Flow----------40

Notes to the Financial Statements ----------41

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2024

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the audited financial statements of the charity for the year ended 30 April 2024. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number 06380082 (England and Wales)
Registered Charity number 1129513

REGISTERED OFFICE
Hargrave House
Hollycroft
Molrams Lane
Great Baddow
Chelmsford
Essex CM2 7FW

TRUSTEES
S Carpenter (Chair to 17.09.24)
N Tesseyman (appointed 23.07.24, Chair from 17.09.24)
D Travis (Vice Chair)
L Loon
Y Spence
C Dollery
S White (appointed 26.09.2023)
G Box (appointed 28.11.2023)
D Price (appointed 17.09.24)

TRUSTEE RESIGNATIONS BETWEEN 1ST MAY 2023 – 30TH SEPTEMBER 2024
A Sleet -resigned 18.07.2023
M. Birchall - resigned 28.05.2024
M Carpenter - resigned 17.09.24
R Serrelli - resigned 17.09.24

CEO AND CLINICAL DIRECTOR
Sue Bell OBE DL

INDEPENDENT AUDITOR
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

BANKS
CAF Bank
25 Kings Hill Avenue
West Maling
Kent ME19 4JQ

NatWest
5 High St
Chelmsford
Essex CM1 1FZ

SOLICITORS
Fisher, Jones, Greenwood LLP
16 Baddow Road
Chelmsford
Essex CM2 0DG

Contents of the Report of the Trustees and Financial Statements for the Year Ended 30th April 2024

1. Introduction and Overview from the Chair of the Trustees 5
2. Objectives and Activities 6
3. Achievements and Performance – Our Impact in Numbers 7
4. Services and programmes 12
5. Clinical Team 17
6. Staff Wellbeing 17
7. Case Study – a therapeutic journey 18
8. Premises 19
9. Staffing Structure 19
10. Improving Environmental Impact 19
11. Marketing & Communications 20
12. Fundraising 21
13. Financial Review 22
14. Risk Review 23
15. Plans for the Future 25
16. Constitution and Governance 26
17. Statement of the Trustees' Responsibilities 28
18. Appendix A: Staffing Structure 30

1. Introduction and Overview from the Chair of the Trustees

A year of growth and development

2023-24 was another successful year in which Kids Inspire continued to grow and to reach out to more children, young people and families. We achieved very positive outcomes in an environment that remained challenging, and our thanks go to all the supporters, staff, volunteers, donors and others who have contributed so much. The need for our services has never been higher and the nature of the needs we are seeing are ever more complex. So it is with mixed feelings that we look back with pride on a successful year. Mixed because while we rightly celebrate the fruits of all the dedication, skill and hard work of all who are involved with Kids Inspire, it is sad that the need for the services we provide continues to grow apace. For as long as those needs remain, we are committed to meeting them.

In the past year we have delivered a higher volume of services, to a larger number of beneficiaries and in more areas that ever before. We delivered just over 51,000 support activities and over 11,000 people were supported by Kids Inspire across all our support programmes.

Kids Inspire's income for 2023-24 was up 20% at £2.3m. This is a remarkable achievement against the background of continuing cost of living pressures and funding constraints that affect our supporters, funders and donors. Kids Inspire is affected by the same inflationary pressures as everyone else. In 2023-24 we saw our total costs increase by 15%, but thanks to very careful management of the organisation and its finances, we ended the year with a surplus of income over expenditure of £37,951 compared to a deficit in the previous year of -£53,498.

Looking to the future

Kids Inspire is a forward-looking charity. We continually develop the range and effectiveness of the services we provide today but we also plan and prepare for the future. As a result of the work we have done, with the support of Impetus and others, we now have a revised and clarified focus on who we can most effectively support and the outcomes we can most effectively aim for. These are detailed in the report that follows. The effect of this is that Kids Inspire is well positioned to grow and develop further so that we can impact the lives of more young people.

Thank you

I am delighted to be able to present a positive annual report at the end of a very successful year. It means that more children, young people and families were supported, and we had a positive, life-changing impact on more people. However, none of this is possible without the support, hard work and dedication of so many people. I want to say a heartfelt thank you to everyone who has played a part, whatever that part has been. Once again, we know that the future we are moving into will remain challenging but with your on-going support we will meet those challenges as we rededicate ourselves to making a difference to the lives of more and more children, young people and families.

2. Objectives and Activities

Kids Inspire supports children, young people, and families to build their futures and reclaim their lives. Since 2007 our qualified, experienced specialist team has delivered bespoke mentoring, trauma informed therapy, training and activity packages which empower children and the adults in their lives to make positive choices and reach their potential. Our service is child-centred, and we offer evidence-based, cutting-edge therapies alongside innovative interventions and community-based support.

Policies and objectives

The charity has been established to:

- Enhance the emotional health of its service users through counselling, support and trauma informed therapeutic use of the arts.
- Support schools and individuals working 'on the front line' with children and young people, in addressing their emotional and psychological needs appropriately.
- Undertake any other related charitable activity.

These objectives are pursued through several activities, some of which are funded by local authority grants, but the bulk of which are made possible through the generosity of charitable trusts, companies and individuals, including many volunteers.

Activities fulfilling the Charity's objectives

General core services of Kids Inspire are:

- Trauma informed creative therapies
- Therapeutic group work
- Systemic family therapy
- One-to-one counselling/psychotherapy
- Parent/child therapy
- Relational social work
- Emotional wellbeing training for young people, carers, and school staff
- Workshops - arts and physical activities to enhance well-being
- Coaching - strengths based
- Holiday activities
- Trips
- Bereavement support in schools
- Anti-bullying initiatives and support
- Mentoring
- Family support (a varied range of support packages delivered 1:1 and in groups)
- Specialist trauma resolution interventions
- Multi-disciplinary assessments

These services focus on healing and empowerment (with a desire to increase the focus on prevention) for children and families affected by the following:

- Abuse (neglect, physical, sexual, and/or emotional)
- Bullying
- Personality disorder, oppositional defiant disorder (ODD) and other mental health difficulties
- Eating issues (such as bulimia, anorexia, ARFID)
- Bereavement and loss
- Separation / divorce
- Self-harm
- Depression
- Anxiety
- Suicidal ideation
- Emotional and behavioural difficulties leading to a risk of school exclusion
- Autistic spectrum disorder (ASD), attention deficit hyperactivity disorder (ADHD) and other Neurodivergent presentations

Public benefit

The Trustees paid due regard to The Charity Commission's guidance on public benefit throughout the year. Providing educational, practical, and emotional support to vulnerable young people has a direct benefit both to the children and the wider public as it strengthens relationships, reduces crime, and creates responsible citizens capable of participating in their communities.

There are no unreasonable restrictions that would prevent children in Essex and beyond from benefitting from Kids Inspire's services, and the charity does not charge children or their parents/carers for services and support offered. The benefit provided to the public is consistent with the charitable aims of Kids Inspire.

3. Achievements and Performance – Our Impact in Numbers

Support and therapy beneficiaries

From **1473** new referrals for children and young people, we supported a total of **4532** people:

- 2861 people were offered direct therapeutic support
- 1671 people received brief initial consultation or benefited from family treatment plans
- 65 individuals have received ongoing long-term support
- 51,017 support activities were delivered – an average of 35 delivery hours per referral
- 11,163 individuals supported across all programmes of support, from therapy to mentoring, community events and training,

Presenting issues

65% of referred children have four or more presenting issues, a 7% rise on last year. In contrast, we see the number of young people being referred with one, two and three presenting issues drop. This rise and fall mirrors what young people and families tell us about the complex challenges young people are facing when seeking support and explains the ever growing demand for intense therapeutic support.

Referrals, Demographics, and Diversity: understanding our context

Diversity and Equality

Kids Inspire remains committed to fostering an environment of understanding and sensitivity to issues of equality, diversity and inclusion (EDI), towards both our staff and our beneficiaries. We know that EDI is an ongoing process of integrating learning. In support of this we offer in house training to staff, conduct staff surveys and monitor referral data.

The EDI forum, set up in 2022 by Kids Inspire for professionals within Essex-based non-profit and charitable organisations, continues to meet quarterly. This provides a space to talk about equality, diversity, and inclusion, and is an opportunity to learn, share and support one another.

Referrals

Kids Inspire receives referrals from a range of sources. This year, the trend remains similar to previous years. With a combined total of 78.8%, most referrals come from schools or directly from families.

Kids Inspire has very well-established relationships with the Essex and Southend school network. This year that network has started to expand as we began our pilot project in Suffolk.

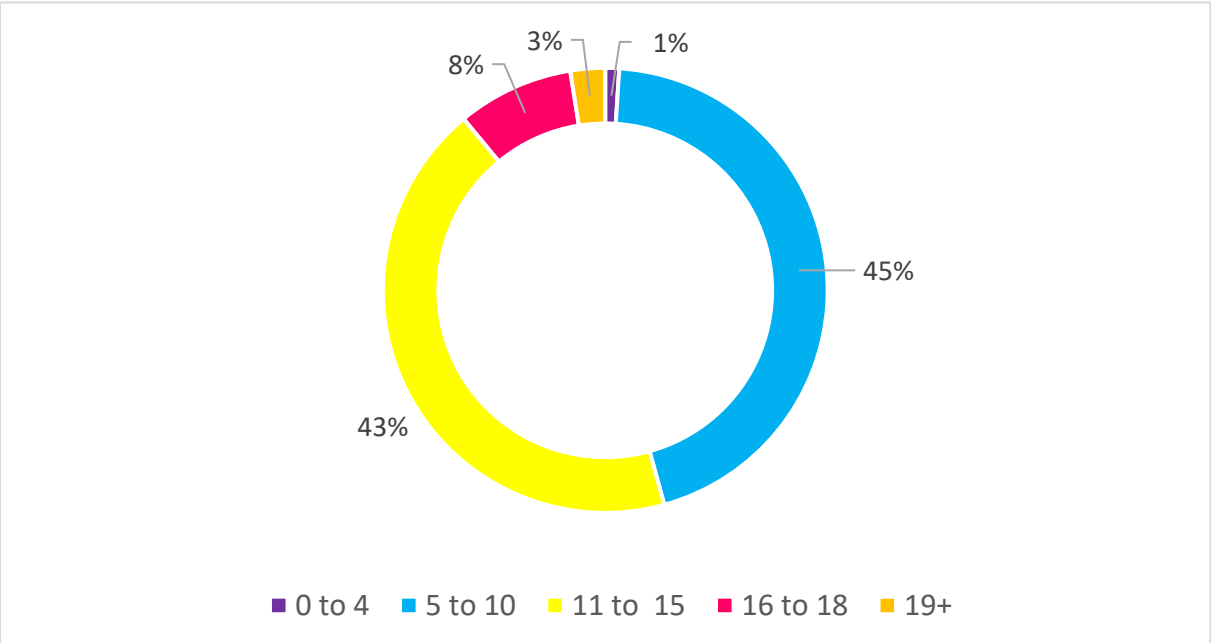
Signposting is very important to Kids Inspire, and we are part of a network of mental health and wellbeing services that work best alongside one another. Many families contact us seeking support, and we will always try to signpost if there is a more appropriate service to meet their needs.

Referrals split by percentage:

- Self-referrals/families: 34.6%
- Education/schools: 44.2%
- Health/GPs/CAMHS/: 4.5%
- Family Solutions / Social care: 6%
- Other (police, justice, third sector): 10.5%

Ages

The largest proportion, 87.4%, of the young people we support are between the ages of 5-15. This remains consistent year on year.



Ethnicity

This year our impact data shows that the largest proportion of service users who chose to disclose their ethnicity are English/Scottish/Welsh/Northern Irish, at 49.3%. The second largest proportion, 44.6%, preferred not to disclose this information. Disclosing ethnicity is a personal and subjective decision, and while it helps us understand who is accessing our service, its disclosure is optional.

- English/Scottish/Welsh/Northern Irish - 49.3%
- Prefer not to say - 44.6%
- Mixed ethnic background - 2.2%
- Any other white background - 1.4%
- Other - 0.9%
- Indian - 0.4%
- Any other Black/African/Caribbean background - 0.3%
- Any other Asian background - 0.3%
- African – 0.2%
- Irish – 0.2%
- Chinese – 0.1%

Gender

This year, as with previous years, the gender balance of our beneficiaries remains consistent. This year we provided the option for people to express their gender identification outside of the female/male binary, in addition to prefer not to say.

- Female - 53.9%
- Male - 45.1%
- Other - 0.6%
- Prefer not to say - 0.4%

Disability, additional needs and neurodiversity

36.6% of people referred for support reported a disability, additional needs and/or neurodiversity on their referral form. These include:

- ADHD/ADD
- Autistic spectrum
- Dyslexia/dyspraxia/dyscalculia
- Hearing impairment
- Medical conditions
- Obsessive Compulsive Disorder
- Oppositional Defiant Disorder
- Pathological Demand Avoidance
- SEND
- Sensory Processing Disorder
- Somatic syndromes
- Speech and language difficulties
- Tourette's
- Tics
- Visual impairment

Our therapists incorporate awareness of disabilities and neurodiversity in their work, adapting their approach to meet the child's additional needs while improving their emotional wellbeing.

Our neurodiversity specialist therapists have provided in-house training to support our clinical team. Alongside this there have been opportunities throughout the year for skills sharing, development and understanding of working with children and families who are neurodiverse.

Identifying our new target population

Through the driving impact workshops, delivered by Impetus in early 2023, our target population was refined. Two key refinements were a return to supporting young people who are socio-economically disadvantaged, and who are disengaged from learning. Certain markers were agreed upon to help identify the young people and families who meet these criteria. These markers include household income, and school attendance percentage.

During this impact year, we started to collect data relating to these markers. The data reported here does not represent 12 months of data, as we only started collecting it in the latter half of the year. There were also refinements made along the way to ensure that what and how we were asking for this information was appropriate and remained balanced with the ethos of Kids Inspire. This data now provides us with a base line for future monitoring and reporting.

School attendance

We have data for 335 referred children, which shows that around a third of these children registered as 'persistently absent', below 90% school attendance. This is a positive indication that we are already supporting children in the revised target population.

SCHOOL ATTENDENCE		
School attendance %	**Number of Individuals** (335)	**%**
90%+ attendance	220	65.7%
Below 90% attendance	115	34.3%

Household income

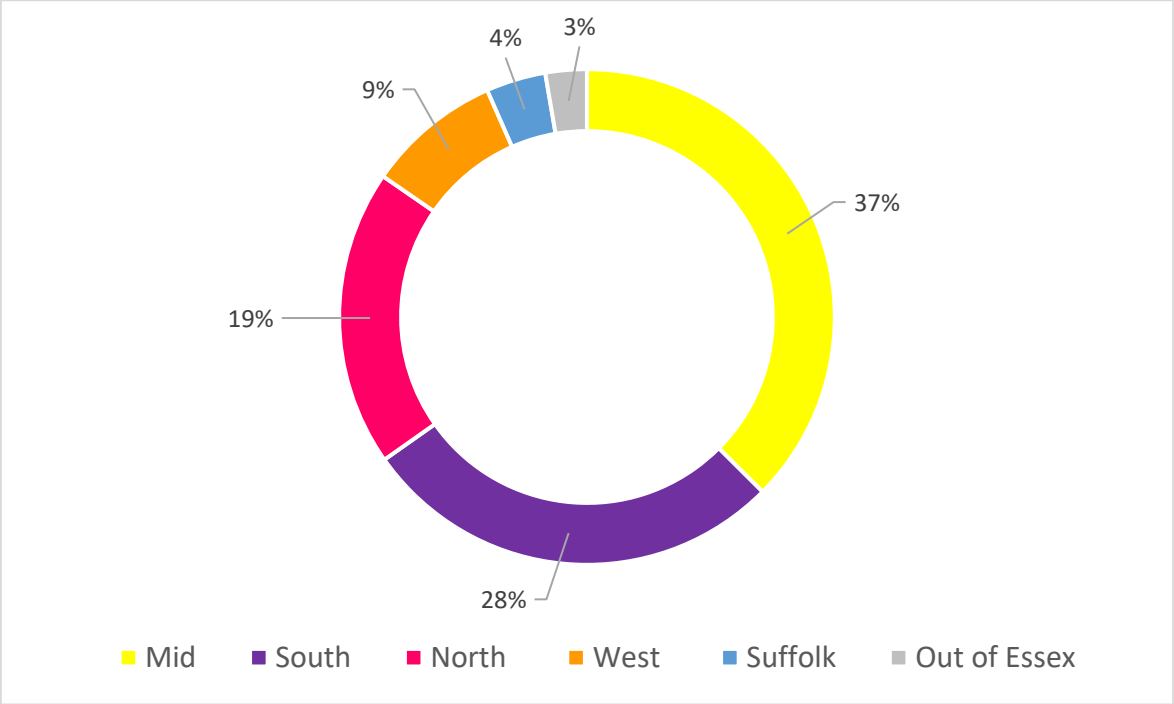
The data for household income is in relation to 147 referrals. The data shows that, of this number, we have supported about 50% of families who may be considered to be from a lower socioeconomic background, or the 'just-about-managing' bracket.

HOUSEHOLD ANNUAL INCOME		
Household annual Income <£35,000	**Number of Individuals** (147)	**%**
No	79	53.7%
Yes	68	46.3%

Geography – Long established and new ground

Kids Inspire continues to grow in response to service users' needs and demands in the communities where we work, across Essex as well as Southend and Thurrock. This year, for the first time, we began to record and report on our presence in Suffolk as a result of our pilot programme, which began in January 2024.

Percentages in the graph below are for referred children:



Comparison with Previous Impact Reports

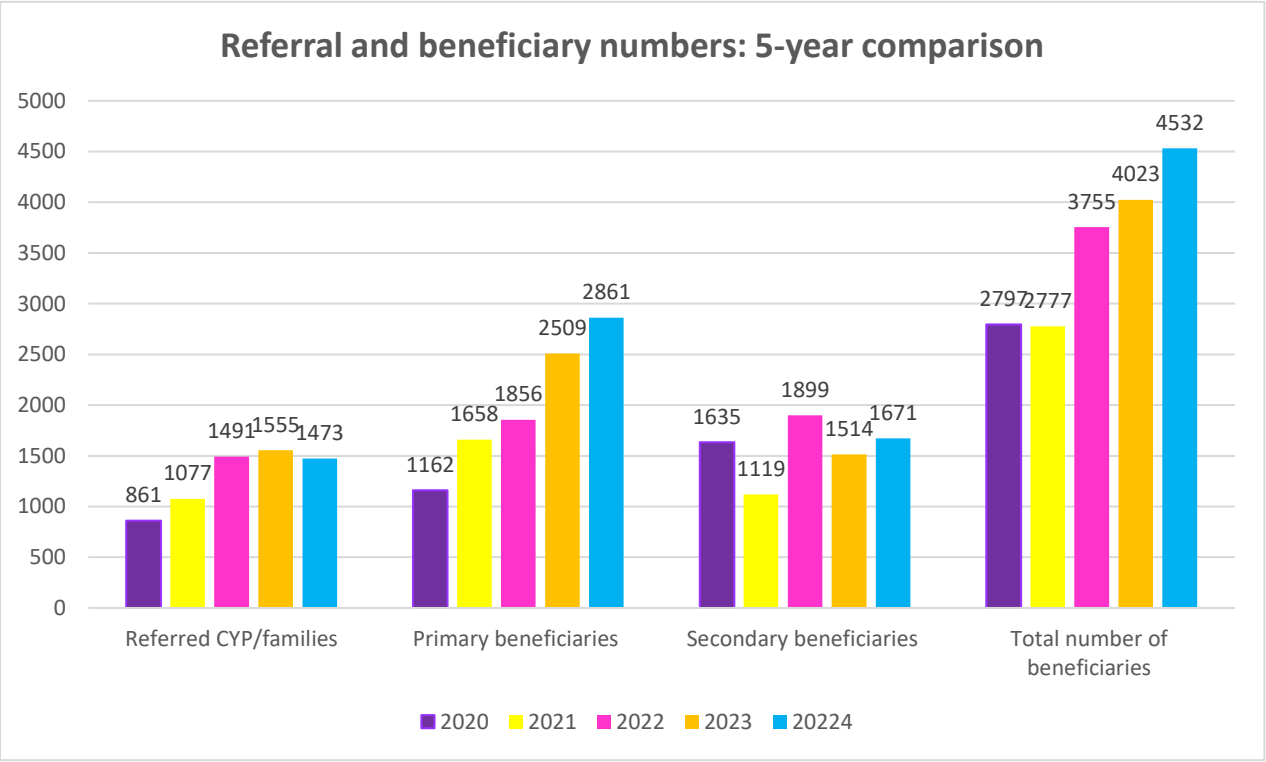
Referral and Beneficiary Numbers: 5-Year Comparison

2023-2024 numbers

- Referrals - 1473
- Total beneficiaries - 4532
- Primary beneficiaries - 2861
- Secondary beneficiaries - 1671

	2020	2021	2022	2023	2024
Referred CYP/families	861	1077	1491	1555	1473
Direct beneficiaries	1162	1658	1856	2509	2861
Indirect beneficiaries	1635	1119	1899	1514	1671
Total number of beneficiaries	2797	2777	3755	4023	4532

Since 2019, our yearly referral numbers have increased by 83.7%, with the pandemic as a trigger point. This year, despite referral numbers slightly lower than the previous year, we have supported more people than ever. This may be due to our renewed approach of involving at least one parent for each referred child through either our EPIC parenting group or individual support.



Presenting issues

This year, 65% of referrals report four or more presenting issues, which is a 7% increase on last year. This statistic has consistently risen over the past four years. It aligns with a national trend of young people's emotional and mental health becoming more complex.

Anxiety remains the most common reason for referral at 66%. However, our referral data this year shows increases in young people being referred due to complex experiences, such as traumatic experiences (from 18.7% to 29.5%), abuse (from 5.3% to 14.5%) and domestic violence (from 9.6% to 11.2%). This context of significant traumatic experience explains the increase in referrals due to low self-esteem (from 35.6% last year to 43.5% this year).

Year on year increases across a range of presenting issues signals a worrying upward trajectory in the difficulties faced by young people and mirrors the national story. Children and young people are struggling with their mental health and wellbeing as they continue to process and make sense of the COVID-19 pandemic, whilst being increasingly impacted by other major issues such as climate anxiety and family financial pressures.

4. Services and programmes

Kids Inspire offers support under several projects and programmes. The largest is our Talk Together programme. It was created in April 2020 in response to the COVID-19 pandemic and is regularly reviewed to make sure it continues to meet the needs of our community. One size does not fit all, and we aim to support young people and their families with interventions tailored to their needs.
This year we have introduced a level 4 intervention. This offers 40 trauma resolution therapy sessions in response to the increased complexity in the emotional presentation of young people.

- 74.9% of service users are under our Talk Together programme comprising:
  - Early intervention and groups (Level 1)
  - Trauma (Level 2)
  - Complex trauma (Level 3)
  - Long-term complex developmental trauma (Level 4)
- 11.3% of our service users are under CYP specialist support (CCG)
- 6% school projects
- 4.6% Social Care / Adoption Support Fund
- 3.2% Inspire Wellbeing Service / private / other

Individual therapy

Kids Inspire provides support ranging from early intervention to complex trauma resolution. We do this through trauma informed creative 1:1 therapies including:

- Art, Drama, Play and integrative therapy
- Dyadic Developmental Psychotherapy (joint parent and child sessions)
- Eye Movement Desensitisation Reprocessing (EMDR)
- and Somatic Experiencing

Therapy sessions for young people largely take place in person, but we also offer online sessions where appropriate.

Parenting support

We offer parenting support to almost all parents and carers who come to us. Parenting support is offered as individual and group support, online and in person, to ensure an accessible service. 1:1 support takes place with an adult trained therapist. We run two parenting group programmes, Empowering Parents Improving Connection (EPIC) and Neurodiverse EPIC. Our EPIC group was developed to meet an increasing need and demand for parental support.

EPIC feedback

- 100% parents found the group helpful
- 95% found the group engaging & insightful
- 98% would recommend the group to other parents

EPIC Neurodiverse feedback

- 100% parents found the group helpful
- 100% found the group engaging & insightful
- 100% would recommend the group to other parents

EPIC and Neurodiverse EPIC participant feedback

- “I have learnt how to help my child when they are dysregulated”.
- “I have a better understanding of attachment styles and drama cycles, and what they mean for how I parent”.
- “It was very helpful to find out about resources I can access, and to listen to other people who have had experience with neurodiversity. We learnt a lot!”.
- “As parents, we are so grateful for all the support we have received through EPIC, and our child’s 1:1 support. It was so helpful to hear other parent's experiences with similar issues and we have taken away so much from the group that is relevant to our family’s needs”.

Mentoring

Mentoring is an essential and vital step-down service for children after they have completed their therapy. Our mentors also support siblings when needed, or when an adult outside the home environment is needed to re-introduce the child into activities in the community.

We have a dedicated team of 73 trained volunteer mentors, and peer mentors who are young people aged 16 to 19 from local schools and colleges. 62 young people have been supported this year through mentoring.

We have trained new mentors in hard-to-reach areas across Essex. We have focused recruitment in areas such as Clacton, Harwich and Ipswich to ensure that we can offer mentoring as step-down support where the need is great.

Views from mentors and families

- From one of our mentors: Fate led me to become a volunteer mentor for Kids Inspire — Kids Inspire
- "Our daughter was a very sad child spending days in her room alone. Now, after spending time with her mentor she is smiling and enjoys spending time with us. She is even thinking about going to school to meet her old friends. We were at a very low point as parents and didn't know how to help her, but Kids Inspire changed not only her but us as well. Thank you for the bottom of our hearts, we are forever grateful!"

Outcomes Star Analysis

The monitoring and evaluation of outcomes directly informs our service development, ensures quality of service and meaningful, sustainable change for our clients. As we expand into new areas and roll out our pilot project in Suffolk we are focused on and committed to growing with impact. The Outcome Star™, our primary outcome measure, is an evidence-based outcome tool that is completed in the initial sessions by the client, supported by their therapist. Involving clients with this process ensures that they are engaged in setting goals and helping to shape how their journey of change will unfold. In order to form a rounded assessment of change, a range of qualitative and quantitative MEL methods are used alongside Outcomes Star™ including:

- Interim parent/school/social care reviews
- Therapist observations
- Reports and case studies
- Clinical assessments
- Age-appropriate feedback forms and surveys
- Case management meetings between therapist and line manager

In line with our commitment to grow with impact, we have started to develop a system for long-term outcome monitoring. This data will be gathered at three and twelve months post programme, and will provide qualitative and quantitative data to further inform service development and enrich our impact story.

Our Impact this year

This year our outcomes show that over the course of their therapeutic journey:

- 97.5% of children and young people made 1 or more positive changes
- 82% of children and young made 2 or more positive changes
- 66% of children and young made 3 or more positive changes

Impact Beyond Clinical

Trauma Training – delivered to professionals and parents

We are dedicated to developing the knowledge, skills and confidence of people who support or parent children. Over nine dates this year, 854 participants attended our trauma informed practice training. These sessions are free and open to parents, carers and professionals working with children and families.

Feedback (averages created using feedback responses from all training sessions)

- 100% would recommend the training they attended to others
- 87% felt the training helped them to understand the subject of trauma
- 88% felt the training helped them to understand the reasons for the behaviour of children impacted by trauma
- 87% felt the training increased their confidence to support a child who may have experienced trauma

Training attendee feedback

- "This [training] was professional, well presented, dynamic and well informed. The trainer was knowledgeable, engaging and inspiring. [I found it] accessible and rewarding".
- "I enjoyed looking at strategies to help ground students and think about the connections we have with others when working through trauma; it is so important to help with grounding and acceptance"
- "What I gained from this training is a very useful and insightful overview of neurodiversity and all its manifestations, and that every human brain is unique, and we all present in somewhat different ways. As a mentor with the children's charity Kids Inspire, I feel I have gained enormously from the knowledge and research presented."

Community Engagement

Our Community Engagement Team builds and nurtures relationships with the community and other organisations. This year they focused on schools in deprived areas across Essex, as well as raising Kids Inspire's profile with schools new or unfamiliar with our services. Alongside this, they have also:

- Run 18 mental health assemblies to 2312 children
- Run 10 activity-based holiday clubs to 214 children aged 5 to 11
- Hosted our first PROM-Unity. This event offered school leavers an opportunity to find a pre-loved dress or suit, and accessories, for free. As well as encouraging conscious, 'slow' fashion, this event also enabled families impacted by the cost-of-living to provide their school leavers with a prom outfit. PROM-Unity was supported by corporate partners and members of the community who donated prom outfits. 112 young people found a new outfit through PROM-Unity and due to its success, and need, the PROM-Unity event will occur annually.

Feedback from a parent about PROM-Unity

- "Thank you so much for holding this event. My daughter got the most amazing dress! We are so incredibly grateful, I could not have afforded to buy a dress like this and to see her look and feel so fabulous in it makes me so happy. Everyone was so friendly and kind, it was a lovely experience, so again, thank you!"

The Voice Adolescent Social Group

This long running step-down service for young people meets fortnightly. Its core aim is to foster confidence in young people who may struggle with social isolation and anxiety. As well as meeting regularly, The Voice also take part in group activities. One highlight this year was:

- **Community Mural** – alongside other volunteers and Community Engagement staff, Voice members helped to design and create a painted mural at a Chelmsford pub which showcased Kids Inspire and our support for mental health and diversity.

Our Voice Ambassador programme, for Voice members aged 18+, is being renamed and relaunched in September to become Voice Champions. Thanks must go to our two previous Voice Ambassadors Josh and Amelia, who have supported us brilliantly over the last few years.

Feedback from a parent about The Voice

- "I truly believe you have saved my daughter. After joining The Voice, having time with a Mentor and specialist therapist she has changed so much: she is spending time with friends and family, and is once again looking after herself."

Volunteering

Our committed team of wonderful volunteers continues to help us reach more people and make an incredible impact – we could not be without them. In the last year over 400 volunteers have gifted their time through:

- Fundraising
- Mentoring
- Holiday clubs
- Gardening
- Improving the outdoor environment at our head office
- PROM-unity
- and Community Engagement events.

220 of these volunteers supported with our Christmas appeal which allowed us to support 2850 young people across Essex. In total, 6724 volunteer hours have been given to Kids Inspire.

In June 2024 our volunteer team attended 'VolFest' as part of Volunteer week, and celebrated our volunteers and the support they give to Kids Inspire.

Overall Impact

- Clinical (therapy, mentoring, groups, consultations) – 4532 beneficiaries
- Community Engagement and outreach activities (including training) – 6566 individuals reached
- Total of 11,163 individuals supported (does not include volunteering)

What's next?

Following a successful year's partnership with Impetus we now look forward to the next three years of partnership with them, during which our focus is considered, purposeful and sustainable organisational growth delivering deep impact.

5. Clinical Team

Collaborative working

Over the last year, the Clinical Allocations Team have focused on the efficient and appropriate delivery of therapeutic support to all clients, with the support from the Clinical Admin team. Through closer collaboration, strategies and standard procedures have been embedded into the allocation process to build and develop greater capacity in the allocation of cases and in streamlining the process.

The clinical team have also worked closely with the Community Engagement Team to support new areas of delivery and understanding on how to best support new clients and different demands. This work enables us to grow our presence and impact in both existing and new locations.

Collaborative working with the Marketing and Communications department continues to be positive. The department is supporting the clinical team to share with colleagues positive outcome stories. This enables therapists to see the work that is being delivered by their colleagues. We also regularly share news on research, psychotherapy and clinical delivery in our internal newsletter.

We see the importance that every Team at Kids Inspire has in impacting directly, and indirectly, on clinical delivery.

Working with clients

Our clinical team is built with a vast range of expertise and abilities to deliver a holistic and person-centred treatment to our clients. We have therapists that are also qualified to offer group work. An average of 60% of our groups are with parent carers of our referred clients and 30% are usually delivered in schools to children and adolescents.

Group work is focused on improving the quality of life of the families currently open to our service. By offering bespoke therapy support we foster positive mental health for the whole family alongside improving the children's general mental health, behaviours and emotional wellbeing.

The clinical team also offer high qualified individual therapy sessions that are tailored to the client's needs. The team are equipped to deliver the work, make informed decisions on the therapy delivery and formulation of treatment plans for positive outcomes. The team is able to safely manage caseloads and expectations upon our delivery.

To continuously support our client work, our therapists have access to clinical case discussions, are offered case management meetings and attend regular presentations of theoretical and meaningful topics suitable to the work we offer at Kids Inspire.

6. Staff Wellbeing

Staff wellbeing

Staff wellbeing has continued to be a priority over the last year, particularly as we navigate the changes currently being implemented across the organisation. The team have been included at each step of our journey and kept informed of why and how change in being effected.
A recent staff survey demonstrated that we are having success in delivering this in a way the team are comfortable with:

- 92% of staff feel they align with the mission and purpose of Kids Inspire.

- 90% of staff feel supported by their line manager.
- 82% of staff feel that Kids Inspire champions their wellbeing and are happy with their work life balance.
- 88% of staff feel that that they have a good understanding of Kids Inspire's plans for the future and their role in achieving them.
- 90% of staff would recommend Kids Inspire as an employer.

Continual Professional Development

Continual Professional Development is a priority for the clinical team and therefore, Kids Inspire's investment in the team is extensive and includes regular in-house professional development in embedded internal activities, such as:

- Case management: monthly or fortnightly meetings that aim to support the therapist on top of their own mandatory external clinical supervision.
- Clinical Team meetings: weekly group sessions where specific topics are covered with theory and experiential activities. Space is given for reflective practice and sharing of good practice.
- Case Group Consultations: monthly group sessions using the 'Tavistock' model of supervision to explore challenging cases and learn from each other.
- Learning Sharing: all therapists are encouraged to attend external workshops and conferences and bring back the learning to share with the clinical team.
- A programme of internal CPD is delivered, and participants can earn CPD hours, which encourages attendance and supports professional body registration requirements.

Additionally, all staff are encouraged to seek professional development opportunities outside the organisation, and they may be supported with paid study leave to do so. The new learning is shared within the wider team, enhancing colleagues' professional development and a collaborative way of working. As a result, individuals' professional resources are broadened, which contributes positively to what the organisation can offer its beneficiaries.

7. Case Study – a therapeutic journey

Carl and his mother Debbie

Carl, aged 13, lives with his mother and his older sister. He was referred for support as he was suffering from anxiety and low mood, which was greatly impacting his self-esteem. Both of his parents were worried about Carl's emotional well-being as this was affecting his ability to attend school, socialise and engage in any activities he had previously enjoyed. School became too difficult to attend regularly, and he seemed isolated with his feelings, finding it difficult to share these with anyone.

Kids Inspire offered 20 individual creative face to face sessions to Carl. These sessions helped Carl to explore and express some of his feelings and worries through the use of creative approaches. He initially found it difficult to find any way of self- expression, but with time he experimented with different creative resources and found a way to express his feelings initially through art and later through creating music.

Carl found ways that felt organic and comfortable to communicate his emotions, and over the course of the sessions his personality and sense of self strengthened. Towards the end of sessions, Carl had rekindled some old friendships, started to socialise again and reported being able to attend school.

Individual parental support sessions for Carl's mother, Debbie, provided a space for her to develop her understanding of Carl's anxieties, and find new ways to respond to him. Debbie gained an awareness of her own emotional regulation so she felt more confident to coregulate, avoid joint escalation and could better understand what he may be communicating through behaviours. Towards the end of her support, Debbie reported changes in Carl, notably his mood becoming lighter, increased school attendance and socialising again with friends.

8. Premises

The charity continues to occupy the site of Hargrave House in Great Baddow, which is ideally located to provide valuable therapeutic sessions to service users from all over Essex. Other satellite bases across the county as well as in Southend, Thurrock and Suffolk, are utilised on a case-by-case basis as the reach of our service continues to grow.

9. Staffing Structure

Staffing structure is a key element of our strategic planning. We have successfully recruited a team of therapists in Suffolk to deliver the first phase of our growth. The organisation builds on stability and security by the ongoing employment of a core team of therapists and utilising contracted sessional staff for short term work. The whole team structure is shown in Appendix A.

10. Improving Environmental Impact

While KI's primary focus is mental health and well-being, staff recognise the connection of environmental factors to mental health, with service users describing fears linked to eco-distress, which is a chronic fear of environmental doom. KI is committed to minimising its environmental footprint by implementing eco-friendly practices within its operations. KI formed an Environmental Committee to examine the charity's impact on the environment and consider how it can be improved. The Committee has drawn up an agenda for change and is helping to drive action. KI's Environmental Policy has been updated and the organisation's carbon footprint is being measured with an action plan for this to be reduced. This includes adopting sustainable practices in the office, promoting energy efficiency, and encouraging responsible waste management.

An example of one initiative is the KI Pre-Loved project, where clothes are donated from households in Essex. Volunteers launder and repair donated clothes, then re-sell them at KI Pre-Loved events with funds raised supporting KI services for disadvantaged CYP and their families. The project helps reduce waste by keeping clothing in circulation for longer, reducing the demand for new clothing, and creating awareness about the environmental impact of the fashion industry. The project encourages a sustainable approach to clothing consumption, promotes recycling in the community and contributes to a reduction in waste.

11. Marketing & Communications

2023/24 was a time of consolidation and continued focus on the charity's growth plan for the marketing and communications team. Following the team's formation in the previous year, there was an emphasis on professional development to support this goal. Our Digital Marketing Assistant was promoted to Officer at the start of 2024 and successfully applied to receive training from both Just Giving and TikTok.

We were also successful in applying for and securing a £12,000 investment in a Level 3 Data Literacy apprenticeship for the Communications and Marketing Manager from John Lewis. This investment demonstrates our commitment to ensuring the team has the most up to date knowledge, skills and experience to support our growth plans.

Focus for marketing and communications

We've continued to raise visibility of our work and make strategic partnerships, joining the Schools Wellbeing Partnership and supporting the Children at the Table campaign. These are both national forums and build on our membership of the Children and Young People's Mental Health Coalition (CYPMHC) where we've contributed to round tables and policy discussions this past year.

This partnership work has also been a factor in two significant donations the team secured. The first was from WSP, of laptops for staff across the organisation to use; the second was over 150 games from Hasbro for therapists to use, replenishing stock of games which was broken or missing pieces.

Alongside this a new Marketing and Communications strategy has been written and agreed. It aligns with the three year growth plan and gives the team a firm direction. Core elements include developing a new cause campaign, looking at things we do such as training and how we can move to an income stream and raising name awareness of our work in Suffolk, and over time across the country.

Achievements

One of our proudest achievements, was this year's campaign for Children's Mental Health Week. Taking the theme of Your Voice Matters, we worked with a local songwriter and influencer, Sophie Griffiths, to create a song which featured a range of children all either saying or signing the reasons why their voices matter.

The video was viewed over 10,000 times, and importantly all our social media channels saw a spike in engagement, through follows, comments or shares. The campaign was also supported with a range of posts highlighting our work. This included one on the power of play therapy, which was shared by Hasbro globally, resulting in 12,000 views and over 400 engagements around the world.

Core work this year has included:

- Finalist in Smiley Charity Film Awards for 'Ravi's Story', our Hero film
- Roll out and implementation of a new CRM system supporting the community engagement. finance, fundraising and volunteering teams

- Support for core activities, including the Christmas Appeal, PROM-Unity, volunteering and mentoring work, campaigns on major awareness days and weeks, and showcasing our clinician's expertise

Future plans

As our work as an organisation expands geographically, our focus is on new audiences. We want more people across the country, as well as in the areas we currently operate, to know who we are and what we do, with the goal being they support us in some way.

Over the next year we will be placing resource into growing our newsletter subscribers and refining the content and timing of these. Through use of a new platform, we will be able to segment and target our communications and marketing more effectively.

We will also be making the most of the investment in data, through the Data Literacy apprenticeship and we have started collecting consistent data from Q1 of 24/25. Once we have a year's worth of data, we will have a benchmark on which to track forward over the next few years. Decisions on where to focus our efforts will be data led, we will go where we know we are having the most impact with our marketing and communications.

12. Fundraising

The Fundraising Team had another successful year achieving 27% above targeted 2023/24 budget, a total of 52.7% of total income.

A Jack Petchey intern joined the team, and they continued to increase levels of funding raised through new and existing trusts and foundations. The team's successful corporate partnerships with Pro Carrier and Laser Electrical raised unrestricted funds through special fundraising events.

Main funding streams for 2023/24 included:

- National Lottery
- Impetus
- Children in Need
- Essex Community Foundation
- Help for Children
- VVU Essex
- Tuixen
- Henry Smith
- Garfield Weston
- Fidelity
- Leathersellers
- Matchroom
- Start Well
- Hodge Foundation
- Childwick Trust
- Jack Petchey

The Events Team organised a varied calendar of social and challenge events over the year that raised a significant amount of unrestricted funds, including: Essex 2023 Cycle Challenge, May Ball, Golf Day, Christmas Shopping Event, Brentwood Half Marathon, Bingo and Pre-Loved sales at Head Office.

The continuation of strong results achieved by the Fundraising Team are also due to the ongoing generosity of our many donors in our community - individuals, businesses, clubs, schools and other organisations who raise money every year to help us fund our non-contracted activities.

Kids Inspire does not use a professional fundraising service and has not received any complaints from donors regarding its fundraising activities

We are so grateful to our ambassadors, volunteers and supporters who participate in events, helping to elevate our profile within our community and support our fundraising initiatives.

Ambassadors, Pre-Loved Event

Pro Carrier Golf Event

Laser Electricals Fundraiser

Fashion Show, Ingatestone Hall

Essex to Amsterdam, Cycle Event

13. Financial Review

Review of financial position

The charity demonstrated robust financial growth during the 2023-24 period despite challenging economic conditions characterised by high living costs and economic uncertainty. The charity's income increased by £384,644, representing a 20.0% growth from £1,921,914 to £2,306,558. Although expenditure rose by 14.8% to £2,268,607, reflecting a 19.6% increase in staff numbers to meet rising demand and address living cost pressures, the charity managed to turn around its financial position. A previous year's deficit of £53,498 was converted into a surplus of £37,951 in the current year.

Restricted income constituted 67.3% (£1,552,699) of total income, slightly down from 68.7% in the previous year, indicating sustained success in securing funding for specific contracts and activities. Unrestricted funding saw a significant rise of 25.5% to £753,859, which has been crucial in supporting the charity's increasing operational costs amidst high inflation.

The charity has also successfully bid for large, long-term contracts with various funding bodies and local authorities, bolstering its financial stability. Despite these achievements, the charity acknowledges that the high inflation and living cost crisis in the UK, coupled with a slower economic growth, pose significant challenges and operational risks for the upcoming financial year. To mitigate these risks, the charity plans to leverage internal financial resources, implement cost-control measures, and enhance its fundraising strategy to ensure continued support for beneficiaries and their families.

The charity maintained strong cash balances, which stood at £1,329,649 as of 30th April 2024, showing a slight increase from £1,274,464 on 30th April 2023. In line with its strategic planning, the charity has increased its ringfenced cash reserves from £400,000 to £500,000. This reserve is earmarked for the

potential acquisition of new premises, reflecting the charity's proactive approach to future growth and operational stability.

Permanent staffing levels within Kids Inspire will continue to be monitored and may grow at a modest rate in line with growth in the provision of services and the organisation's strategy. Any resulting impact on costs should be offset by higher income.

Gifts & services in kind

Kids Inspire benefits from the services of many volunteers, who donate their time as individuals or participate via corporate partners in organised activities such as Lunch Club. This remained strong, despite the costs of living crisis. Our dedicated group of individual volunteers donate their time as mentors, and many also support our own events and fundraising activities.

During the financial year, especially during the Christmas and Easter periods, Kids Inspire received hundreds of donations of presents from corporate supporters, individuals, team members and other organisations. These are distributed to children whose family situation means they are unlikely to receive any presents at Christmas and Easter.

Reserves policy

The charity has set a target to maintain free reserves, defined as unrestricted funds excluding fixed assets and designated funds, equivalent to six months of annual expenditure. As of 30th April 2024, free reserves stood at £587,852, down from £640,151 the previous year. This decrease is primarily attributed to the increased annual expenditure driven by inflation and the expansion of the charity's activities. Consequently, the reserves policy requirement has risen from £987,706 at 30th April 2023, to £1,152,398 at 30th April 2024.

Additionally, the charity has designated £500,000 as of 30th April 2024 (up from £400,000 the previous year) for a deposit on the potential acquisition of new premises, as noted earlier. Given the need to ringfence funds for this acquisition, free reserves are expected to remain below the target level in the short term. However, this strategic allocation of funds underscores the charity's commitment to long-term growth and stability despite the challenges posed by increased expenditure and the economic environment.

Investment policy

The Trustees have considered that the most appropriate policy at present is to maintain all surplus funds in the form of bank deposits. Although the return is nominal, the risk is low, and liquidity is maintained. This policy is kept under review, having regard to the level of funds available. Funds are deposited across a range of banks to take maximum advantage of the FCA deposit guarantee scheme.

14. Risk Review

The major risks are reviewed bi-annually, or more frequently if circumstances change, and systems and procedures have been established to manage each risk. A summary is provided below:

Regulatory and compliance

The work undertaken by Kids Inspire is subject to regulation by a number of mandatory professional bodies. Compliance spans each of our working teams and, as such, robust policies are in place to mitigate any risks associated with this. Risk Assessments are undertaken for all activities outside of our normal working practice.

Operational

Loss of key staff continues to be identified as a key risk to the charity. We have implemented a number of initiatives over the last 24 months to provide additional benefits to working for Kids Inspire. This was informed

by staff surveys and exit interviews in order to inform us as to what staff saw as key areas to address.

Financial

Budgeting is always key to mitigating financial risk. A robust fundraising strategy with clear goals has been put in place and progress is monitored quarterly by senior leaders and Trustees. We continue to prioritise diversifying our income profile to mitigate risk to our income.

External

The current turbulence in the economic and political landscape is noted as the biggest external risk to the charity. Whilst there is little that can be done from the charity's perspective to mitigate against this, it is essential that this is a consideration in all elements of decision making – particularly around budget setting.

Governance

The Board of Trustees continue to assess the governance of the charity against the Charity Governance Code. Following each Board meeting, the clerk updates the self-assessment to ensure this remains a working document to drive improvement.

15. Plans for the Future

Kids Inspire has identified the following priorities:

2024-2025	2025-2026	2026-2027
Income Generation - Diversity income streams to 62% fundraising, 38% services. - Establish a programme for attracting major donors. - Develop a clearer cause campaign and voice outside of Essex.	**Income Generation** - Diversify income streams to 65% fundraising 35% services.	**Income Generation** - Diversify income streams to 70% fundraising 30% services.
Reach - Align beneficiaries to revised target population to at least 40%	**Reach** - Align beneficiaries to revised target population to at least 50%	**Reach** - Align beneficiaries to revised target population to at least 75%
Model Change - Implement matrix for new referrals across all projects and apply to unrestricted funding streams. - Pilot the scalable model for replication in Suffolk for 250 beneficiaries taking the overall target beneficiaries to 3550.	**Model Change** - Scale the pilot model in Suffolk to replication model.	**Model Change** - Pilot in a new region (not geographically close).
Impact - Pilot data collection that will enable evaluation of long-term outcomes. - Agree the Environmental sustainability plan. Increase the number of beneficiaries from marginalised groups.	**Impact** - Implement evaluation processes for long-term outcomes across all projects. - Review impact of environmental sustainability pledge.	**Impact** - Review learning from long-term evaluation data.

16. Constitution and Governance

The company is registered as a charitable company limited by guarantee. Kids Inspire began operating in September 2007 and was constituted as a charitable company limited by guarantee on 24th September 2007 under a Memorandum of Association and is governed by its Articles of Association. The liability of the members in the event of the company being wound up is limited to £10.

The company was registered as a charity on 24th May 2009 and acts entirely as a non-profit-making organisation.

Method of appointment or election of Trustees

The management of the company is the responsibility of the Trustees, who are elected and co-opted under the terms of the Articles of Association.

Trustee recruitment and appointment is subject to the same stringent process followed to recruit new employees. Applicants for the position of Trustee are asked to formally apply, they are invited to attend a full meeting of the board, at which they are asked to present.

They must demonstrate a good understanding of the charitable purpose and objectives of Kids Inspire, the rationale behind their decision to apply and the skills and attributes they would bring to the board and the organisation.

Their appointment must be proposed and seconded and all voting members consulted. Once elected a minimum of 2 references must be obtained and a full enhanced DBS check is completed.

Kids Inspire is committed to promoting diversity and inclusion at all levels of the organisation. The Board of Trustees actively seeks to foster a diverse and inclusive environment, reflective of the communities we serve. Through recruitment, engagement, and regular training, we ensure that all voices are valued and that our work is guided by principles of equity, diversity, and inclusion.

Organisational structure and decision making

The Trustees of the charity are also Directors for the purposes of company law. The Board of Trustees consists of not less than four members. As at 30th April 2024, the Board of Trustees, which meets approximately ten times a year, had nine members from a variety of professional backgrounds relevant to the work of the charity. The Trustees represented the following areas of knowledge and experience (although all of them work with Kids Inspire on a non-executive basis):

Trustee	**Specialism**
Simon Carpenter (Chair)	Education and Governance
Andrew Sleet	Business Coaching
Mark Birchall (Treasurer)	Finance
Roseanne Serrelli	Law and Contracts
Yvonne Spence	Education
Louise Loon	HR
David Travis (Vice-Chair)	Communications
Dr Caroline Dollery	Physical and Mental Health
Matthew Carpenter	Equality, Diversity, and Inclusion

An annual skills audit is carried out to ensure that the Board of Trustees maintains a broad mix of experience and skills relevant to the work of Kids Inspire.

Day-to-day management is delegated to the Chief Executive Officer, Sue Bell OBE, who founded the charity. The charity's Performance Related Pay policy provides the benchmarks and parameters that set pay and remuneration for all key management personnel. In relation to the Chief Executive Officer, all decisions are made by the Board of Trustees and processed by the Treasurer.

Trustee induction and training

During the recruitment process for Trustees, explicit mention is made of the necessity to comply with the values of the Charity and the Nolan Principles, and Trustees are required to sign a confidentiality agreement regarding all relevant information received during the recruitment process.

Once appointed, new Trustees are invited to familiarise themselves with the charity and the context within which it operates.

As part of their induction, Trustees receive a framework and a set of information which includes:

- the legal responsibilities of charity Trustees (The Essential Trustee)
- the Articles of Association
- the charity's objects and values
- Access to Board papers and previous minutes
- Access to management accounts
- the previous year's Annual Report
- the Business Plan
- access to relevant policies and procedures
- the Governance Framework
- Trustees' Disclosure of Interests
- the Policy on Gifts & Hospitality
- Code of Conduct
- Kids Inspire's Risk Register
- the Diversity and Equality Policy

At the start of the first Board meeting they attend, all new Trustees are asked to confirm that they have received, can access, have read and understood these documents.

All new Trustees, attend briefing sessions, jointly led by the Chair of the Board of Trustees and the Chief Executive.

All Trustees are provided with a role profile and the code of conduct which sets out their duties and responsibilities, they are asked to sign and return confirming that they have received, read and understood these.

When appointed, Trustees also receive formal information emphasising key aspects of the role and what it means to become a Trustee. This includes a commitment to upholding the values and objectives of the organisation, not acting on their own on behalf of Kids Inspire, nor acting without having proper authority from the Board.

Each Director/Trustee of Kids Inspire confirms their agreement to abide by the individual commitments set out in the Code of Conduct. Any Trustees whose tenure pre- dates this arrangement have made a similar formal commitment.

All Trustees are required to have a full enhanced DBS and must take part in mandatory training.

The Trustees are committed to upholding the highest standards of safeguarding, ensuring that policies and procedures protect all individuals associated with the Charity. The Board monitors safeguarding practices closely, requiring that all Trustees, staff, and volunteers adhere to these protocols and participate in regular safeguarding training. Safeguarding updates are provided at each Board meeting, supporting a culture of vigilance and safety.

17. Statement of the Trustees' Responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards have been followed; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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. In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

The Trustees regularly assess the charity's financial position to ensure it remains a going concern, evaluating projected cash flows, funding sources, and overall financial health. This ongoing review supports the Board's commitment to sustaining the charitable company's activities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

This report was approved by the Trustees on 28 November 2024 and signed on their behalf by:

Nicholas Tesseyman

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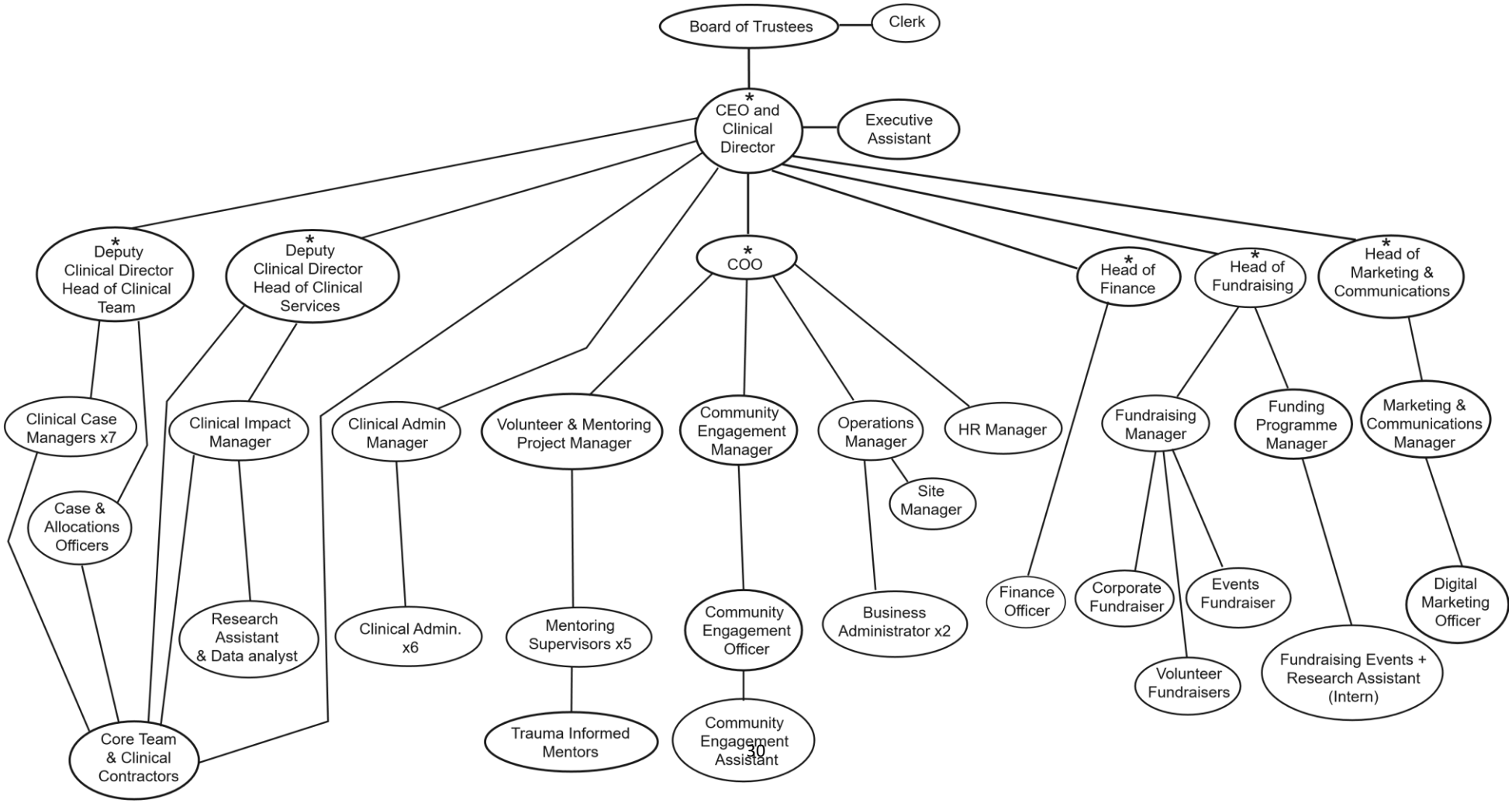
Nicholas Tesseyman

Trustee (Chair)

18. Appendix A: Staffing Structure

Kids Inspire Organisation Structure

2024 - 2025



Independent Auditor's Report to the Members of Kids Inspire

Opinion

We have audited the financial statements of Kids Inspire (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 April 2024, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 30 April 2024 and of the group's 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 Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 Report of the Trustees, other than the financial statements and our auditor's 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 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.

Opinion on other matter 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of the Trustees' Responsibilities (set out on page 28) 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor 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 an auditor's report 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;
• The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
• We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations for the company, including the Companies Act 2006, Charities Act 2011, tax and employment legislation.
• We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;
• Making enquiries of management as to their knowledge of actual, suspected and alleged fraud.
• Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;
• Performed analytical procedures to identify any unusual or unexpected relationships.
• Tested journal entries to identify unusual transactions.
• Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
• Agreeing financial statement disclosures to underlying supporting documentation.
• Reading the minutes of meetings of those charged with governance.
• Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the group's or the parent charitable company's financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' 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 group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group as a basis for an opinion on the financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 auditor's 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.

Sandra Morrell

.....

Sandra Morrell FCCA (Senior Statutory Auditor)
For and on behalf of Edmund Carr LLP, Statutory Auditor

146 New London Road
Chelmsford
Essex
CM2 0AW

11 December 2024

Kids Inspire

Consolidated Statement of Financial Activities for the Year Ended 30 April 2024 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	3	521,313	647,460	1,168,773	872,982
Charitable activities	4	11,841	903,139	914,980	832,846
Other trading activities	5	166,119	2,100	168,219	193,790
Investment income	6	54,586	-	54,586	22,296
Total income		753,859	1,552,699	2,306,558	1,921,914
Expenditure on:					
Raising funds	7	(249,439)	(2,939)	(252,378)	(260,699)
Charitable activities	8	(460,344)	(1,555,885)	(2,016,229)	(1,714,713)
Total expenditure		(709,783)	(1,558,824)	(2,268,607)	(1,975,412)
Net income/(expenditure)		44,076	(6,125)	37,951	(53,498)
Net movement in funds		44,076	(6,125)	37,951	(53,498)
Reconciliation of funds					
Total funds brought forward		1,067,727	12,440	1,080,167	1,133,665
Total funds carried forward	19	1,111,803	6,315	1,118,118	1,080,167

All of the group's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 19.

Kids Inspire

(Registration number: 06380082)
Consolidated Balance Sheet as at 30 April 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	23,951	27,576
Current assets			
Debtors	15	175,886	193,316
Cash at bank and in hand	16	1,329,649	1,274,464
		1,505,535	1,467,780
Creditors: Amounts falling due within one year	17	(411,368)	(415,189)
Net current assets		1,094,167	1,052,591
Net assets		1,118,118	1,080,167
Funds of the group:			
Restricted income funds			
Restricted funds	19	6,315	12,440
Unrestricted income funds			
General funds		611,803	667,727
Designated funds		500,000	400,000
Total unrestricted funds		1,111,803	1,067,727
Total funds	19	1,118,118	1,080,167

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 37 to 59 were approved by the trustees, and authorised for issue on 28 November 2024 and signed on their behalf by:

Nicholas Tesseyman
.....
Nicholas Tesseyman
Chair and trustee

Kids Inspire

(Registration number: 06380082)
Balance Sheet as at 30 April 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	23,951	27,576
Investments	14	1	1
		23,952	27,577
Current assets			
Debtors	15	197,118	213,590
Cash at bank and in hand	16	1,292,826	1,249,037
		1,489,944	1,462,627
Creditors: Amounts falling due within one year	17	(409,292)	(413,191)
Net current assets		1,080,652	1,049,436
Net assets		1,104,604	1,077,013
Funds of the charitable company:			
Restricted income funds			
Restricted funds	19	6,315	12,440
Unrestricted income funds			
General funds		598,289	664,573
Designated funds		500,000	400,000
Total unrestricted funds		1,098,289	1,064,573
Total funds	19	1,104,604	1,077,013

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 37 to 59 were approved by the trustees, and authorised for issue on 28 November 2024 and signed on their behalf by:

Nicholas Tesseyman
.....
Nicholas Tesseyman
Chair and trustee

Kids Inspire

Consolidated Statement of Cash Flows for the Year Ended 30 April 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net movement in funds for the reporting year		37,951	(53,498)
Adjustments for:			
Depreciation	13	12,100	9,909
Investment income	6	(54,586)	(22,296)
Decrease in debtors	15	17,430	12,260
Decrease in creditors	17	(30,250)	(21,113)
Increase in deferred income		26,429	46,370
Net cash flows from operating activities		9,074	(28,368)
Cash flows from investing activities			
Interest receivable and similar income	6	54,586	22,296
Purchase of tangible fixed assets	13	(8,475)	(25,731)
Net cash flows from investing activities		46,111	(3,435)
Net increase/(decrease) in cash and cash equivalents		55,185	(31,803)
Cash and cash equivalents at 1 May		1,274,464	1,306,267
Cash and cash equivalents at 30 April		1,329,649	1,274,464

All of the cash flows are derived from continuing operations during the above two periods.

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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 Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Kids Inspire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charitable company and its subsidiary undertakings drawn up to 30 April 2024.

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charitable company made a surplus in the financial year of £27,951 (2023 - deficit of £56,349).

The subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income and endowments

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. Donations and legacies include voluntary donations from individuals, corporates and other groups including recovered Gift Aid where appropriate.

Grants receivable

Grants, including government grants, are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. 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.

Other trading activities

Other trading activities include fundraising income from functions and events organised by the charity and income generated by the charity's trading subsidiary, Inspire Wellbeing Services.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Charitable activities

Provision of therapy and counselling includes commissioned, training, private client and grant income from individuals, foundations and public sector bodies.

Other income

Other income consists of government grants.The grants are recognised when receivable.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Any significant individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	25% straight-line
Computer Equipment	25% straight-line
Leasehold improvements	25% straight-line

Business combinations

Business combinations are accounted for under the purchase method. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation. In accordance with Section 35 of FRS 102, Section 19 of FRS 102 has not been applied in these financial statements in respect of business combinations effected prior to the date of transition.

Trade debtors

Debtors are amounts due for services performed or grants receivable. Debtors are recognised initially at the transaction price. They are subsequently measured at the settlement amount less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash held within the charity's bank accounts.

Trade creditors

Creditors are recognised at their settlement amount where the charity has a present obligation resulting from a past event and will probably result in the transfer of funds to a third party and the amount due can be measured or estimated reliably.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Designated funds are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The group operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and legacies;				
Donations and grants	495,091	647,460	1,142,551	847,359
Legacies	6,958	-	6,958	600
Gift aid reclaimed	19,264	-	19,264	25,023
	521,313	647,460	1,168,773	872,982

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Commissioned services and grant income	4,570	903,139	907,709	830,297
Training and private therapy income	7,271	-	7,271	2,549
	11,841	903,139	914,980	832,846

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Trading income;				
Sales of goods and services	5,402	-	5,402	26,297
Subsidiary trading income	54,110	-	54,110	24,657
Events income;				
Events income	103,540	-	103,540	130,766
Sponsorship income	-	2,100	2,100	2,900
Lotteries and competitions income	3,067	-	3,067	9,170
	166,119	2,100	168,219	193,790

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Interest receivable on bank deposits	54,586	-	54,586	22,296

7 Expenditure on raising funds

a) Costs of generating donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Fundraising direct costs	35,148	-	35,148	52,281
Staff Costs	175,259	2,939	178,198	187,544
	210,407	2,939	213,346	239,825

b) Costs of trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Trading subsidiary costs	39,032	-	39,032	20,874
	39,032	-	39,032	20,874

8 Expenditure on charitable activities

Provision of therapy and counselling

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Direct project and activity costs		-	14,731	14,731	14,946
Depreciation		-	12,100	12,100	9,908
Staff costs and contractors		452,599	1,329,155	1,781,754	1,574,411
Allocated support costs	9	1,245	177,553	178,798	87,961
Governance costs	9	6,500	22,346	28,846	27,487
		460,344	1,555,885	2,016,229	1,714,713

9 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2024 £
Provision of therapy and counselling	28,846	22,662	97,016	59,120	207,644

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2023 £
Provision of therapy and counselling	27,487	19,324	26,029	42,608	115,448

Governance costs

	Total 2024 £	Total 2023 £
Staff costs		
Wages and salaries	6,500	6,500
Audit fees		
Audit of the charity's financial statements	6,353	6,650
Other fees paid to auditors	10,497	7,736
Legal and professional fees	1,862	3,294
Other governance costs	3,634	3,307
	28,846	27,487

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	1,569,431	1,221,156
Social security costs	149,453	114,705
Pension costs	43,837	32,839
	1,762,721	1,368,700

The average number of persons (including senior management team) employed by the group during the year (head count based on number of staff employed) was as follows:

	2024 No	2023 No
Average	55	46

51 (2023 - 43) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £43,837 (2023 - £32,839).

The number of employees whose emoluments fell within the following bands was:

	2024 No	2023 No
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-

The total employee benefits of the key management personnel of the group were £116,067 (2023 - £106,694).

12 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidary gift aids available profits to the parent charity.

13 Tangible fixed assets

Group

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2023	44,979	29,341	74,320
Additions	7,796	679	8,475
At 30 April 2024	52,775	30,020	82,795
Depreciation			
At 1 May 2023	25,712	21,032	46,744
Charge for the year	7,623	4,477	12,100
At 30 April 2024	33,335	25,509	58,844
Net book value			
At 30 April 2024	19,440	4,511	23,951
At 30 April 2023	19,267	8,309	27,576

Charitable company

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2023	44,979	29,341	74,320
Additions	7,796	679	8,475
At 30 April 2024	52,775	30,020	82,795
Depreciation			
At 1 May 2023	25,712	21,032	46,744
Charge for the year	7,623	4,477	12,100
At 30 April 2024	33,335	25,509	58,844
Net book value			
At 30 April 2024	19,440	4,511	23,951
At 30 April 2023	19,267	8,309	27,576

14 Fixed asset investments

Charitable company

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 May 2023	1	1
At 30 April 2024	1	1
Net book value		
At 30 April 2024	1	1
At 30 April 2023	1	1

Details of undertakings

Details of the investments in which the charitable company holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2024	2023	
Subsidiary undertakings					
Inspire Wellbeing Services Community Interest Company	England	Ordinary	100%	100%	Promotion of mental wellbeing

Subsidiaries

The profit for the financial period of Inspire Wellbeing Services Community Interest Company was £13,892 (2023- £3,532) and the aggregate amount of capital and reserves at the end of the period was £13,515 (2023- £3,155).

Inspire Wellbeing Services was incorporated on 27 September 2019 with register company number 12231988.

15 Debtors

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Due from group undertakings	-	-	21,757	20,604
Prepayments	34,211	10,712	34,211	10,712
Accrued income	27,457	11,412	27,457	11,412
Other debtors	114,218	171,192	113,693	170,862
	175,886	193,316	197,118	213,590

16 Cash and cash equivalents

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Cash at bank	1,329,649	1,274,464	1,292,826	1,249,037

17 Creditors: amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	10,537	1,063	10,537	1,045
Other taxation and social security	-	33,069	-	33,069
Pension scheme creditor	8,105	6,352	8,105	6,352
Accruals	60,272	68,680	58,196	66,700
Deferred income	332,454	306,025	332,454	306,025
	411,368	415,189	409,292	413,191

Deferred income

	2024	2023
	£	£
Deferred income at 1 May 2023	306,025	259,655
Resources deferred in the period	332,454	306,025
Amounts released from previous periods	(306,025)	(259,655)
Deferred income at year end	332,454	306,025

Deferred income relates to income received for events held in future accounting periods, income received with performance related conditions that are still to be fulfilled at the year end, or income that the donor has specified be used in future accounting periods.

18 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Other				
Within one year	308	820	308	820
Between one and five years	-	923	-	923
	308	1,743	308	1,743

19 Funds

Group

Current Year	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	Balance at 30 April 2024 £
Unrestricted funds				
General funds	667,727	653,859	(709,783)	611,803
Designated funds				
Premises fund	400,000	100,000	-	500,000
Total unrestricted funds	1,067,727	753,859	(709,783)	1,111,803
Restricted funds				
Clinical Commissioning Group	-	149,678	(149,678)	-
Essex County Council	-	435,400	(435,400)	-
Big Lottery Fund	-	164,960	(164,960)	-
Other grants and donations	12,440	802,661	(808,786)	6,315
Total restricted funds	12,440	1,552,699	(1,558,824)	6,315
Total funds	1,080,167	2,306,558	(2,268,607)	1,118,118

Prior Year	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	Balance at 30 April 2023 £
Unrestricted funds				
General funds	528,265	600,835	(461,373)	667,727
Designated funds				
Premises fund	400,000	-	-	400,000
Total unrestricted funds	928,265	600,835	(461,373)	1,067,727
Restricted funds				
Clinical Commissioning Group	-	147,000	(147,000)	-
Essex County Council	-	262,038	(262,038)	-
Big Lottery Fund	-	123,720	(123,720)	-
Other grants and donations	205,400	788,321	(981,281)	12,440
Total restricted funds	205,400	1,321,079	(1,514,039)	12,440
Total funds	1,133,665	1,921,914	(1,975,412)	1,080,167

Charity

Current Year	Balance at 1 May 2023 £	Incoming resources £	Resources expended £	Balance at 30 April 2024 £
Unrestricted funds				
General funds	664,573	603,281	(669,565)	598,289
Designated funds				
Premises Fund	400,000	100,000	-	500,000
Total unrestricted funds	1,064,573	703,281	(669,565)	1,098,289
Restricted funds				
Clinical Commissioning Group	-	149,678	(149,678)	-
Essex County Council	-	435,400	(435,400)	-
Big Lottery Fund	-	164,960	(164,960)	-
Other grants and donations	12,440	802,661	(808,786)	6,315
Total restricted funds	12,440	1,552,699	(1,558,824)	6,315
Total funds	1,077,013	2,255,980	(2,228,389)	1,104,604

Prior Year	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	Balance at 30 April 2023 £
Unrestricted funds				
General funds	527,961	575,906	(439,294)	664,573
Designated funds				
Premises Fund	400,000	-	-	400,000
Total unrestricted funds	927,961	575,906	(439,294)	1,064,573
Restricted funds				
Clinical Commissioning Group	-	147,000	(147,000)	-
Essex County Council	-	262,038	(262,038)	-
Big Lottery Fund	-	123,720	(123,720)	-
Other grants and donations	205,400	788,321	(981,281)	12,440
Total restricted funds	205,400	1,321,079	(1,514,039)	12,440
Total funds	1,133,361	1,896,985	(1,953,333)	1,077,013

The specific purposes for which the funds are to be applied are as follows:

Current Year

- Premises Fund: the Trustees have designated £500,000 for the deposit on the acquisition of a new premises.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- The CCG are commissioning Kids Inspire to deliver specialist therapeutic support for 5-18 years olds in Southend, Castle Point & Rochford and Mid-Essex.
- The Big Lottery Fund are providing a contribution towards our Talk Together project which delivers county-wide therapeutic support, mentoring and Trauma Training.

Prior Year

- Premises Fund: the Trustees have designated £400,000 for the deposit on the acquisition of a new premises.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- The CCG are commissioning Kids Inspire to deliver specialist therapeutic support for 5-18 years olds in Southend, Castle Point & Rochford and Mid-Essex.
- The Big Lottery Fund are providing a contribution towards our Talk Together project which delivers county-wide therapeutic support, mentoring and Trauma Training.

20 Analysis of net assets between funds

Group

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £
Tangible fixed assets	23,951	-	-	23,951
Current assets	999,220	500,000	6,315	1,505,535
Current liabilities	(411,368)	-	-	(411,368)
Total net assets	611,803	500,000	6,315	1,118,118

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £
Tangible fixed assets	27,576	-	-	27,576
Current assets	1,055,340	400,000	12,440	1,467,780
Current liabilities	(415,189)	-	-	(415,189)
Total net assets	667,727	400,000	12,440	1,080,167

Charity

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2024 £
Tangible fixed assets	23,951	-	-	23,951
Fixed asset investments	1	-	-	1
Current assets	983,629	500,000	6,315	1,489,944
Current liabilities	(409,292)	-	-	(409,292)
Total net assets	598,289	500,000	6,315	1,104,604

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £
Tangible fixed assets	27,576	-	-	27,576
Fixed asset investments	1	-	-	1
Current assets	1,050,187	400,000	12,440	1,462,627
Current liabilities	(413,191)	-	-	(413,191)
Total net assets	664,573	400,000	12,440	1,077,013

21 Related party transactions

Group

Charitable company

During the year the charitable company made the following related party transactions:

Iain Bell
(Spouse of CEO)
Contractor fees of £1,088 (2023 - £1,620) for graphic design work.

KIDS INSPIRE

England & Wales - Charity number 1129513

Accounts

REGISTERED COMPANY NUMBER: 06380082 (England and Wales)
REGISTERED CHARITY NUMBER: 1129513

Kids Inspire
Therapy, opportunity, love & care

Report of the Trustees
and
Financial Statements
for the Year Ended 30th April 2023

Contents of the Report of the Trustees and Financial Statements for the Year Ended 30 April 2023

Page

Report of the Trustees ---------- 3

Independent Auditor's Report ----------27

Consolidated Statement of Financial Activities----------33

Consolidated Balance Sheet ----------34

Charity Balance Sheet ----------35

Consolidated Statement of Cash Flow----------36

Notes to the Financial Statements ----------37

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2023

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the audited financial statements of the charity for the year ended 30 April 2023. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number 06380082 (England and Wales)
Registered Charity number 1129513

REGISTERED OFFICE
Hargrave House
Hollycroft
Molrams Lane
Great Baddow
Chelmsford
Essex CM2 7FW

TRUSTEES
M Birchall (Treasurer)
D Travis (Vice Chair)
L Loon
R Serrelli
A Sleet
Y Spence
C Dollery
S Carpenter (Chair)
M Carpenter (Appointed November 2021)

TRUSTEE RESIGNATIONS BETWEEN 1ST MAY 2022 – 31ST AUGUST 2023
None

CEO AND CLINICAL DIRECTOR
Sue Bell OBE

INDEPENDENT AUDITOR
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

BANKS
CAF Bank
25 Kings Hill Avenue
West Maling
Kent ME19 4JQ

NatWest
5 High St
Chelmsford
Essex CM1 1FZ

SOLICITORS
Fisher, Jones, Greenwood LLP
16 Baddow Road
Chelmsford
Essex CM2 0DG

Contents of the Report of the Trustees for the Year Ended 30th April 2023

1. Introduction and Overview from the Chair of the Trustees 5
2. Objectives and Activities 6
3. Achievements and Performance 7
4. The Projects 11
5. Clinical Team 16
6. Staff Wellbeing 16
7. Therapy Case Study 17
8. Premises 18
9. Staffing Structure 18
10. Improving Environmental Impact 18
11. Marketing & Communications 18
12. Fundraising 19
13. Financial Review 20
14. Risk Review 21
15. Plans for the Future 22
16. Constitution and Governance 23
17. Statement of the Trustees' Responsibilities 25
18. Appendix A: Staffing Structure 26

1. Introduction and Overview from the Chair of the Trustees

Another successful year in a challenging environment

2022-23 was another successful year for Kids Inspire. Its services have never been needed more, as children and young people face a world that feels more uncertain and insecure. The charity has made a significant difference to the lives of more children and young people than ever before, and we are seeing growth in both the volume and complexity of needs.

We saw a 35% increase in primary beneficiaries of our services compared to the previous year, with a total of 36,000 hours of support services being provided, as children, young people and their families continue to be affected by the challenges of the cost-of-living crisis and the on-going aftermath of the pandemic.

Operating in a challenging economic and social context, we are also delighted to report a 7.2% increase in our charity's income for 2022-23: an incredible achievement, given the high inflation and pressures affecting our funders, donors, and supporters. The year also saw an increase in Kids Inspire's expenditure of 21% compared to the previous year, resulting from inflationary pressures on our costs and the continuing development of the organisation. The net effect was a deficit of just £53,498, thanks to careful financial management and robust reporting systems, and the amazing support of our funders, donors, and corporate supporters.

Looking to the future

Looking ahead, we are actively working on building our capacity to grow and extend into new areas. This effort has led to key strategic changes in our organisation in the last year, from staffing and structure to fundraising and community engagement. As we grow and develop, our core values and mission remain constant: to work with and support children and young people's mental health and well-being. As cases became more complex, Kids Inspire is adapting and expanding its services to meet the evolving needs of the community. I am proud of this change and the commitment shown across the charity to address the growing needs of all those we support.

Thank you

Finally, all that has been achieved could not have been done without the support, hard work, and dedication of so many people. I want to say a very heartfelt thank you to everyone who has helped in so many ways. Without our amazing volunteers, supporters, donors, funders and staff, many children and young people would not have received Kids Inspire's life-changing support. We know the future will remain challenging for all of us, but together we will continue to make a difference to the lives of more and more children, young people and families.

2. Objectives and Activities

Kids Inspire supports children, teens, and families to build their futures and reclaim their lives. Since 2007 our qualified, experienced specialist team has delivered bespoke mentoring, trauma informed therapy, training and activity packages which empower children and the adults in their lives to make positive choices and reach their potential. Our service is child-centred, and we offer evidence-based, cutting-edge therapies alongside innovative interventions and community-based support.

Policies and objectives

The charity has been established to:

- Enhance the emotional health of its service users through counselling, support and trauma informed therapeutic use of the arts.
- Support schools and individuals working 'on the front line' with children and teens, in addressing their emotional and psychological needs appropriately.
- Undertake any other related charitable activity.

These objectives are pursued through several activities, some of which are funded by local authority grants, but the bulk of which are made possible through the generosity of charitable trusts, companies and individuals, including many volunteers.

Activities fulfilling the Charity's objectives

General core services of Kids Inspire are:

- Trauma informed creative therapies.
- Therapeutic group work
- Systemic family therapy
- One-to-one counselling/psychotherapy
- Parent/child therapy
- Relational social work
- Emotional wellbeing training for young people, carers, and school staff
- Workshops - arts and physical activities to enhance well-being.
- Coaching - strengths based.
- Holiday activities
- Trips
- Bereavement support in schools
- Anti-bullying initiatives and support
- Mentoring
- Peer mentoring in schools
- Family support
- Specialist trauma resolution interventions
- Multi-disciplinary assessments

These services focus on healing and empowerment (with a desire to increase the focus on prevention) for children and families affected by the following:

- Abuse (neglect, physical, sexual, and/or emotional)
- Bullying
- Personality disorder and other mental health issues
- Attention Deficit Hyperactivity Disorder (ADHD), Oppositional Defiant Disorder (ODD), and other diagnosable disorders.
- Eating issues (such as bulimia, anorexia, ARFID)
- Bereavement and loss
- Separation / divorce
- Self-harm
- Depression
- Anxiety
- Suicide
- Emotional and behavioural difficulties leading to a risk of school exclusion.
- Autistic Spectrum Disorder (ASD) and other Neurodiversity conditions

Public benefit

The Trustees paid due regard to The Charity Commission's guidance on public benefit throughout the year. Providing educational, practical, and emotional support to vulnerable young people has a direct benefit both to the children and the wider public as it strengthens relationships, reduces crime, and creates responsible citizens capable of participating in their communities.

There are no unreasonable restrictions that would prevent children in Essex and beyond from benefitting from Kids Inspire's services, and the charity does not charge children or their parents/carers for services and support offered. The benefit provided to the public is consistent with the charitable aims of Kids Inspire.

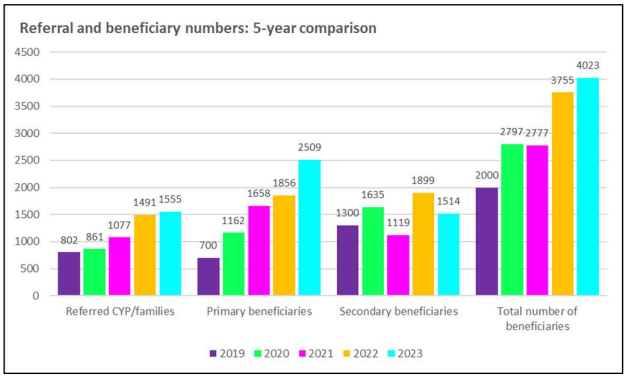
3. Achievements and Performance

We delivered over ***36,000*** hours of support services, including through our bespoke process of:

- Referral screening and assessment of children's needs to formulate treatment plans or signpost them.
- ***56*** qualified practitioners and ***78*** trained mentors offering 1:1 and group sessions and meetings.
- Ongoing admin support, maintaining communication with families, schools, and professionals.
- Quality assurance, including monitoring, safeguarding, case management and supervision.

Beneficiaries

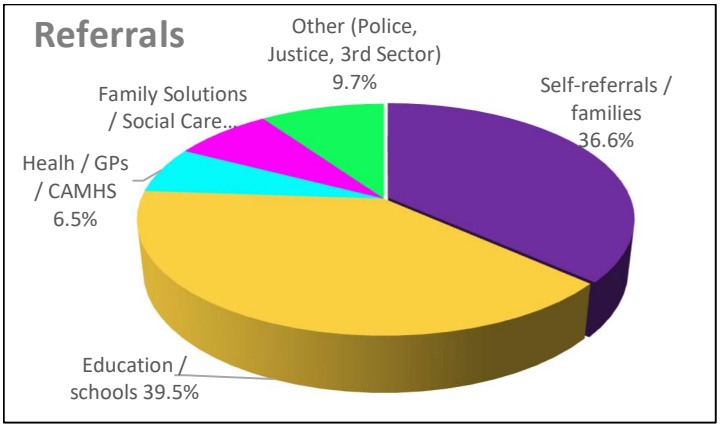
- Referrals – ***4.3%*** increase
- Total beneficiaries - 7.1% increase
- Primary beneficiaries – 35% increase
- Secondary beneficiaries – 20% decrease



Referrals

This year an almost equal number of referrals have come directly from families and schools:

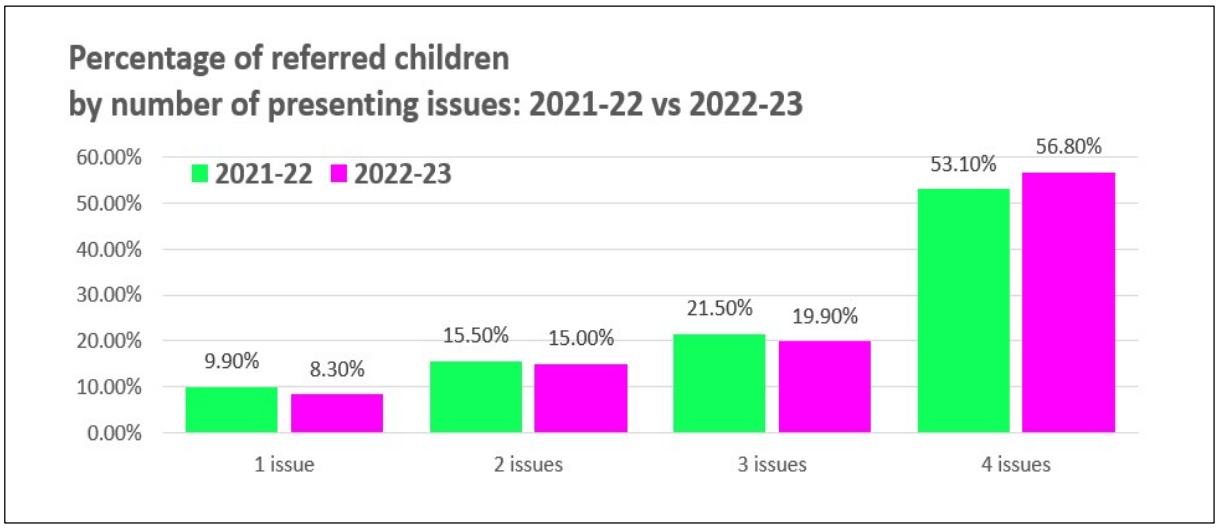
- Self- referrals/families: ***36.6%***
- Education/schools: ***39.5%***
- Health/GPs/CAMHS/: ***6.5%***
- Family Solutions / Social care: ***7.7%***
- Other (police, justice, third sector): ***9.7%***



Most of our referrals come from individuals themselves and schools, as a result of our outreach and community engagement activities and established trusted relationships with our service users. This year, referrals from schools increased from 33% in 2021-22, to 39.5%. This is likely to correlate with the full opening of schools following the pandemic lockdowns, and the rise in students' emotional and behavioural difficulties that schools are consequently seeking support for. Kids Inspire has strong and long-established working partnerships with local schools, which means young people can access help that supports their learning through improvements in their emotional wellbeing and mental health. Similarly, a regular flow of Local Authority and Social Care referrals is linked to our established contracts and partnerships within the sector.

We continue to build and maintain relationships in the community, resulting in families feeling confident to contact us and discuss their needs for support. Our website is kept up to date with information about projects and our referral process to increase the ease with which support can be accessed. When service user needs meet criteria for our funded projects, we process their shared information for a clinical decision on the best treatment plan we can offer. In some cases, the initial consultation will result in appropriate signposting to the relevant service (other organisations, social care, CAMHS etc).

Complexities in referred service users



56.8% of referred children have 4 or more presenting issues, a ***7%*** rise on last year. The number of presenting issues offers an indication of case complexity, which is supported by more sophisticated data on our database.

These presenting symptoms have an impact on children's ability to access and fully engage with education and learning. Most young people with these challenges struggle to attend school, finding it difficult to wake up in the morning, leave their house to go to school, or manage classroom activities and peer interactions once there. When we support families therapeutically, we provide children, young people and their parents/caregivers with tools to regulate the nervous system so that the child feels calm and safe to engage with the school environment.

Geography

This past year we have maintained an established presence across Essex while expanding in other areas. Our Community Engagement Team have undertaken invaluable work in reaching out and establishing connections in new areas where a level of need has been identified. Service needs have also been identified in neighbouring Suffolk, where plans are in motion to roll out a suite of support.

Table showing percentage breakdown of referred children by geographic area

Area	% Based on all Referred Children
Mid Essex	36.66%
North Essex	26.37%
South Essex	21.86%
West Essex	11.32%
Out of Essex	3.8%

Ongoing systems and processes – Service Delivery

Our work on streamlining services continues, with all qualified clinicians now using the Lamplight database, ensuring that accurate records are maintained and recorded in a timely fashion. Frameworks have been developed to support delivery and potential growth, providing consistency and ensuring quality control. This incorporates some of the work we have undertaken as part of our collaborative work with Impetus.

Historically, work has been undertaken through individual therapeutic support with intermittent group offerings. However, we are changing the way in which we deliver our clinical services as we are increasingly being commissioned to provide a greater proportion of group work. The emphasis on group work will enable us to positively impact a greater number of families, ensuring we are consistently meeting demand for our services. The number of parents we have been able to support by introducing dedicated parental groups alongside child support has increased, enabling us to improve psychoeducation and positive impact within the family system. Our courses have been well evaluated and, in one NVR group, two families stated that they did not feel they needed to continue with support for their children due to the positive impact of the parental learning on the group. We developed a new EPIC group, which is a monthly, one-day parenting course incorporating elements of Non-Violent Resistance, trauma training, and CREW (a project which focuses on group intervention, aiming to improve and build more positive relationships at home).

We have run 7 group sessions, including EPIC, NVR and CREW, which took place between 1st May 2022 and 30th April 2023. These were delivered with both online and face-to-face options, to offer flexibility and increase attendance. In total, 73 participants attended the courses.

We continue to look to the future, and are:

- Liaising with partner organisations and commissioning bodies.
- Increasing opportunities to use our expertise to reach a wider audience to improve the outcomes for children and their families.
- Strengthening our internal systems and protocols to enable growth and development.

Therapy Outcomes Star Analysis

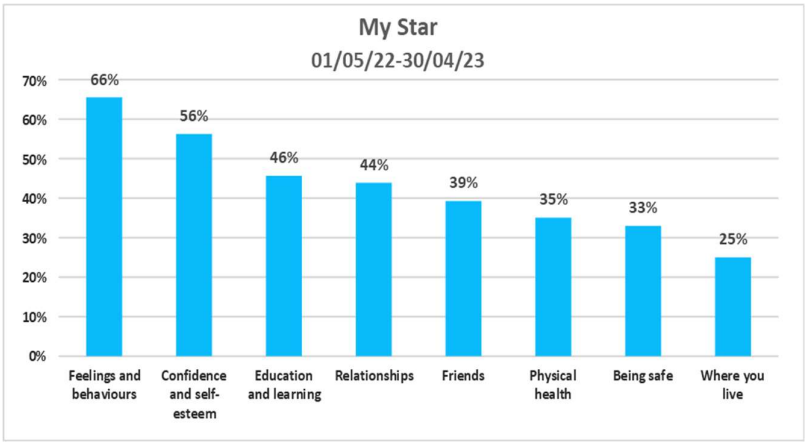
The Outcomes Star continues to be an effective tool to monitor and evaluate clinical outcomes. The graphs below show the percentage progress made in each outcome area for all clients within the reporting period. This data is based on comparing self-evaluated figures that are captured at the beginning and end of interventions, which the therapist supports the service user to complete.

The My Star shows data for children and young people, the Family Star for parents and carers. Both indicate that engagement with a therapeutic intervention, which in the main focuses on areas of emotional regulation, trauma processing and self-esteem, results in notable concomitant improvements across other areas of clients' lives.

My Star self-reported improvements

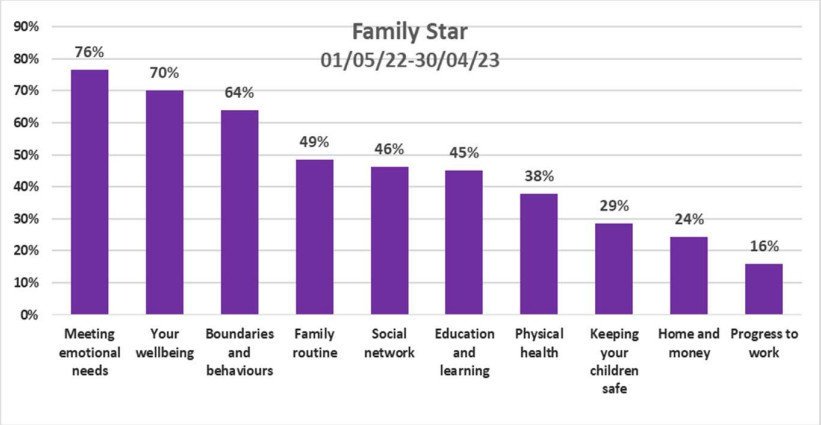
The My Star outcomes show that the interventions our young service users engage with have mainly impacted areas such as emotional regulation, self-esteem, school and family.

This reflects our understanding and common experience from working with children and young people, that a young person who is more self-aware and able to emotionally regulate is better able to engage meaningfully with their education, their family, and peers.



Family Star self-reported improvements

As with the My Star, the Family Star reflects that the interventions parents and carers engage with tend to most significantly impact their capacity to self-regulate and manage the needs and behaviours of their child or children through effective boundaries.



In conjunction with this, our experience with families tells us that parents and carers who feel able to self-regulate and hold meaningful and consistent boundaries create the relational conditions for their child/children to feel validated, safe, and able to communicate openly with trusted adults. As a result, there is a decreased chance that their child or children will engage in dangerous behaviours and experience a weaker sense of self and community.

This echoes a core value of Kids Inspire that, by keeping the child at the centre whilst supporting the whole family, we can ensure that the impact of our support is as long-lasting as possible.

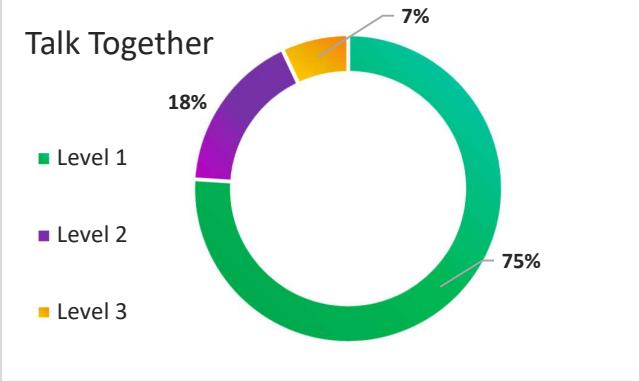
4. The Projects

We supported ***1555*** families and ***4023*** individuals directly and indirectly in 2022-2023.

We continue to support service users through our successful Talk Together project, which incorporates a number of funding streams, including the Family Innovation Fund, Violence and Vulnerability Unit, Reaching Communities, Help for Children, and the Tracy Mead bereavement support project, in addition to some other funding streams.

Talk Together

We saw ***56.7%*** of service users under our Talk Together programme, comprising: early intervention and groups (Level 1) ***75%,*** trauma (Level 2) ***18%,*** and complex trauma (Level 3) ***7%***.



Other projects

Collectively the majority of our additional activity is made up from:

- our Children and Young People (CYP) funded project saw ***24.5%*** of clients
- adoption Support Fund (ASF) and social care cases ***4.3%***
- school funded cases ***9.4%*** (this number accounts for all school projects, including Brentwood School Project (BSP)

An account from our Community Engagement Officer

The Voice (link to further information on The Voice) is facilitated by the Community Engagement Team and has been running since 2018.

Our forum continues to be an important step-down service for our service users who have previously attended therapy and/or our mentoring first. Our Voicers have often experienced negative peer friendships and/or social isolation and attending The Voice is an opportunity to build confidence, create positive experiences and engage in positive friendships with their peers. The young people know they are in a safe environment, where they can freely speak to their peers and discuss topics that are important to them. They are happy to voice different opinions to one another and healthily challenge each other if they disagree.

Key statistics for The Voice:

- The Voice meets fortnightly in Chelmsford (in term time).
- 24 sessions held in the last year.
- Age range currently 14 – 21 years.
- We currently have 7 females and 5 males in our Voice membership;
- Of these, 6-8 members are consistently attending each session.
- We have 2 Voice Ambassadors, both neurodivergent, who support us with events and social media content (telling their stories).
- 2 have left us in the last year as they have built up their confidence and social networks.

Highlights of achievements from Voice members:

- One of our Voicers, aged 13 at the time, completed a live interview with Chelmsford Community Radio in October 2022 to discuss his journey with Kids Inspire and his mental health.
- One of our Ambassadors, supported Kids Inspire during Anxiety Awareness month with a social media post talking about his journey and how Kids Inspire mentoring has helped him to manage his anxiety.
- 4 of our members have felt safe to openly disclose to their peers that they are neurodivergent, showing a big shift in feeling empowered to disclose this.
- Our 2 Ambassadors have supported us at a few events (including lunch clubs), by speaking to members of the public about Kids Inspire and how Kids Inspire and The Voice has helped them.

Image of one of our Voicers (left), feeling empowered to helm a sailing boat on a recently donated sailing experience day.

Image of one of our Ambassadors (right, middle) supporting our drop in event with some of our other amazing volunteers!

When we asked some of our members how attending The Voice has supported them, they responded as follows:

- "Sociable"
- "Saved my Social Life"
- "Helped me gain confidence"
- "Warm and energetic"
- "Connectivity"
- "Comfort"
- "Inspiring"

This shows us how much the Voice is positively impacting on their lives and continues to be an important step-down service for Kids Inspire.

Parents' feedback:

- **"**I have really noticed how much confidence my son has grown since he joined The Voice a few years ago. He has achieved so much, and I am so proud of him."
- **"**My daughter is enjoying the Voice and is slowly coming more out of her shell."
- "My son enjoys attending the Voice and it has really helped him become more confident and make new friends."

Volunteering

We continue to be supported by an ever-growing team of wonderful volunteers, without whom we would not be able to reach the number of people we do or have as much impact. Here are the many ways they have supported Kids Inspire this past year:

Volunteer numbers and hours

- Mentoring: 78 individuals / 2809 hours
- Lunch Club: 21 individuals/ 84 hours
- Christmas Appeal: 107 individuals / 483 hours
- Market stall / vintage selling / Pre Loved: 22 individuals/ 1635 hours
- Fundraising events: 9 individuals / 70 hours
- Head Office support (admin, finance, fundraising, gardening, driving): 6 individuals / 535 hours
- Board of Trustees: 9 individuals/288 hours
- Community Engagement: 3 individuals / 39 Hours
- Sailing day: 5 individuals / 47.5 hours
- Chelmsford Singers Concert: 3 individuals / 10.5 hours
- Jubilee event: 4 individuals / 20 hours
- Total of ***302*** volunteers and ***6305*** volunteering hours

Training

2022-2023 continued to see the delivery of external training to professionals, key workers and parents. Our bespoke training sessions and consultations are informed by child development theories, neuroscience, nervous system resilience and trauma resolution. Over 11 dates, we trained a total of ***569*** **participants** (amounting to 2090 delegates over the past 5 years).

Understanding and Supporting Children and Young People Impacted by Trauma

- 467 participants attended this training across 6 dates.
- 99% of participants that attended this training would recommend the training to others.
- How much did this training help you to understand the subject of trauma? Average score: **8.4/10**
- How much did this training help you to understand the reasons for the behaviour of children impacted by trauma? Average score: **8.4/10**
- How much did this training increase your confidence to support a child who may have experienced trauma? Average score: **8.1/10**

Case Studies & Consultation Through the Lens of Trauma

- 23 participants attended this training across 3 dates.
- 100% of participants that attended this training would recommend the training to others.
- How much did this training help you to understand the subject of trauma? Average score: **8.3/10**
- How much did this training help you to understand the reasons for the behaviour of children impacted by trauma? Average score: **8.3/10**
- How much did this training increase your confidence to support a child who may have experienced trauma? Average score: 7.9**/10**

Help the Helper

- 79 participants attended this training over two dates.
- 100% of participants that attended this training would recommend the training to others.
- How much did this training help you to understand the subject of trauma? Average score: **8.1/10**
- How much did this training help you to understand the reasons for the behaviour of children impacted by trauma? Average score: 7.9**/10**
- How much did this training increase your confidence to support a child who may have experienced trauma? Average score: **8/10**

Participants' feedback

- Trainer was excellent, very knowledgeable and provided answers to all the questions with ease.
- I feel more confident in being able to self-regulate and therefore support others to do the same.
- It was pitched at just the right level to provide understanding and also enthusiasm to discover more detail. I found the references very helpful plus the visuals were clear and simple. Delivered in an inclusive and supportive way.
- The ability to look beyond a young person's 'behaviour' and to look at the reasons why.
- This course has given me an excellent understanding of how best to support children that have experienced trauma using knowledge of the brain, body, and sensorimotor systems.
- I found the terminology and language used particularly helpful as it was straight forward and clear. I also found the analogy video on the land of ice and the land of fire very useful in understanding what support may be needed during hyper or hypo activity and how any disruption narrows the river.

Mentoring

We currently have 76 adult mentors and 8 peer mentors, who have been supporting over 70 young people. These are young people who may have finished therapy, or whose siblings are having therapy and they also need support, or when support from outside the home or school environment is needed.

This year our robust mentor recruitment and training processes included:

- Adult mentor training in February 2023 (2 full days): 24 new individuals trained.
- Peer mentor training in February 2023: 8 new peer mentors trained.
- Mentor safeguarding training updated – July 2023

We have also designed and introduced a new mentoring consent form for all participants of the programme, with parental consent to sign before any mentoring begins.

These three words are from a Kids Inspire mentor reflecting on a recent mentoring relationship:

A Mentor's Account

The mentor was unsure of the impact their relationship had on a young person. The power of reflection unfolded when they took a step back and looked at it from a new perspective. It's incredibly important for our mentors to have supervision meetings where they are encouraged to do this.

It's natural for our volunteer mentors to wonder if their efforts make a difference, yet the magic lies in the simple act of showing up for a young person every week.

The impact? By the end of the relationship with this mentor, the mentee had grown in confidence - not just at home but also within school. The mentor questioned how this was possible when they had not necessarily spoken a lot during their meetings. But actions speak louder than words. The mentor consistently showing up and being there says enough to a young person, and that can create a strong foundation for change.

Improving Equality, Diversity and Inclusion

Diversity: understanding our context

While Essex is an ethnically diverse county, the population of Chelmsford, where Kids Inspire is based, is 88.5% white (white British and white other). This homogeneity reflects the county-wide 85.1% for the same group. Both are a higher proportion than England and Wales as a whole, at 81.7%. Collectively, all other ethnic groups account for 11.5% of the population of Chelmsford, lower than the county-wide 14.9%, and nationwide 18.3% (2021 Census data).

This year, our Community Engagement Team have made inroads and links within the areas of Thurrock and Grays. These areas are identified as having high need and low access to support. We know that there is a large and growing gap between the most and least deprived districts in Essex and that, in Thurrock as a whole, 54.4% of households have up to 4 dimensions of deprivation; the national average is 51.7% (Changes in the Index of Multiple Deprivation for Essex: IMD 2019).

The Community Engagement Team, which has expanded in the last year, is proactive in facilitating opportunities for conversation within the community. Their feedback is instrumental in helping us to know and understand the social context of the communities we aim to support, and we incorporate this new knowledge into our services. With the need for our services ever increasing, it is an ongoing challenge for Kids Inspire to respond to, and connect with, hard-to-reach communities and ensure our services are reaching and accessible to those most in need.

The EDI forum, set up in 2022 by Kids Inspire for professionals within Essex-based non-profit and charitable organisations, continues to meet quarterly. This provides a space to talk about equality, diversity, and inclusion, and is an opportunity to learn, share and support one another.

After a positive response from staff about in-house EDI training, further training was arranged with Neil Young from the Sunflower Network in March 2023 around issues relating to sexual and gender identity. This was open to and attended by staff from teams across the organisation, reflecting a whole organisation desire to develop understanding and knowledge in this area.

Table showing percentage breakdown of referred children by ethnicity

Ethnicity	% Based on all Referred Children	2021/22 Impact Year
White British / White other	42.2%	65%
All other ethnic background	57.6%	36.6%
Prefer not to say	0.2%	1.4%

Table showing percentage breakdown of referred children by gender

Gender	% Based on all Referred Children	2021/22 Impact Year
Female	54.3%	54%
Male	45.4%	44.3%
Not stated	0.3%	1.5%

Disability

35% of referred CYP reported disability, additional needs and/or neurodiversity, including: Autistic Spectrum, ADHD/ADD/ODD/SPD/OCD, Tourette's, tics, SEN, dyslexia/dyspraxia/dyscalculia, speech and language difficulties, visual impairment, hearing impairment, somatic syndromes, medical conditions.

Of these CYP reporting additional needs, ***93%*** have identified neurodiversity. This increase may be understood in the context of more robust and nuanced data collection of our CRM system.

Referrals siting a disability, additional needs and/or neurodiversity have increased by ***34.6%*** in the last year. In recognition of this, and of the need for valuable specialist knowledge, a role for a therapist with a neurodiversity specialism was created. A parenting support group with a neurodiversity focus is also being set up as part of our suite of parenting groups.

Inspire Wellbeing Services (IWS)

Inspire Wellbeing Services' (IWS) commercial development has been re-established following the pandemic, and it has been a more positive year for the social enterprise. It now runs efficiently alongside Kids Inspire, with systems and processes embedded, ensuring smooth operation, without additional cost to the charity or impact on clinical administrative time. During 2022-23, IWS made a small profit, which will be transferred to Kids Inspire in 2023-24. Trustees will continue to keep IWS under review to ensure that it is beneficial to the charity.

5. Clinical Team

Collaborative working

Over the last year the Clinical Allocations team have collaborated with the Clinical Admin team on streamlining the allocation process. This has had the dual purpose of creating more efficiency and providing an opportunity for further multi-disciplinary joined-up working.

Working with clients

The majority of the clinical team have been involved with both designing and delivering bespoke support to clients in the form of informative and interactive group work. The groups have been designed specifically to help parents become more confident in managing their children's behaviours and enhancing emotional connection.

Group interventions have also been delivered to our adolescent clients. Alongside our regular long-running groups, such as 'The Voice', a 'Balance Me' group has also been delivered. With the support and guidance of a small team of practitioners consisting of an experienced therapist, student counsellor and yoga instructor, the young people were guided through a course of interactive exercises and tasks, aimed at enhancing their emotional awareness.

6. Staff Wellbeing

Staff wellbeing

Staff wellbeing has been high on the Kids Inspire agenda over the last year. The whole staff team have had the opportunity to take part in a Gong Bath, facilitated by one of the Kids Inspire Play and Music Therapists. The event consisted of four, one-hour classes and was aimed at enhancing emotional wellbeing through the Altered State of Consciousness. These events reflect Kids Inspire's commitment to supporting the staff team with their own mental and emotional health.

Regular shared lunches are held throughout the year to support the staff team in building connections across departments and encouraging them in taking a break from their working day.

In September 2022 there was a Kids Inspire 15th birthday celebration where a mix of supporters, Trustees, friends of the charity, volunteers and staff came together.

Continual Professional Development

Continual Professional Development continues to be a priority for the clinical team. The weekly clinical team meeting is a regular opportunity for staff to share the successes and challenges they have encountered in their work and to seek learning and support from colleagues. The breadth of qualification represented within the clinical staff team provides a unique richness of experience and insight that is openly shared and drawn upon. Topics covered this year have included self-harm, suicide, gender identity, dance and movement therapy, bereavement, and the power of language.

Additionally, staff are encouraged to seek professional development opportunities outside the organisation, and they may be supported with paid study leave to do so. The new learning is shared within the wider team, enhancing colleagues' professional development and a collaborative way of working. As a result, individuals' professional resources are broadened, which contributes positively to what the organisation can offer its beneficiaries.

7. Therapy Case Study

M's story

'M' (aged 11) experienced living in a chaotic, volatile, and unpredictable home environment, where there was a threat of physical violence, and the presence and use of alcohol and drugs. 'M's relationship with her father had broken down, and her mother's partner was an unsafe presence in her life. Concerns were raised relating to self-harm and suicidal thoughts, with 'M' speaking about killing herself and using alcohol. She was described as having low self-confidence, low self-worth and being socially isolated in school. There was also concern that 'M's experiences may increase her vulnerability to influences from external peer groups, to grooming and accessing content online via social media forums that would exploit her vulnerabilities. Furthermore, 'M's' forthcoming transition to secondary school signalled a period of potential increased vulnerability and social isolation.

20 sessions of 1:1 weekly creative therapy were provided, with sessions taking place in school.
'M' was initially anxious and reluctant about beginning therapy again, as she had previously experienced therapy as distressing. It took some time for 'M' to build and trust the relationship with the therapist. Through the work, she was increasingly able to express her identity, find her voice and be seen and validated.

'M' became taller in posture, her levels of self-care improved as did her confidence and sense of identity. 'M' also developed her own voice. She was able to build a more robust social network in school and transition confidently into secondary school. This may also serve to mitigate the potential of her seeking validation in spaces that are harder for her mother or school to monitor.

Significantly, 'M' was able to engage meaningfully with therapeutic support and could say that, if she needed therapy in later life, she was comfortable and confident to attend again. As well as signalling a degree of healing in her experience of therapy, this positive experience may enable her to find support in healthy ways when future emotional challenges arise.

Feedback from ‘M’ and her mother:

- ‘M’ said: I will always be grateful for what you have done to help me. Thank you.
- ‘M’s mother said: Thank you for all you have done for ‘M’. I really appreciate your hard work. ‘M’ has come a long way working with you and I can’t thank you enough for your support and time.

8. Premises

The charity continues to occupy the spacious site of Hargrave House in Chelmsford, which is ideally located to provide valuable therapeutic sessions to service users from all over Essex. Other satellite bases across the county as well as in Southend, Thurrock and Suffolk are utilised on a needs basis as the reach of our service continues to grow.

9. Staffing Structure

Staffing structure is a key element of our strategic planning. As part of Kids Inspire’s growth strategy, it has been necessary to redefine the roles and responsibilities of the senior team, which in turn identified a gap for a Head of Marketing and Communications, a role we have now successfully appointed to. The middle management structure takes into account the strategic priorities for the organisation and reflects a comprehensive analysis undertaken on pressure points across the organisation. The whole team structure is shown in Appendix A.

10. Improving Environmental Impact

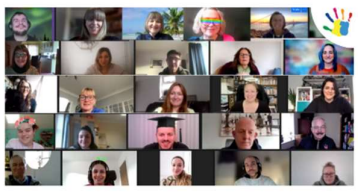
We are aware that eco-anxiety is increasing and impacting the lives of our service users, as well as being an area of concern for our staff. Eco-anxiety (short for ecological anxiety and also known as eco-distress or climate-anxiety) has been defined as "a chronic fear of environmental doom". We have formed an Environmental Committee to examine the charity’s impact on the environment and consider how this can be improved.

The committee consists of members of staff and volunteers, one of whom is an Environmental Consultant. Bi-monthly meetings have drawn up an agenda for change and are helping to drive actions. We updated our Environmental Policy. We have begun to measure the organisation’s carbon footprint and will formulate an action plan to reduce this. We have introduced a number of sustainability initiatives, and these have been shared with staff. We aim to offer all staff education in this area.

11. Marketing & Communications

2022/23 was a time of growth for the marketing and communications team. Two new members joined the team, firstly our new Digital Marketing Assistant in February, and then in May, coming into a newly created role, our Head of Marketing and Communications.

This recruitment demonstrates our commitment to build on the existing excellent skills and expertise in the team, and to make sure we have strong, creative, and experienced marketing and communications support available as the organisation grows.



Focus for marketing and communications

As we look to the future, the focus for the marketing and communications team is to support the charity's growth plans. This is alongside their core work supporting the clinical, fundraising and operations team. Work has already begun this year on growing our audiences online: as an example, our LinkedIn presence has grown 41% in the past year. We have had over 7500 reactions to 251 posts on Facebook, and on Instagram recently a reel featuring one of our clinicians had over 13,000 views in just six hours.

Yet the focus is not just on reaching more people across our platforms, it is also on engaging meaningfully with them. By talking to them either in comments, direct messages and as part of training, or in person at charity or third-party events and conferences, we are building relationships with our audiences. This is creating a larger, loyal community that supports our cause.

To achieve these objectives, the team has begun a multi-faceted approach, combining targeted content creation, interactive campaigns, and strategic partnerships.

Achievements

An example of a strategic partnership to position Kids Inspire among key decision makers and increase our participation in policy making, the team successfully applied for us to become members of the Children and Young People's Mental Health Coalition. Belonging to this coalition means our voice can be heard, as part of the wider conversation across the country, on the vital importance of children's mental health and how trauma therapies can help.

Core work this year has included:

- Launch of the new trauma recovery service to help Ukrainian guests in Essex
- Promotion of the renewed three-year funding for the Family Innovation Fund (FIF) grant, to reach even more young people and their families
- Support for key activities throughout the year, including the Christmas Appeal, community engagement events, volunteering and mentoring work, campaigns on major awareness days and weeks, and features on our clinicians' work.

Future plans

To support our growth plans the team will lead on the rollout and implementation of a new CRM system. This will allow us to manage our donor journeys from their very first interaction with us and help us with relationship building. It will also join up some key financial and operational actions in a more streamlined way, helping us to be fit and ready for the future as we grow.

With a new team in place, there will also be a new marketing and communications strategy, supported by a digital strategy. These strategies, with associated plans for implementation, will mean our marketing and communications channels and content are even closer linked to core aims and ambitions.

12. Fundraising

The Fundraising Team continues to raise targeted levels of funding, achieving above 2022/23 budget. They have built a strong pipeline that has raised increased amounts of unrestricted funding through Community and Corporate funding streams.

A new Funding Programme Manager has joined the team and maximised all potential opportunities to raise funds through new and existing funders.

Main funding streams for 2022/23 included: National Lottery, Children in Need, Essex Community Foundation, Help for Children, VVU Essex, Tuixen and Henry Smith. The team was also successful with an application to Impetus and started working collaboratively in 2022.

The continuation of strong results achieved by the Fundraising Team are also due to the ongoing generosity of our many donors in our community - individuals, businesses, Rotary clubs, schools and other organisations who raise money every year to help us fund our non-contracted activities.

The Events Team organised a varied calendar of social and challenge events over the year that raised a significant amount of unrestricted funds, including – the London to Paris Cycle Challenge, Golf Day, Christmas Shopping Event and Jubilee Lunch Celebration. They also successfully hosted our first social event in Southend.

We are so grateful to our ambassadors, volunteers and supporters who participate in our events, helping to elevate our profile with our charity partners and within our community and in their support with fundraising initiatives.

13. Financial Review

Review of financial position

In 2022-23, the charity's income continued to grow despite the extremely difficult operating conditions caused by the sluggish economic climate and the continuous hike in costs of living. Income increased by £128,578 from £1,793,336 to £1,921,914 – 7.2% growth. Expenditure increased by 21.1% to £1,975,412 with the average staff numbers increasing by 12.2% by the end of the year to meet increasing demand and as a result of the ongoing cost of living crisis. Staff and other costs continue to be closely monitored and managed. The charity's net income shifted from a surplus of £161,647 in the previous year to a deficit of £53,498 in the current year.

In 2022-23 68.7% of all income (£1,321,079) was restricted (80.3% in 2021-22) to support specific contracts or activities.

The charity continues its success in bidding for large, long-term contracts with various funding bodies and local authorities. The charity's unrestricted funding increased in 2022-23 by 70.4% to £600,835, which supports the charity's increasing operating expenditures as a result of inflation. The economy continues its recovery from the pandemic and, since 2021, our fundraising events have been gradually returning to the pre-pandemic level. However, the continuous hike in costs of living had a significant adverse impact to the charity's operation, which will remain as a major challenge in the coming financial year. The charity will strive to overcome such challenges by using internal financial resources and the implementation of its effective fundraising strategy to continue providing support to our beneficiaries and their families.

Cash balances remain strong - £1,274,464 at 30th April 2023, decreasing slightly from £1,306,267 at 30th April 2022. £400,000 of the cash reserves are ringfenced for the deposit on the possible acquisition of new premises.

Permanent staffing levels within Kids Inspire will continue to be monitored and may grow at a modest rate in line with growth in the provision of services and the organisation's strategy. Any resulting impact on costs should be offset by higher income.

Gifts & services in kind

Kids Inspire benefits from the services of many volunteers, who donate their time as individuals or participate via corporate partners in organised activities such as Lunch Club. This remained strong, despite the sluggish economic climate and the continuous increases in costs of living. Our dedicated group of individual volunteers donate their time as mentors, and many also support our own events and fundraising activities.

During the financial year, especially during the Christmas and Easter periods, Kids Inspire received hundreds of donations of presents from corporate supporters, individuals, team members and other organisations. These are distributed to children whose family situation means they are unlikely to receive any presents at Christmas and Easter.

Reserves policy

The charity aims to maintain free reserves (being unrestricted funds excluding fixed assets and designated funds) equivalent to 6 months of annual expenditure. Free reserves at 30th April 2023 totalled £640,151 compared to £516,511 at 30th April 2022. In addition, designated funds of £400,000 at 30th April 2023 are ringfenced as a deposit on the acquisition of new premises as previously noted.

The upswing in annual expenditure, due to inflation and the growth in the charity's activities, has increased the reserves policy requirement from £815,845 at 30 April 2022 to £987,706 at 30th April 2023. The need to ringfence money for the acquisition of and move to new premises means free reserves are likely to remain below target in the short term.

Investment policy

The Trustees have considered that the most appropriate policy at present is to maintain all surplus funds in the form of bank deposits. Although the return is nominal, the risk is low and liquidity is maintained. This policy is kept under review, having regard to the level of funds available. Funds are deposited across a range of banks to take maximum advantage of the FCA deposit guarantee scheme.

14. Risk Review

The major risks have been reviewed and systems and procedures have been established to manage those risks. A summary is provided below:

Regulatory and compliance

The work undertaken by Kids Inspire is subject to regulation by a number of mandatory professional bodies. Compliance spans each of our working teams and, as such, robust policies are in place to mitigate any risks associated with this. Risk Assessments are undertaken for all activities outside of our normal working practice.

Operational

IT infrastructure is in place but requires investment in order to upgrade and match the growth of our service delivery.

Loss of key staff has been identified as a key risk to the charity, never more so than at this current time. Seeking the views of all stakeholders has been prioritised to ensure we are able to respond and address factors that may impact this.

Financial

Budgeting is always key to mitigating financial risk. A robust fundraising strategy with clear goals has been put in place and progress is monitored quarterly by senior leaders and Trustees. Financial forecasting informs strategic planning.

External

The current turbulence in the economic and political landscape is noted as the biggest external risk to the charity. Whilst there is little that can be done from the charity's perspective to mitigate against this, it is essential that this is a consideration in all elements of decision making – particularly around budget setting.

Governance

The Board of Trustees continue to assess the governance of the charity against the Charity Governance Code. Following each Board meeting, the clerk updates the self-assessment to ensure this remains a working document to drive improvement.

15. Plans for the Future

Kids Inspire has identified the following priorities:

	2023-2024	2024-2025	2025-2026
Income generation	Diversify income streams to 55% fundraising, 45% services Establish programme to attract major donors Develop a clearer cause campaign and voice outside of Essex	Diversify income streams to 60% fundraising, 40% services	Diversify income streams to 70% fundraising, 30% services.
Reach	Align beneficiaries to revised target population. At least 40% to come from low-income families.	Align beneficiaries to revised target population to at least 50%.	Align beneficiaries to revised target population to at least 75%.
Model change	Implement matrix for new referrals across all projects and apply to unrestricted funding streams. Pilot the scalable model for replication in Suffolk.	Scale the pilot model in Suffolk.	Pilot in a new region (not geographically close).
Impact	Pilot data collection that will enable evaluation of long-term outcomes. Agree the Environmental sustainability plan. Increase the number of beneficiaries from marginalised groups.	Implement evaluation processes for long-term outcomes across all projects. Review impact of environmental sustainability pledge	Review learning from long-term evaluation data.

16. Constitution and Governance

The company is registered as a charitable company limited by guarantee. Kids Inspire began operating in September 2007 and was constituted as a charitable company limited by guarantee on 24th September 2007 under a Memorandum of Association and is governed by its Articles of Association. The liability of the members in the event of the company being wound up is limited to £10.

The company was registered as a charity on 24th May 2009 and acts entirely as a non-profit-making organisation.

Method of appointment or election of Trustees

The management of the company is the responsibility of the Trustees, who are elected and co-opted under the terms of the Articles of Association.

Trustee recruitment and appointment is subject to the same stringent process followed to recruit new employees. Applicants for the position of Trustee are asked to formally apply, they are invited to attend a full meeting of the board, at which they are asked to present.

They must demonstrate a good understanding of the charitable purpose and objectives of Kids Inspire, the rationale behind their decision to apply and the skills and attributes they would bring to the board and the organisation.

Their appointment must be proposed and seconded and all voting members consulted. Once elected a minimum of 2 references must be obtained and a full enhanced DBS check is completed.

Organisational structure and decision making

The Trustees of the charity are also Directors for the purposes of company law. The Board of Trustees consists of not less than four members. As at 30th April 2023, the Board of Trustees has nine members from a variety of professional backgrounds relevant to the work of the charity and meets approximately ten times a year. The current Trustees represent the following areas of knowledge and experience (although all of them work with Kids Inspire on a non-executive basis):

Trustee	**Specialism**
Simon Carpenter (Chair)	Education and Governance
Andrew Sleet	Business Coaching
Mark Birchall (Treasurer)	Finance
Roseanne Serrelli	Law and Contracts
Yvonne Spence	Education
Louise Loon	HR
David Travis (Vice-Chair)	Communications
Dr Caroline Dollery	Physical and Mental Health
Matthew Carpenter	Equality, Diversity, and Inclusion

An annual skills audit is carried out to ensure that the Board of Trustees maintains a broad mix of experience and skills relevant to the work of Kids Inspire.

Day-to-day management is delegated to the Chief Executive Officer, Sue Bell OBE, who founded the charity. The charity's Performance Related Pay policy provides the benchmarks and parameters that set pay and remuneration for all key management personnel. In relation to the Chief Executive Officer, all decisions are made by the Board of Trustees and processed by the Treasurer.

Trustee induction and training

During the recruitment process for Trustees, explicit mention is made of the necessity to comply with the values of the Charity and the Nolan Principles, and Trustees are required to sign a confidentiality agreement regarding all relevant information received during the recruitment process.

Once appointed, new Trustees are invited to familiarise themselves with the charity and the context within which it operates.

As part of their induction, Trustees receive a framework and a set of information which includes:

- the legal responsibilities of charity Trustees (The Essential Trustee)
- the Articles of Association
- the charity's objects and values
- Access to Board papers and previous minutes
- Access to management accounts
- the previous year's Annual Report
- the Business Plan
- access to relevant policies and procedures
- the Governance Framework
- Trustees' Disclosure of Interests
- the Policy on Gifts & Hospitality
- Code of Conduct
- Kids Inspire's Risk Register
- the Diversity and Equality Policy

At the start of the first Board meeting they attend, all new Trustees are asked to confirm that they have received, can access, have read and understood these documents.

All new Trustees, attend briefing sessions, jointly led by the Chair of the Board of Trustees and the Chief Executive.

All Trustees are provided with a role profile and the code of conduct which sets out their duties and responsibilities, they are asked to sign and return confirming that they have received, read and understood these.

When appointed, Trustees also receive formal information emphasising key aspects of the role and what it means to become a Trustee. This includes a commitment to upholding the values and objectives of the organisation, not acting on their own on behalf of Kids Inspire, nor acting without having proper authority from the Board.

Each Director/Trustee of Kids Inspire confirms their agreement to abide by the individual commitments set out in the Code of Conduct. Any Trustees whose tenure pre- dates this arrangement have made a similar formal commitment.

All Trustees are required to have a full enhanced DBS and must take part in mandatory training. Updates regarding safeguarding are shared with all Trustees.

17. Statement of the Trustees' Responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- 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; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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. In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

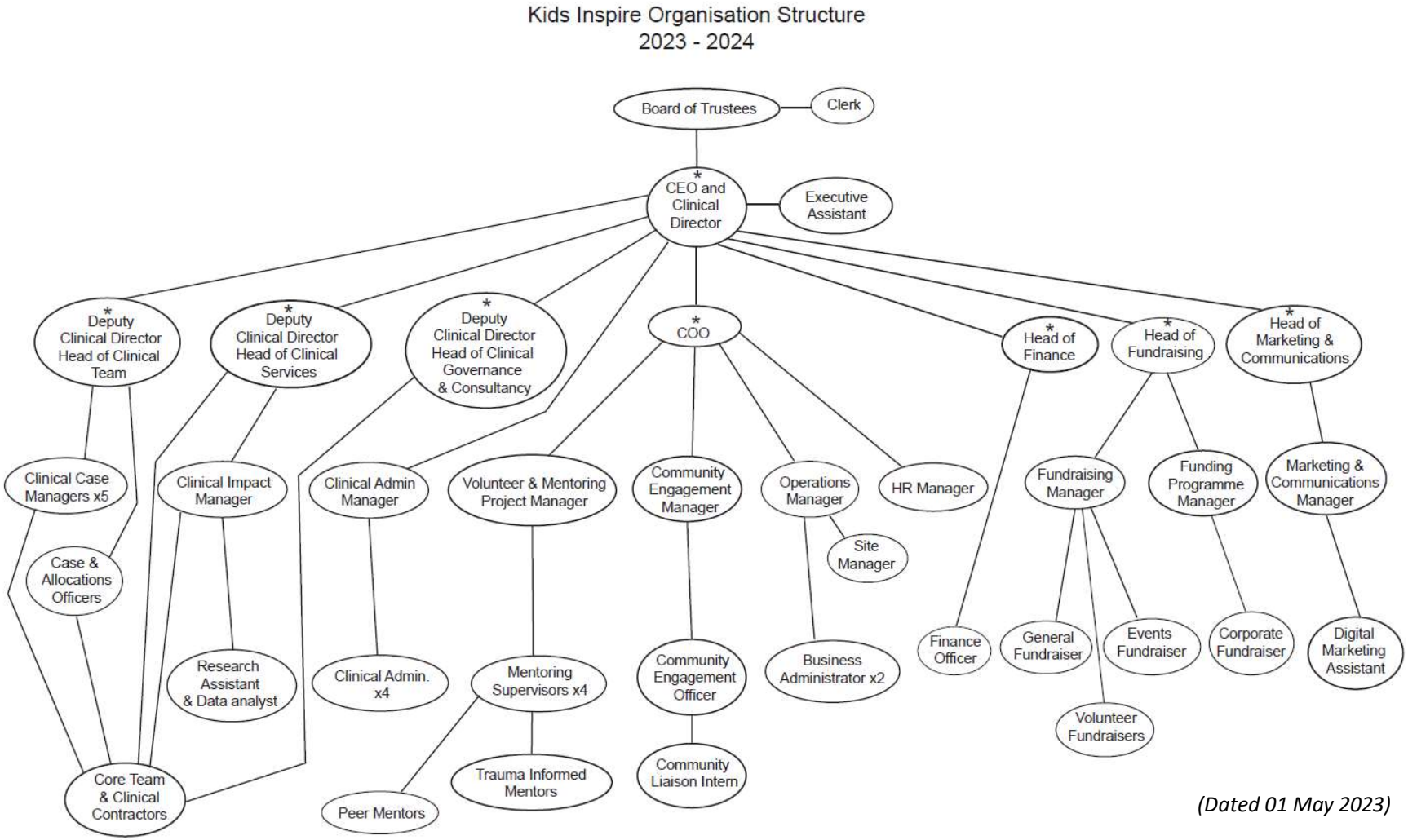
This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

This report was approved by the Trustees on .....28 November 2023..... and signed on their behalf by:

Simon Carpenter

.....
Simon Carpenter
Trustee (Chair)

18. Appendix A: Staffing Structure



(Dated 01 May 2023)

Independent Auditor's Report to the Members and Trustees of Kids Inspire

Opinion

We have audited the financial statements of Kids Inspire (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 April 2023, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 30 April 2023 and of the group's 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 and Charities Act 2011.

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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 Report of the Trustees, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Report of the Trustees. 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 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.

Opinion on other matter 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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of the Trustees' Responsibilities (set out on page 21) 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 an auditor’s report 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;
• The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
• We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations for the company, including the Companies Act 2006, Charities Act 2011, tax and employment legislation.
• We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;
• Making enquiries of management as to their knowledge of actual, suspected and alleged fraud.
• Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;
• Performed analytical procedures to identify any unusual or unexpected relationships.
• Tested journal entries to identify unusual transactions.
• Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
• Agreeing financial statement disclosures to underlying supporting documentation.
• Reading the minutes of meetings of those charged with governance.
• Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the group's or the parent charitable company's financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' 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 group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent Auditor's Report to the Members and Trustees of Kids Inspire

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 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's 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 and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Raymond Crace

.....

Raymond Crace FCA (Senior Statutory Auditor)
For and on behalf of Edmund Carr LLP, Statutory Auditor

146 New London Road
Chelmsford
Essex
CM2 0AW

Date: 4 December 2023

Kids Inspire

Consolidated Statement of Financial Activities for the Year Ended 30 April 2023 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	3	385,316	487,666	872,982	726,097
Charitable activities	4	2,333	830,513	832,846	916,385
Other trading activities	5	190,890	2,900	193,790	137,149
Investment income	6	22,296	-	22,296	3,913
Other income		-	-	-	9,792
Total income		600,835	1,321,079	1,921,914	1,793,336
Expenditure on:					
Raising funds	7	(220,833)	(39,866)	(260,699)	(214,812)
Charitable activities	8	(240,540)	(1,474,173)	(1,714,713)	(1,416,877)
Total expenditure		(461,373)	(1,514,039)	(1,975,412)	(1,631,689)
Net income/(expenditure)		139,462	(192,960)	(53,498)	161,647
Net movement in funds		139,462	(192,960)	(53,498)	161,647
Reconciliation of funds					
Total funds brought forward		928,265	205,400	1,133,665	972,018
Total funds carried forward	20	1,067,727	12,440	1,080,167	1,133,665

All of the group's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 20.

Kids Inspire

(Registration number: 06380082)
Consolidated Balance Sheet as at 30 April 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	27,576	11,754
Current assets			
Debtors	16	193,316	205,576
Cash at bank and in hand	17	1,274,464	1,306,267
		1,467,780	1,511,843
Creditors: Amounts falling due within one year	18	(415,189)	(389,932)
Net current assets		1,052,591	1,121,911
Net assets		1,080,167	1,133,665
Funds of the group:			
Restricted income funds			
Restricted funds	20	12,440	205,400
Unrestricted income funds			
General funds		667,727	528,265
Designated funds		400,000	400,000
Total unrestricted funds		1,067,727	928,265
Total funds	20	1,080,167	1,133,665

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 33 to 57 were approved by the trustees, and authorised for issue on ..28 Nov 2023. and signed on their behalf by:

Simon Carpenter
.....

S J Carpenter
Trustee

Kids Inspire

(Registration number: 06380082)
Balance Sheet as at 30 April 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	27,576	11,754
Investments	15	1	1
		27,577	11,755
Current assets			
Debtors	16	213,590	225,407
Cash at bank and in hand	17	1,249,037	1,284,331
		1,462,627	1,509,738
Creditors: Amounts falling due within one year	18	(413,191)	(388,132)
Net current assets		1,049,436	1,121,606
Net assets		1,077,013	1,133,361
Funds of the charitable company:			
Restricted income funds			
Restricted funds	20	12,440	205,400
Unrestricted income funds			
General funds		664,573	527,961
Designated funds		400,000	400,000
Total unrestricted funds		1,064,573	927,961
Total funds	20	1,077,013	1,133,361

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 33 to 57 were approved by the trustees, and authorised for issue on ..28 Nov 2023. and signed on their behalf by:

Simon Carpenter
.....
S J Carpenter
Trustee

Kids Inspire

Consolidated Statement of Cash Flows for the Year Ended 30 April 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net movement in funds for the reporting year		(53,498)	161,647
Adjustments for:			
Depreciation	14	9,909	6,685
Investment income	6	(22,296)	(3,913)
Decrease in debtors	16	12,260	92,060
(Decrease)/increase in creditors	18	(21,113)	11,302
Increase/(decrease) in deferred income		46,370	(65,990)
Net cash flows from operating activities		(28,368)	201,791
Cash flows from investing activities			
Interest receivable and similar income	6	22,296	3,913
Purchase of tangible fixed assets	14	(25,731)	-
Net cash flows from investing activities		(3,435)	3,913
Net (decrease)/increase in cash and cash equivalents		(31,803)	205,704
Cash and cash equivalents at 1 May		1,306,267	1,100,563
Cash and cash equivalents at 30 April		1,274,464	1,306,267

All of the cash flows are derived from continuing operations during the above two periods.

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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 Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Kids Inspire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charitable company and its subsidiary undertakings drawn up to 30 April 2022.

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charitable company made a deficit in the financial year of £56,349 (2022- surplus of £162,085).

The subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income and endowments

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. Donations and legacies include voluntary donations from individuals, corporates and other groups including recovered Gift Aid where appropriate.

Grants receivable

Grants, including government grants, are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. 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.

Other trading activities

Other trading activities include fundraising income from functions and events organised by the charity and income generated by the charity's trading subsidiary, Inspire Wellbeing Services.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Charitable activities

Provision of therapy and counselling includes commissioned, training, private client and grant income from individuals, foundations and public sector bodies.

Other income

Other income consists of government grants in respect of the Coronavirus Job Retention Scheme. The grants are recognised when receivable.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Any significant individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	25% straight-line
Computer Equipment	25% straight-line
Leasehold improvements	25% straight-line

Business combinations

Business combinations are accounted for under the purchase method. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation. In accordance with Section 35 of FRS 102, Section 19 of FRS 102 has not been applied in these financial statements in respect of business combinations effected prior to the date of transition.

Trade debtors

Debtors are amounts due for services performed or grants receivable. Debtors are recognised initially at the transaction price. They are subsequently measured at the settlement amount less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash held within the charity's bank accounts.

Trade creditors

Creditors are recognised at their settlement amount where the charity has a present obligation resulting from a past event and will probably result in the transfer of funds to a third party and the amount due can be measured or estimated reliably.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Designated funds are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The group operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations receivable	359,693	487,666	847,359	697,695
Legacies	600	-	600	6,591
Gift aid reclaimed	25,023	-	25,023	21,811
	385,316	487,666	872,982	726,097

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Commissioned services and grant income	2,333	827,964	830,297	909,842
Training and private therapy income	-	2,549	2,549	6,543
	2,333	830,513	832,846	916,385

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Trading income;				
Sales of goods and services	26,297	-	26,297	8,658
Subsidiary trading income	24,657	-	24,657	21,960
Events income;				
Events income	130,766	-	130,766	98,811
Sponsorship income	-	2,900	2,900	-
Lotteries and competitions income	9,170	-	9,170	7,720
	190,890	2,900	193,790	137,149

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Interest receivable and similar income;				
Interest receivable on bank deposits	22,296	-	22,296	3,913

7 Expenditure on raising funds

a) Costs of generating donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Fundraising direct costs	51,753	528	52,281	28,062
Staff Costs	148,206	39,338	187,544	163,849
	199,959	39,866	239,825	191,911

b) Costs of trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Trading subsidiary costs	20,874	-	20,874	22,901
	20,874	-	20,874	22,901

8 Expenditure on charitable activities

Provision of therapy and counselling

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Direct project and activity costs		-	14,946	14,946	8,416
Depreciation		-	9,908	9,908	6,685
Staff costs and contractors		232,839	1,341,572	1,574,411	1,279,024
Allocated support costs	9	1,201	86,760	87,961	90,997
Governance costs	9	6,500	20,987	27,487	31,755
		240,540	1,474,173	1,714,713	1,416,877

9 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2023 £
Provision of therapy and counselling	27,487	19,324	26,029	42,608	115,448

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2022 £
Provision of therapy and counselling	31,755	16,263	30,831	42,843	121,692

Governance costs

	Total 2023 £	Total 2022 £
Staff costs		
Wages and salaries	6,500	6,500
Audit fees		
Audit of the charity's financial statements	6,650	5,460
Other fees paid to auditors	7,736	7,890
Legal and professional fees	3,294	8,556
Other governance costs	3,307	3,349
	27,487	31,755

10 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2023	2022
	£	£
Depreciation of fixed assets	9,908	6,685
Audit fees - charity and trading subsidiary	9,200	7,260

11 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

12 Staff costs

The aggregate payroll costs were as follows:

	2023	2022
	£	£
Staff costs during the year were:		
Wages and salaries	1,202,760	973,574
Social security costs	114,705	80,408
Pension costs	32,839	25,999
	1,350,304	1,079,981

The average number of persons (including senior management team) employed by the group during the year (head count based on number of staff employed) was as follows:

	2023	2022
	No	No
Average	46	41

43 (2022 - 38) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £32,839 (2022 - £25,999).

The number of employees whose emoluments fell within the following bands was:

	2023 No	2022 No
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-

The total employee benefits of the key management personnel of the group were £106,694 (2022 - £92,641).

13 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidary gift aids available profits to the parent charity.

14 Tangible fixed assets

Group

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2022	22,122	26,467	48,589
Additions	22,857	2,874	25,731
At 30 April 2023	44,979	29,341	74,320
Depreciation			
At 1 May 2022	20,105	16,730	36,835
Charge for the year	5,607	4,302	9,909
At 30 April 2023	25,712	21,032	46,744
Net book value			
At 30 April 2023	19,267	8,309	27,576
At 30 April 2022	2,017	9,737	11,754

Charitable company

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2022	22,122	26,467	48,589
Additions	22,857	2,874	25,731
At 30 April 2023	44,979	29,341	74,320
Depreciation			
At 1 May 2022	20,105	16,730	36,835
Charge for the year	5,607	4,302	9,909
At 30 April 2023	25,712	21,032	46,744
Net book value			
At 30 April 2023	19,267	8,309	27,576
At 30 April 2022	2,017	9,737	11,754

15 Fixed asset investments

Charitable company

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 May 2022	1	1
At 30 April 2023	1	1
Net book value		
At 30 April 2023	1	1
At 30 April 2022	1	1

Details of undertakings

Details of the investments in which the charitable company holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2023	2022	
Subsidiary undertakings					
Inspire Wellbeing Services Community Interest Company	England	Ordinary	100%	100%	Promotion of mental wellbeing

Subsidiaries

The profit for the financial period of Inspire Wellbeing Services Community Interest Company was £3,532 (2022- £682) and the aggregate amount of capital and reserves at the end of the period was £3,155 (2022- £305).

Inspire Wellbeing Services was incorporated on 27 September 2019 with register company number 12231988.

16 Debtors

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Due from group undertakings	-	-	20,604	19,831
Prepayments	10,712	40,232	10,712	40,232
Accrued income	11,412	1,787	11,412	1,787
Other debtors	171,192	163,557	170,862	163,557
	193,316	205,576	213,590	225,407

17 Cash and cash equivalents

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Cash at bank	1,274,464	1,306,267	1,249,037	1,284,331

18 Creditors: amounts falling due within one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	1,063	22,134	1,045	22,134
Other taxation and social security	33,069	24,876	33,069	24,876
Pension scheme creditor	6,352	5,333	6,352	5,333
Accruals	68,680	77,934	66,700	76,134
Deferred income	306,025	259,655	306,025	259,655
	415,189	389,932	413,191	388,132

Deferred income

	2023	2022
	£	£
Deferred income at 1 May 2022	259,655	325,645
Resources deferred in the period	306,025	259,655
Amounts released from previous periods	(259,655)	(325,645)
Deferred income at year end	306,025	259,655

Deferred income relates to income received with performance related conditions that are still to be fulfilled at the year end, or where the donor has specified that the income is to be used in future accounting periods.

19 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Other				
Within one year	820	2,787	820	2,787
Between one and five years	923	-	923	-
	1,743	2,787	1,743	2,787

20 Funds

Group

Current Year	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	Balance at 30 April 2023 £
Unrestricted funds				
General funds	528,265	600,835	(461,373)	667,727
Designated funds				
Premises fund	400,000	-	-	400,000
Total unrestricted funds	928,265	600,835	(461,373)	1,067,727
Restricted funds				
Clinical Comissioning Group	-	147,000	(147,000)	-
Essex County Council	-	262,038	(262,038)	-
Big Lottery Fund	-	123,720	(123,720)	-
Other grants and donations	205,400	788,321	(981,281)	12,440
Total restricted funds	205,400	1,321,079	(1,514,039)	12,440
Total funds	1,133,665	1,921,914	(1,975,412)	1,080,167

Prior Year	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2022 £
Unrestricted funds					
General funds	600,300	352,661	(324,696)	(100,000)	528,265
Designated funds					
Premises fund	300,000	-	-	100,000	400,000
Total unrestricted funds	900,300	352,661	(324,696)	-	928,265

Prior Year	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2022 £
Restricted funds					
Clinical Comissioning Group	-	193,460	(193,460)	-	-
Essex County Council	-	375,345	(375,345)	-	-
Big Lottery Fund	-	123,720	(123,720)	-	-
Other grants and donations	71,718	748,150	(614,468)	-	205,400
Total restricted funds	71,718	1,440,675	(1,306,993)	-	205,400
Total funds	972,018	1,793,336	(1,631,689)	-	1,133,665

Charity

Current Year	Balance at 1 May 2022 £	Incoming resources £	Resources expended £	Balance at 30 April 2023 £
Unrestricted funds				
General funds	527,961	575,906	(439,294)	664,573
Designated funds				
Premises Fund	400,000	-	-	400,000
Total unrestricted funds	927,961	575,906	(439,294)	1,064,573
Restricted funds				
Clinical Commissioning Group	-	147,000	(147,000)	-
Essex County Council	-	262,038	(262,038)	-
Big Lottery Fund	-	123,720	(123,720)	-
Other grants and donations	205,400	788,321	(981,281)	12,440
Total restricted funds	205,400	1,321,079	(1,514,039)	12,440
Total funds	1,133,361	1,896,985	(1,953,333)	1,077,013

Prior Year	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2022 £
Unrestricted funds					
General funds	599,558	330,461	(302,058)	(100,000)	527,961
Designated funds					
Premises Fund	300,000	-	-	100,000	400,000
Total unrestricted funds	899,558	330,461	(302,058)	-	927,961
Restricted funds					
Clinical Commissioning Group	-	193,460	(193,460)	-	-
Essex County Council	-	375,345	(375,345)	-	-
Big Lottery Fund	-	123,720	(123,720)	-	-
Other grants and donations	71,718	748,150	(614,468)	-	205,400
Total restricted funds	71,718	1,440,675	(1,306,993)	-	205,400

Prior Year	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2022 £
Total funds	971,276	1,771,136	(1,609,051)	-	1,133,361

The specific purposes for which the funds are to be applied are as follows:

Current Year

- Premises Fund: the Trustees have designated £400,000 for the deposit on the acquisition of a new premises.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- The CCG are commissioning Kids Inspire to deliver specialist therapeutic support for 5-18 years olds in Southend, Castle Point & Rochford and Mid-Essex.
- The Big Lottery Fund are providing a contribution towards our Talk Together project which delivers county-wide therapeutic support, mentoring and Trauma Training.

Prior Year

- Premises Fund: the Trustees have designated £400,000 for the deposit on the acquisition of a new premises.
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- The Big Lottery Fund are providing a contribution towards our Talk Together project which delivers county-wide therapeutic support, mentoring and Trauma Training.

21 Analysis of net assets between funds

Group

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £
Tangible fixed assets	27,576	-	-	27,576
Current assets	1,055,340	400,000	12,440	1,467,780
Current liabilities	(415,189)	-	-	(415,189)
Total net assets	667,727	400,000	12,440	1,080,167

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £
Tangible fixed assets	11,754	-	-	11,754
Current assets	906,443	400,000	205,400	1,511,843
Current liabilities	(389,932)	-	-	(389,932)
Total net assets	528,265	400,000	205,400	1,133,665

Charity

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2023 £
Tangible fixed assets	27,576	-	-	27,576
Fixed asset investments	1	-	-	1
Current assets	1,050,187	400,000	12,440	1,462,627
Current liabilities	(413,191)	-	-	(413,191)
Total net assets	664,573	400,000	12,440	1,077,013

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £
Tangible fixed assets	11,754	-	-	11,754
Fixed asset investments	1	-	-	1
Current assets	904,338	400,000	205,400	1,509,738
Current liabilities	(388,132)	-	-	(388,132)
Total net assets	527,961	400,000	205,400	1,133,361

22 Analysis of cash and cash equivalents

Group

	At 1 May 2022	Cash flows	At 30 April 2023
	£	£	£
Cash at bank and in hand	1,306,267	(31,803)	1,274,464
Net debt	1,306,267	(31,803)	1,274,464

	At 1 May 2021	Cash flows	At 30 April 2022
	£	£	£
Cash at bank and in hand	1,100,563	205,704	1,306,267
Total cash	1,100,563	205,704	1,306,267

23 Related party transactions

Charitable company

During the year the charitable company made the following related party transactions:

Iain Bell
(Spouse of CEO)
Contractor fees of £1,620 (2022 - £2,511) for graphic design work. At the balance sheet date the amount due Iain Bell was £135 (2022 - £Nil).

KIDS INSPIRE

England & Wales - Charity number 1129513

Accounts

REGISTERED COMPANY NUMBER: 06380082 (England and Wales)
REGISTERED CHARITY NUMBER:1129513

Kids Inspire
Therapy, opportunity, love & care

Report of the Trustees
and
Financial Statements
for the Year Ended 30 April 2022

Contents of the Report of the Trustees and Financial Statements for the Year Ended 30 April 2022

	Page
Report of the Trustees	3
Independent Auditor's Report	23
Consolidated Statement of Financial Activities	29
Consolidated Balance Sheet	30
Charity Balance Sheet	31
Consolidated Statement of Cash Flows	32
Notes to the Financial Statements	33

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2022

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the audited financial statements of the charity for the year ended 30 April 2022. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number 06380082 (England and Wales)
Registered Charity number 1129513

REGISTERED OFFICE
Hargrave House
Hollycroft
Molrams Lane
Great Baddow
Chelmsford
Essex CM2 7FW

TRUSTEES
M Birchall (Treasurer)
D Travis (Vice Chair)
L Loon
R Serrelli
A Sleet
Y Spence
C Dollery
S Carpenter (Chair)
M Carpenter (Appointed November 2021)

TRUSTEE RESIGNATIONS BETWEEN 1ST MAY 2021 – 31ST AUGUST 2022
None

CEO AND CLINICAL DIRECTOR
Sue Bell OBE

INDEPENDENT AUDITOR
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

BANKS
CAF Bank
25 Kings Hill Avenue
West Maling
Kent ME19 4JQ

NatWest
5 High St
Chelmsford
Essex CM1 1FZ

SOLICITORS
Fisher, Jones, Greenwood LLP
16 Baddow Road
Chelmsford
Essex CM2 0DG

Contents

1. Introduction and Overview from the Chair of the Trustees 5
2. Objectives and Activities 6
3. Achievements and Performance 7
4. The Projects 10
5. Therapy Case Study 14
6. Premises 15
7. Staffing Structure 15
8. Fundraising 15
9. Financial Review 16
10. Risk Review 17
11. Plans for the Future 18
12. Constitution and Governance 19
13. Statement of the Trustees' Responsibilities 21

Appendix A – Staffing Structure 22

1. Introduction and Overview from the Chair of the Trustees

A successful year in a challenging environment

2021-22 was another successful year for Kids Inspire and this was achieved in the context of the tremendous challenges that faced us all during this period. The number of children and young people benefiting from Kids Inspire's services continued to rise significantly and the total number beneficiaries across all of Kids Inspire's activities rose by 35%. Mental health and well-being continued to be affected by the experience of the pandemic and by other factors, including global climate concerns, the invasion of Ukraine in February 2022 and the increasing financial strain on families with rising inflation and energy costs. For children and young people, and for all of us, the world probably felt less safe and secure and we saw a significant increase in both the scale and complexity of need.

Against this challenging backdrop, this report highlights the positive impact that Kids Inspire has had on the lives of so many people. In this report you can read about the huge number of hours that volunteers have given freely to help with this vital work of supporting children and young people for which we are so enormously grateful. We are grateful also for the generosity and on-going support of all our funders and those who have donated so generously to support Kids Inspire despite the economic challenges during the year.

Awards for Kids Inspire and our CEO

We were pleased that all of this hard work and dedication was recognised during the year. After all the restrictions on mixing together during the pandemic, it was a joy to meet together in the sunshine at Hargrave House to receive the Queen's Award for Voluntary Service from the Lord Lieutenant of Essex, Jennifer Tolhurst which is a richly deserved recognition of Kids Inspire's amazing volunteers and all that they do. In the same month we were also thrilled when our CEO, founder and Clinical Director, Sue Bell, was awarded an OBE in the Queen's Birthday Honours List.

Future challenges and developments

There is little sign that the challenges to which we have become accustomed are going to reduce in the near future. This will continue to affect both the mental health and well-being of children, young people and adults and it will also mean that we have to rise to the future funding challenges that will doubtless lay ahead for us, as they will for all charities.

Last year we committed ourselves to making Kids Inspire's services available in areas beyond Essex including Southend, Suffolk and Thurrock. In the year ahead, we will focus on extending our services further to support young people in these and other areas, while ensuring the charity's strength and sustainability. This will present exciting challenges in areas like organisational development, fundraising and business planning. We want to push the boundaries and widen our reach to help as many young people as we can. We will also continue to reflect on how we live out the values of Kids Inspire in all we do and how we do it, and an important example of this is our work on equality, diversity and inclusion.

Thank you

Finally, a heartfelt 'thank you' to everyone who has helped Kids Inspire to make such a tremendous difference to the lives of so many children and young people over this year. Looking ahead, your continued support for Kids Inspire will be life changing for many so once again, thank you.

2. Objectives and Activities

Kids Inspire supports children and young people to rebuild their futures and reclaim their lives. Since 2007 our qualified, experienced team has delivered bespoke mentoring, coaching, therapy, training and activity packages which empower children and the adults in their lives to make positive choices and reach their potential. Our service is child-centred, and we offer evidence-based, cutting-edge therapies alongside innovative interventions.

Policies and Objectives

The charity has been established to:

- Enhance the emotional health of young people through counselling, support and therapeutic use of the arts.
- Support schools and individuals working 'on the front line' with children and young people in addressing the emotional and psychological needs of young people appropriately.
- Undertake any other related charitable activity.

These objectives are pursued through several activities, some of which are funded by local authority grants, but the bulk of which are made possible through the generosity of charitable trusts, companies and individuals, including many volunteers.

Activities Fulfilling the Charity's Objectives

General core services of Kids Inspire are:

- Therapeutic group work
- Systemic family therapy
- One-to-one therapies
- Parent/child therapy
- Relational social work
- Emotional wellbeing training for young people, carers, and school staff
- Workshops - arts and physical activities to enhance well-being
- Coaching - strengths based
- Holiday activities
- Trips
- Bereavement support in schools
- Anti-bullying initiatives and support
- Mentoring
- Peer mentoring in schools
- Family support
- Specialist trauma resolution interventions
- Multi-disciplinary assessments

These services focus on healing and empowerment (with a desire to increase the focus on prevention) for children and families affected by the following:

- Abuse (neglect, physical, sexual, and/or emotional)
- Bullying
- Personality disorder and other mental health issues
- Attention Deficit Hyperactivity Disorder (ADHD), Oppositional Defiant Disorder (ODD), and other diagnosable disorders
- Eating issues (bulimia, anorexia, AFRID and so on)
- Bereavement and loss
- Separation / divorce
- Self-harm
- Depression
- Anxiety
- Suicide
- Emotional and behavioural difficulties leading to a risk of school exclusion
- Autistic Spectrum Disorder (ASD) and other Neurodiversity conditions

Public Benefit

The Trustees paid due regard to The Charity Commission's guidance on public benefit throughout the year. Providing educational, practical, and emotional support to vulnerable young people has a direct benefit both to the children and the wider public as it strengthens relationships, reduces crime, and creates responsible citizens capable of participating in their communities.

There are no unreasonable restrictions that would prevent children in Essex from benefitting from Kids Inspire's services, and the charity does not charge children or their parents/carers for services and support offered. The benefit provided to the public is consistent with the charitable aims of Kids Inspire.

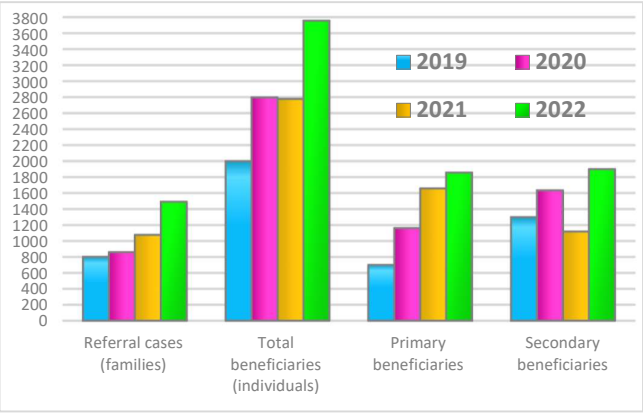
3. Achievements and Performance

We delivered over *30,000* hours of support services, including through our bespoke process of:

- Referral screening and assessment of children's needs to formulate treatment plans or signpost them
- 50 qualified practitioners and 50 trained mentors offering 1:1 and group sessions and meetings
- Ongoing admin support, maintaining communication with families, schools, and professionals
- Quality assurance, including monitoring, safeguarding, case management and supervision

Beneficiaries

- A total of *3755* individuals were referred to our service.
- *1491* children and young people (CYP) and their families received a service.
- *1856* individuals were primary beneficiaries of intensive therapeutic support.
- *1899* individuals were secondary beneficiaries receiving brief/initial consultation and/or benefitting by the family treatment plans.



Referrals

Most of our referrals come directly from individuals and families, as our outreach and community engagement activities continue to build and maintain trusted relationships in the community. We have also simplified our website referral process.

- Self-referrals/families: 40%
- Education/schools: 33%
- Health/GPs/CAMHS (Child and Adolescent Mental Health Services): 13%
- Social care: 7%
- Other (police, justice, third sector): **7%**

Numbers of school, Local Authority and Social Care referrals are due to ongoing working partnerships, collaborations and contracts within the sectors. Referrals from the healthcare and police sectors increased thanks to commissions in response to Covid-19.

New complexities in referred service users

53% **of referred children have more than 4 presenting issues**. This offers an indication of complexity, which is supported by more sophisticated data analysis in our CRM (Customer relationship management) system. Based on our data comparison, we are noticing an increase in young people struggling, post-pandemic and lockdowns:

- 3 in 5 children present with severe anxiety (39% increase) alongside low mood (41% increase)
- 1 in 4 children present with anger and aggressive behaviours (31% increase)
- 1 in 5 children struggle with social situations, friendship issues and bullying (80% increase)
- 1 in 4 children have suffered from family issues and domestic abuse (100% increase)
- 1 in 4 children report low self-esteem and reduced confidence (67% increase)
- 1 in 10 children have suffered from complex trauma, neglect, abuse (70% increase)
- 1 in 10 children present with somatic issues and difficulties with sleeping and eating (100% increase)
- The number of young carers has increased four-fold
- Self-harm and suicidality have increased by 50%.

Number of presenting issues	Percentage of referred children (2022)	Previous impact data (2021)
1	10%	28%
2	15%	23%
3	22%	17%
4+	53%	32%

These presenting symptoms have an impact on children's ability to fully engage with education and learning. Most young people with these challenges struggle to attend school, finding it difficult to wake up in the morning, leave their house to go to school or manage classroom activities and peer interactions once there. Schools have told us that attendance is a high priority as rates are lower, often working closely with families to understand the barriers. When we support families therapeutically, we provide children, young people and their parents/caregivers with tools to regulate the nervous system so that the child feels calm and safe to engage with the school environment.

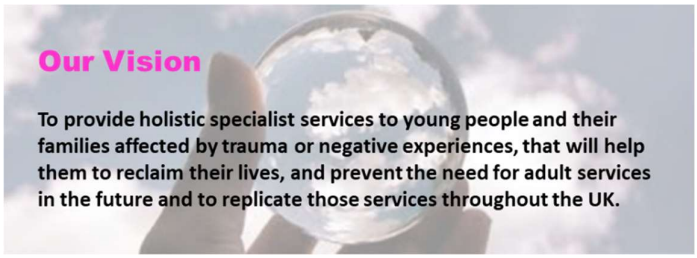
Geography

Kids Inspire is growing in line with our vision and mission, whilst maintaining an established presence across Essex to support the demand of current service users:

- 40% South Essex (incl. Southend and Thurrock)
- 38% Mid Essex
- 10% North Essex
- 10% West Essex
- 2% beyond Essex

Ongoing systems and processes

We are making our systems even more robust to grow sustainably and replicate our services further afield. We are recruiting more therapists, training more volunteers, creating roles for young university graduates (Data Analyst & Research Assistant, Communications and Marketing Assistant, Trusts Funding & Bid Assistant) and have appointed our first COO.



Climate change is now part of our agenda as we know that this is a real anxiety and threat for the young people we speak to. We will soon appoint a Sustainability & Climate Change ambassador internally to drive this agenda forward. Our supporters have welcomed our decision to delay our premises move for our future building to be made carbon neutral.

Therapy Outcomes

We use the self-assessment tool Outcomes Star™ with both children and parents to compare quantitative outcomes (numbers of change) with qualitative analysis (stories of change) based on session notes, therapy reports, supervision feedback, as well as professionals' perspectives involved with the family (teachers, social workers etc).

Children and young people consider and report on their progress in: education, confidence & self-esteem, friends, feelings & behaviour, relationships, being safe, where they live and physical health.

Children & Young People Reported Progress			
In 1+ outcome areas	In 2+ outcome areas	In 3+ outcome areas	No. of areas showing progress
94%	*85%*	*70%*	*3.6*

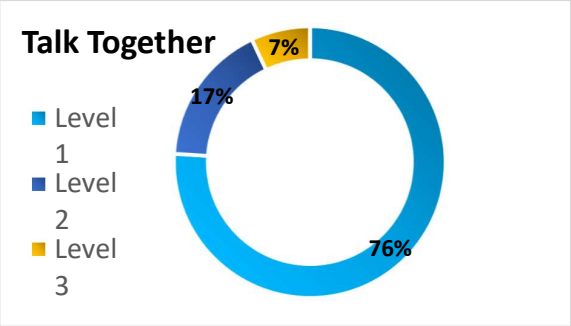
Parents and carers consider and report on their progress in: work, home & money, family routine, boundaries & behaviour, education & learning, social networks, keeping children safe, meeting emotional needs, wellbeing and physical health.

Parent/Carer Reported Progress			
In 1+ outcome areas	**In 2+ outcome areas**	**In 3+ outcome areas**	**No. of areas showing progress**
98%	***95%***	***85%***	***5***

4. The Projects

Talk Together

51% of our service users are under our Talk Together project, which is designed to address different levels of needs, from early intervention and groups (Level 1), via domestic abuse and vulnerability (Level 2) to complex trauma (Level 3). The majority meet Level 1 criteria:



Other Projects

Community Engagement and Volunteering

We would not be able to reach out to diverse communities and deliver services with outcomes if we did not have an amazing and ever-growing team of volunteers who support us with our community engagement events.

- Lunch Clubs/Forest school: ***100*** children
- Christmas Appeal: gifts for ***1,322*** children
- Christmas Appeal: food hampers for ***400*** families (benefited 1,200 individuals)
- Covid-19 response: 'Treasure Bags' for ***350*** children

Parents' feedback on Lunch Club – Forest School

- "My two boys would not stop talking about the day and a volunteer they bonded with".
- "He pointed at a big smiley emoji on a white board and said it's how he felt after the session"
- "A. had a great time today. She said it was the best day. Thank you."
- "He had an amazing time and was absolutely buzzing about it when he came home."

Our volunteers

249 volunteers gave ***5,111*** hours of their time to increase our reach and impact through:

- Mentoring: 56 individuals/2449 hours
- Groups: 4 individuals/ 40 hours
- Lunch Club: 28 individuals/ 84 hours
- Christmas Appeal: 90/ 900 hours
- Market stall / vintage selling: 2 individuals/ 414 hours
- Fundraising: 56 individuals/200 hours

- Head Office support (admin, finance, fundraising, gardening, driving): 4 individuals/736 hours
- Board of Trustees: 9 individuals/288 hours

Training

Our training is informed by child development theories, the neurobiology of relationships, nervous system resilience and trauma resolution. Designed for people who support children (parents, teachers, key workers, community workers, professionals, therapists etc), attendees learn how to recognise behaviours triggered by traumatic experiences, understand how our brains keep us safe and how we respond to trauma. They are equipped with tools for stabilisation to reduce trauma symptoms in young people and improve their capacity for learning, joy, resilience, self-regulation, and social relationships.

In the 12-month reporting period, we delivered six 3-hour online sessions of Level 1 Trauma Informed Practice Training to 289 mental health practitioners, teachers, and parents. We also delivered four 3-hour Level 2 sessions to 66 individuals, and three 3-hour Level 3 sessions to 66 individuals. This is a total of ***421*** trained individuals. Including the 1,100 individuals trained previously, **a total of *1,521* delegates** have benefited from our bespoke training and consultation over the last four years. Participant evaluation included:

- How much did this training help you to understand the subject of trauma? Average score: **8.7/10**
- How much did it help you to understand reasons behind behaviour? Average score**: 8.6/10**
- How much did it increase confidence to support a child impacted by trauma? Average score: **8/10**
- ***Would you recommend this training to others? 100% said YES***

Sample of participant feedback from 421 responses:

- I found it helpful and interesting how the training focused on physical feelings and what is going on in our bodies first and then going into label feelings and emotions
- How powerful our brains are and the fact we can rewire them with the right care and environment.
- I thought the training was excellent, really thought-provoking and it has inspired me to find out more. As someone who doesn't have a therapeutic background, a lot of the content was new to me, but it was explained in an accessible way. I found the breakout rooms interesting as well, a great chance to meet with and hear from others.
- A clarity of understanding around the impact of trauma on young people.
- I have grown in confidence in explaining this to other colleagues supporting young people.

Mentoring

We have ***40*** adult mentors and ***16*** peer mentors, who are making a positive difference to over 50 young people who may have finished therapy, or whose siblings have therapy and they also need support, or when peer or adult support from outside the home environment is needed.

This year, our robust mentor recruitment and training processes included:

- **Adult mentor training** in February 2022 (2 full days): ***26*** new individuals trained.
- **Peer mentoring training** in December 2022: ***16*** new peer mentors trained.
- The majority of mentors have also attended our Trauma Informed Practice training to upskill themselves in supporting children who have experienced trauma.

A Mentor's Account

He was probably the happiest I have ever seen since we started together, even singing as we walked along. He acknowledged his mood today and when I said 'I know why you're happy, you're excited to get home to your phone', he told me this wasn't the case but because he was going out. I asked where he was going to which he replied 'out now with you!' When we arrived back at his house, he opened the door to find a note saying a parcel had been left with a neighbour. He went and knocked for it to retrieve it without any hesitation. He then turned to me and casually said "I wouldn't have done that before". I asked 'before what?', to which he replied, "before meeting you, I wouldn't have been confident." I congratulated him on this before leaving and did have to take a moment to myself in the car to take this in.

As a mentor, there are times when I wonder how much of a difference we actually make, as we just spend time with these children and young adults, without any responsibility to make anything better or fix an issue for them. Today I feel so privileged to have witnessed what an impact we can have, albeit in a very small way, but in what I believe was a big way.

Voice Youth Forum

An Account from Our Community Engagement Officer:

Our VOICE Youth Forum group facilitates the social development of the members. 8 to 12 young people between the ages of 12 to 19 meet every two weeks at 5pm. Some have been coming for 3 or 4 years, others for a few months. They set their own ground rules, revised annually, which cover confidentiality, social media, respect, kindness, listening, safety and much more.

The format for our meetings is simple. We usually sit around a table or on the floor, and there are always snacks and drinks. Everyone is invited to tell the others about their week – something that happened, what they felt about it. Questions might be asked. Then the next person gets to tell. Out of these stories come discussion, opinions get expressed and views are shared. They say what they want, without censure. My job as facilitator is to hold the space for the young people to relate directly to each other. This is key to the development process: they support each other, are kind to each other, challenge each other, give each other feedback, develop thoughts, and change their minds with each other. They talk about their mental health and what affects them. They acknowledge the difficult feelings of being vulnerable and claim each other as real friends.

When we first started the Voice, it would have been inconceivable for the young people to have come out in public. However, over the past year, some members have taken part in Kids Inspire public events and reported really enjoyed themselves. Participating in social action, group dynamics and public engagement has challenged their own perceptions of their capabilities. They are learning to express themselves creatively in the supportive environment of their peer group, thus building their sense of confidence and self-worth.

Feedback from parents/guardians is that their young person has become more confident and outgoing:

"I was so amazed that she volunteered in town recently, it's a HUGE achievement for her to talk to strangers! So I wanted to pass on our thanks, she benefits so much from attending The Voice Forum"…

Feedback from members includes needing less medication, being able to talk, having real friends at last, and:

- *"a safe constant in our lives"; "a natural release"; "a constant source of relief"*
- *"our own safe place to talk about anything"; "You can offload without being judged"*
- *"Inspirational – I get inspiration from other people here"*

To ensure members reaching young adulthood (18/19 years old) who cannot attend meetings, continue to feel a welcome part of Voice and Kids Inspire, we hope they will become volunteer ambassadors, promoting positive mental health amongst their peers. For young people who have experienced Kids Inspire services from the inside to become ambassadors completes the circle as living demonstrations of the resilience, self-awareness and ability to build relationships that we hope our young people can achieve.

Improving Equality, Diversity and Inclusion

We reflected on last year's impact report analysis and took the decision, across the organisation, to improve our diversity awareness and thus our service accessibility and inclusivity. We formed a Diversity Working Party, whose monthly meetings supported our transition from agenda to actions. We updated our race, disability, neurodiversity and gender categories to capture a variety of identities, wanting young people and their families to feel confident bringing themselves as they are to our services. We offered all staff Equality Diversity and Inclusion (EDI) training, and the feedback we have had is that they feel more confident to hold conversations on these areas. We invited people in the organisation to become EDI ambassadors, who can be points of contact inside the organisation as well as externally.

Identifying similar gaps in other organisations, we set up an EDI forum for voluntary sector organisations. Additionally, a Human Library project is in motion within KI, where individuals will be invited to share their personal experiences if they wish, finding common ground as well as celebrating differences.

Following on from this, we have seen an improvement in ethnicity diversity of our service users: white British ***65%***, all other ***35%***; as opposed to 74%/26% in the last impact report. ***26%*** of referred CYP reported disability, additional needs and/or neurodiversity including: Autistic Spectrum, ADHD/ADD/ODD/SPD, SEN, dyslexia/dyspraxia/dyscalculia, speech and language difficulties, visual impairment, hearing impairment, somatic syndromes, medical conditions.

Gender Identity	
Female	56%
Male	43%
Transgender	0.5%
Non-binary	0.5%

Sexual Identity	
Heterosexual	87%
LGBTQ+	13%

Religion / Belief	
No religion	63.5%
Christian	29.1%
Muslim	1.5%
Atheism	1.2%
Hindu	0.5%
Jewish	0.3%
Prefer not to say	3.9%

Our therapists incorporate awareness of disabilities and neurodiversity adapting their approach to meet the child's additional needs while improving their emotional wellbeing. Therapy outcomes are enhanced by including parents/caregivers in treatment plans with psychoeducational meetings, which aim to build a better understanding of their child's unique internal world.

Our Trauma Informed Practice Training includes neurodiversity as an area that can often overlap with trauma. We provide professionals and families an understanding of the brain alongside the tools for regulation of the nervous system that can support sensory overwhelm.

Inspire Wellbeing Services (IWS)

Inspire Wellbeing Services' (IWS) commercial development has continued to be impacted by the recovery period of the pandemic. During 2021-22 IWS made a small profit which will be transferred to Kids Inspire in 2022-23. Trustees will continue to keep IWS under review to ensure that it is a benefit to the charity.

5. Therapy Case Study

Client: Olivia (pseudonym) - Age: 17 - Project: Talk Together

We first met Olivia when she was 17 years old. She was experiencing both verbal and motor tics that had started to impact her studies and peer relationships. Lockdown was a challenging time for so many, and for Olivia it meant disruption to her studies, exams and to friendship groups. Following the cancellation of exams, Olivia's move into further education saw her group of friends each taking different paths and she found herself without her peer support network.

On the face of things, Olivia's parents thought she was ok:

"She had all her material needs being met and there were so many 'positives' in her life. As her parent and caregiver, I really struggled to understand why she responded the way she did, first with her involuntary verbal tics, and then later with her motor tics. It was at this point, after a month of keeping a diary for our GP, that we were referred to Kids Inspire for support."

Our therapist first met Olivia and her family as a unit; together they explored what Olivia was experiencing and reflected on what lay beneath her behaviour. As an independent and confident young person, the tics were Olivia's body's way of responding and trying to manage a build-up of anxiety inside. Later, as part of the one-to-one prescribed Somatic Experiencing (SE), the therapist taught Olivia exercises and other emotional wellbeing tools to draw from when she felt overwhelmed and out of control. The sessions importantly gave Olivia a space to explore her sense of self and to reflect on her reactions within situations.

Olivia's mum told us:

"Initially, Olivia used these exercises daily, but thankfully I have noticed a real change since our referral. She bonded well and had a positive rapport with [her therapist] straight away. [Her therapist] spoke to Olivia as the young independent person she is and helped her to understand her body's responses and to come to terms with how she can help herself to move forward.

Later, my husband and I had our own parenting strategy sessions with an adult therapist. These sessions have helped us to see from Olivia's perspective and to understand how it is important to be there for Olivia, but equally to encourage her to find her own solutions to build her own emotional resilience.

Our experience with Kids Inspire has been such a positive one and we feel fortunate to have had the support available to us, and even more grateful that we, as parents, received support too. We are growing together and have all learnt a great deal about mental health, wellbeing and emotional resilience."

6. Premises

The charity continues to enjoy the space at Hargrave House which has helped to provide valuable therapeutic sessions to service users from all over Essex. Other satellite bases across the county as well as in Southend, Thurrock and Suffolk are currently being sourced as the reach of our service continues to grow.

7. Staffing Structure

Kids Inspire continues to grow the staff team to meet the increasing volume of referrals. The organisation builds on stability and security by the ongoing employment of a core team of therapists and utilising contracted sessional staff for short term work. The team structure is shown in Appendix A.

8. Fundraising

2021/22 was another very successful year for the team, raising substantially more than our budget. We have built on the strengths and experiences of the previous year and focused on the recovery stage of the pandemic.

All the team returned to full hours, and we recruited an apprentice to our Trusts and Foundation team. The Team continued to maximise all opportunities and potential to fundraise within our existing community, networks and digitally with the support of our Communications Team.

Main funding streams for 2021/22 included – National Lottery, Children in Need, Essex County Council Covid Response Fund, PFCC and Henry Smith.

Other Main Funders – The success of our financial position during the year is due to the ongoing generosity of our many donors in our community - individuals, businesses, Rotary clubs, schools and other organisations who raise money every year to help us fund our activities.

Our Events Team organised a varied calendar of social and challenge events over the year that raised a significant amount of funds including – Benefit Dinner, Essex 2021 Cycle Challenge, Golf Day and Afternoon Tea event.

We are so grateful to our ambassadors, volunteers and supporters who participate in our events and help the Fundraising Team to continue to raise our profile and funds in our with our charity partners and in our community.

Future Plans

- Kids Inspire has an impressive track record of securing contracts for its projects that further its objectives as well as raising unrestricted money through our supporters, community, and events. Such a diversified approach to fundraising is wise for a charity, especially as local authority contracts become increasingly tight and project specific.

- The vision of the fundraising strategy is for Kids Inspire to be financially stable and for the team to fundraise effectively and creatively across all fundraising streams to meet Kids Inspire's long-term spending needs.

9. Financial Review

Review of Financial Position

In 2021-22, the charity's income continued to grow despite the extremely difficult operating conditions caused by the pandemic and the continuous hike in costs of living. Income increased by £124,850 from £1,668,486 to £1,793,336 – 7.4% growth. Expenditure increased by 27.7% to £1,631,689 with staff numbers increasing by 13.8% by the end of the year to meet increasing demand. Staff and other costs continue to be closely managed. Net income decreased to £161,647 from £390,646 the previous year.

£1,440,675, 80.3% of all income in 2021-22 was restricted (70% in 2020/21) to support a specific contract or activity. This reflects Kids Inspire's continuing success in bidding for large, long-term contracts with funding bodies. At £352,661 unrestricted funding decreased by 27.3% in the year with a continued focus on this challenging climate. The economy gradually recovered from the pandemic, our fundraising events that were temporarily ceased in the prior year have been gradually resumed. However, the impact has been partially offset by the continuous hike in costs of living.

Cash balances remain strong - £1,306,267 at 30th April 2022, increasing from £1,100,563 at 30th April 2021. £400,000 of the cash reserves are ringfenced for the deposit on the possible acquisition of new premises.

Permanent staffing levels within Kids Inspire will continue to be monitored and may grow at a modest rate in line with growth in the provision of services and the organisation's strategy. Any resulting impact on costs should be offset by higher income.

Gifts & Services in Kind

Kids Inspire benefits from the services of many volunteers who donate their time as individuals, or who participate via corporate partners in organised activities such as Lunch Club. This remained strong despite the pandemic and the continuous hike in costs of living. Our dedicated group of individual volunteers donate their time as mentors, and many also support our own events and fundraising activities.

During the financial year, especially during the Christmas and Easter periods, Kids Inspire received hundreds of donations of presents from corporate supporters, individuals, team members and other organisations. These are distributed to children whose family situation means they are unlikely to receive any presents at Christmas and Easter.

Reserves Policy

The charity aims to maintain free reserves (being unrestricted funds excluding fixed assets and designated funds) equivalent to 6 months (2021: 3 months) of annual expenditure. Free reserves at 30.04.22 totalled £516,511 compared to £581,861 at 30.4.21. In addition designated funds of £400,000 at 30.4.22 are ringfenced as a deposit on the acquisition of new premises as previously noted.
The increase in the charity's activities and revised reserves policy has increased the reserves policy requirement from £319,460 at 30.04.21 to £815,845 at 30.04.22. The need to ringfence money for the acquisition and the move to a new premises means free reserves are likely to remain below target in the short term.

Investment Policy

The Trustees have considered that the most appropriate policy at present is to maintain all surplus funds in the form of bank deposits. Although the return is nominal, the risk is low and liquidity is maintained. This policy is kept under review, having regard to the level of funds available. Funds are deposited across a range of banks to take maximum advantage of the FCA deposit guarantee scheme.

10. Risk Review

The major risks have been reviewed and systems and procedures have been established to manage those risks. A summary is provided below:

Regulatory and Compliance

The work undertaken by Kids Inspire is subject to regulation by a number of mandatory professional bodies. Compliance spans each of our working teams and, as such, robust policies are in place to mitigate any risks associated with this.

Operational

Loss of key staff has been identified as a key risk to the charity, never more so than at this current time. Seeking the views of all stakeholders has been prioritised to ensure we are able to respond and address factors that may impact this.

Financial

Budgeting is always key to mitigating financial risk. A robust fundraising strategy has been put in place and progress is regularly monitored by senior leaders and Trustees. Quarterly forecasting is now informing strategic planning.

External

Service user feedback has been used to ensure we are reshaping provision to meet their needs. We also seek feedback from our supporters to maintain a positive public-facing presence.

Governance

The Board of Trustees continue to assess the governance of the charity against the Charity Governance Code. They have identified target areas of improvement and meet quarterly as a team to review progress.

11. Plans for the Future

Kids Inspire has identified the following priorities:

2022-2023	2023-2024	2024-2025
Diversify income including expanding the offer in areas where contracts are currently held (Southend, Thurrock, Suffolk, Hertfordshire and Redbridge)	Consolidate the growth of services and funding in Southend, Thurrock, Suffolk, Hertfordshire, Redbridge and Havering.	Diversify income including continued growth of services into South-East region.
Proposal made for scalable model for replication	Confirm the scalable model for replication	Deploy the scalable model for replication
Review IT needs to identify what is needed to maximise efficiency	Implement IT systems to maximise efficiency	Review IT systems and user management to identify training needs
Consolidate processes and systems for capturing organisational impact	Relocate into charity-owned premises	Review diversity policy and practice
Agree terms to buy long-term premises	Identify hub locations to support growth	Review environmental sustainability pledge
Review diversity policy and practice	Review diversity policy and practice	
Establish environmental sustainability pledge	Raise awareness of Kids Inspire's environmental sustainability pledge	
	Implement environmental sustainability pledge	

12. Constitution and Governance

The company is registered as a charitable company limited by guarantee. Kids Inspire began operating in September 2007 and was constituted as a charitable company limited by guarantee on 24th September 2007 under a Memorandum of Association and is governed by its Articles of Association. The liability of the members in the event of the company being wound up is limited to £10.

The company was registered as a charity on May 24th 2009 and acts entirely as a non-profit-making organisation.

Method of Appointment or Election of Trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

Trustee recruitment and appointment is subject to the same stringent process followed to recruit new employees. Applicants for the position of Trustee are asked to formally apply, they are invited to attend a full meeting of the board, whereby they are asked to present.

They must demonstrate a good understanding of the charitable purpose and objectives of Kids Inspire, rationale behind their decision to apply and the skills and attributes they would bring to the board and the organisation.

Their appointment must be proposed and seconded and all voting members consulted. Once elected a minimum of 2 references must be obtained and a full enhanced DBS check is completed.

Organisational Structure and Decision Making

The Trustees of the charity are also Directors for the purposes of company law. The Board of trustees consists of not more than ten and not less than four members. At present, the Board of Trustees has nine members from a variety of professional backgrounds relevant to the work of the charity and meets approximately ten times a year. The current Trustees represent the following areas of knowledge and experience (although all of them work with Kids Inspire on a non-executive basis):

Trustee	**Specialism**
Simon Carpenter (Chair)	Education and Governance
Andrew Sleet	Business Coaching
Mark Birchall (Treasurer)	Finance
Roseanne Serrelli	Law and Contracts
Yvonne Spence	Education
Louise Loon	HR
David Travis (Vice-Chair)	Communications
Dr Caroline Dollery	Physical and Mental Health
Matthew Carpenter	Equality, Diversity, and Inclusion

An annual skills audit is carried out to ensure that the Board of Trustees maintains a broad mix of experience and skills relevant to the work of Kids Inspire.

Day-to-day management is delegated to the Chief Executive Officer, Sue Bell OBE, who founded the charity. The charity's finance policy provides the benchmarks and parameters that set pay and remuneration for all

key management personnel. In relation to the Chief Executive Officer, all decisions are made by the Board of Trustees and processed by the Treasurer.

Trustee Induction and Training

During the recruitment process for Trustees explicit mention is made of the necessity to comply with the values of the Charity and the Nolan Principles and trustees are required to sign a confidentiality agreement regarding all relevant information received during the recruitment process.

Once appointed, new Trustees are invited to familiarise themselves with the charity and the context within which it operates.

As part of their induction, trustees receive a framework and a set of information which includes:

a) the legal responsibilities of charity trustees (The Essential Trustee)
b) the Articles of Association
c) the charity's objects and values
d) Access to Board papers and previous minutes
e) Access to management accounts
f) the previous year's Annual report
g) the Business Plan
h) Access to relevant policies and procedures
i) the Governance Framework
j) Trustees' Disclosure of Interests
k) the Policy on Gifts & Hospitality
l) Code of Conduct
m) Kids Inspire's Risk Register
n) the Diversity and Equality Policy

At the start of the first Board meeting they attend, all new trustees are asked to confirm that they have received, can access, have read and understood these documents.

- All new trustees, attend briefing sessions jointly led by the Chairman of the board of trustees and the Chief Executive.

All trustees are provided with role profile and code of conduct which sets out their duties and responsibilities, they are asked to sign and return confirming that they have received, read and understood these.

When appointed, trustees also receive formal information emphasising key aspects of the role and what it means to become a Trustee. Including a commitment to upholding the values and objectives of the organisation, not acting on their own on behalf of Kids Inspire nor acting without having proper authority from the Board.

Each director/trustee of Kids Inspire confirms their agreement to abide by the individual commitments set out in the code of conduct. Any trustees whose tenure pre- dates this arrangement have made a similar formal commitment.

All Trustees are required to have a full enhanced DBS and must take part in mandatory training. Updates regarding safeguarding are shared with all Trustees.

13. Statement of the Trustees' Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- 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; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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. In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

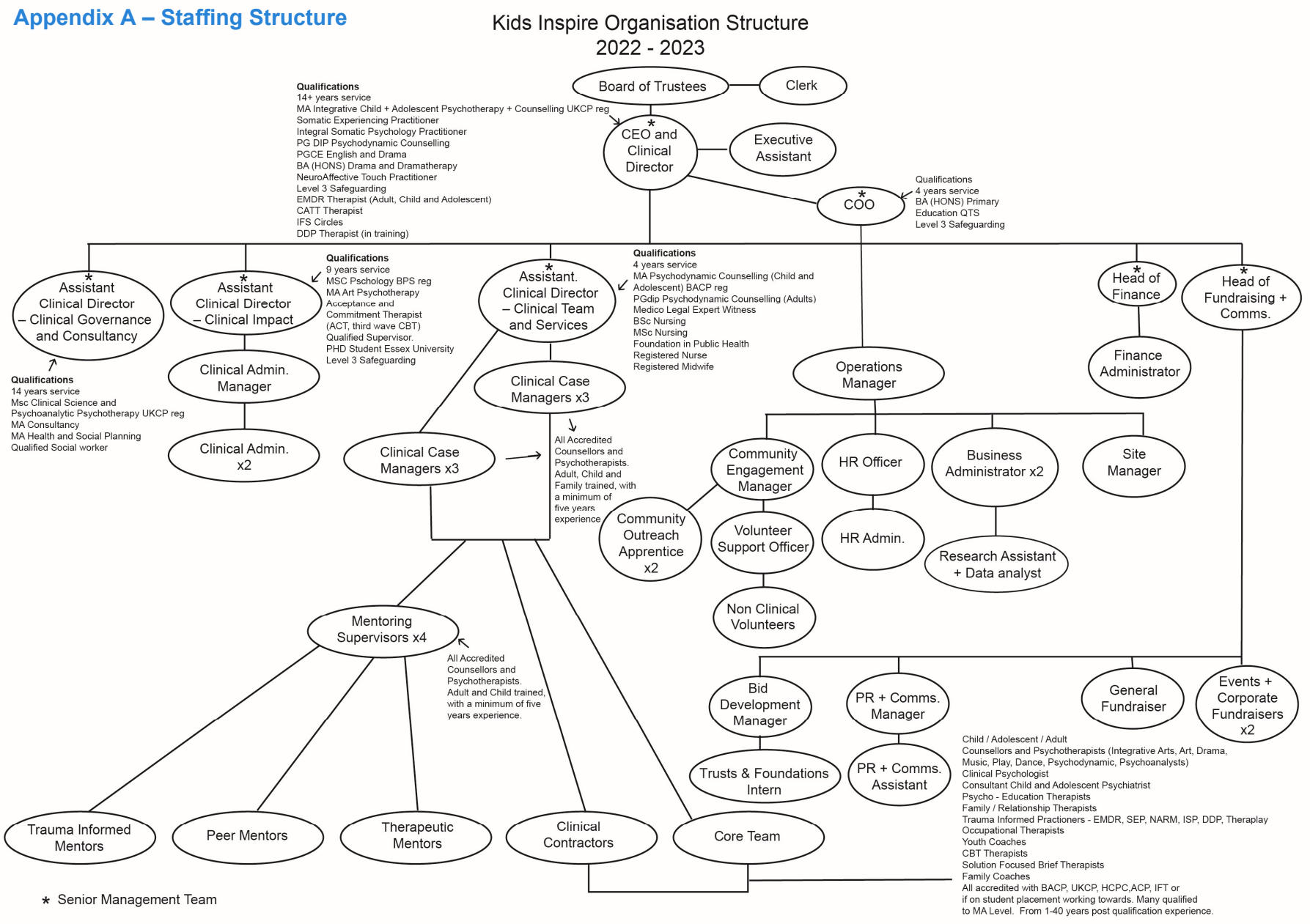
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

This report was approved by the Trustees on ..11 October 2022.... and signed on their behalf by:

Simon Carpenter
.....
Simon Carpenter
Trustee (Chair)

Appendix A – Staffing Structure



Independent Auditor's Report to the Members and Trustees of Kids Inspire

Opinion

We have audited the financial statements of Kids Inspire (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 April 2022, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 30 April 2022 and of the group's 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 and Charities Act 2011.

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 Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 Report of the Trustees, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Report of the Trustees. 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 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.

Opinion 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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of the Trustees' Responsibilities (set out on page 21) 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 an auditor’s report 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;
• The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
• We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations for the company, including the Companies Act 2006, Charities Act 2011, tax and employment legislation.
• We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;
• Making enquiries of management as to their knowledge of actual, suspected and alleged fraud.
• Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;
• Performed analytical procedures to identify any unusual or unexpected relationships.
• Tested journal entries to identify unusual transactions.
• Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
• Agreeing financial statement disclosures to underlying supporting documentation.
• Reading the minutes of meetings of those charged with governance.
• Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the group's or the parent charitable company's financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' 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 group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent Auditor's Report to the Members and Trustees of Kids Inspire

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 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's 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 and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Raymond Crace
.....

Raymond Crace FCA (Senior Statutory Auditor)
For and on behalf of Edmund Carr LLP, Statutory Auditor

146 New London Road
Chelmsford
Essex
CM2 0AW

Date: 11 October 2022

Kids Inspire

Consolidated Statement of Financial Activities for the Year Ended 30 April 2022 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies	3	195,114	530,983	726,097	836,691
Charitable activities	4	7,193	909,192	916,385	702,259
Other trading activities	5	136,649	500	137,149	51,756
Investment income	6	3,913	-	3,913	467
Other income	7	9,792	-	9,792	77,313
Total income		352,661	1,440,675	1,793,336	1,668,486
Expenditure on:					
Raising funds	8	(215,814)	(58)	(215,872)	(155,331)
Charitable activities	9	(108,882)	(1,306,935)	(1,415,817)	(1,122,509)
Total expenditure		(324,696)	(1,306,993)	(1,631,689)	(1,277,840)
Net income		27,965	133,682	161,647	390,646
Net movement in funds		27,965	133,682	161,647	390,646
Reconciliation of funds					
Total funds brought forward		900,300	71,718	972,018	581,372
Total funds carried forward	21	928,265	205,400	1,133,665	972,018

All of the group's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 21.

Kids Inspire

(Registration number: 06380082)
Consolidated Balance Sheet as at 30 April 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	15	11,754	18,439
Current assets			
Debtors	17	205,576	297,636
Cash at bank and in hand	18	1,306,267	1,100,563
		1,511,843	1,398,199
Creditors: Amounts falling due within one year	19	(389,932)	(444,620)
Net current assets		1,121,911	953,579
Net assets		1,133,665	972,018
Funds of the group:			
Restricted income funds			
Restricted funds	21	205,400	71,718
Unrestricted income funds			
Unrestricted funds		928,265	900,300
Total funds	21	1,133,665	972,018

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 29 to 53 were approved by the trustees, and authorised for issue on 11 October 2022 and signed on their behalf by:

Simon Carpenter
.....
S J Carpenter
Trustee (Chair)

Kids Inspire

(Registration number: 06380082)
Balance Sheet as at 30 April 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	15	11,754	18,439
Investments	16	1	1
		11,755	18,440
Current assets			
Debtors	17	225,407	318,081
Cash at bank and in hand	18	1,284,331	1,077,575
		1,509,738	1,395,656
Creditors: Amounts falling due within one year	19	(388,132)	(442,820)
Net current assets		1,121,606	952,836
Net assets		1,133,361	971,276
Funds of the charitable company:			
Restricted income funds			
Restricted funds	21	205,400	71,718
Unrestricted income funds			
Unrestricted funds		927,961	899,558
Total funds	21	1,133,361	971,276

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 29 to 53 were approved by the trustees, and authorised for issue on .....11 October 2022..... and signed on their behalf by:

Simon Carpenter
.....
S J Carpenter
Trustee (Chair)

Kids Inspire

Consolidated Statement of Cash Flows for the Year Ended 30 April 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net movement in funds for the reporting year		161,647	390,646
Adjustments for:			
Depreciation	15	6,685	5,675
Investment income	6	(3,913)	(467)
Decrease in stocks		-	439
Decrease/(increase) in debtors	17	92,060	(185,994)
Increase in creditors	19	11,302	71,142
(Decrease)/increase in deferred income		(65,990)	152,438
Net cash flows from operating activities		201,791	433,879
Cash flows from investing activities			
Interest receivable and similar income	6	3,913	467
Purchase of tangible fixed assets	15	-	(14,352)
Net cash flows from investing activities		3,913	(13,885)
Net increase in cash and cash equivalents		205,704	419,994
Cash and cash equivalents at 1 May		1,100,563	680,569
Cash and cash equivalents at 30 April		1,306,267	1,100,563

All of the cash flows are derived from continuing operations during the above two periods.

1 Charitable company status

The charitable company is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charitable company in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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 Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Kids Inspire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charitable company and its subsidiary undertakings drawn up to 30 April 2022.

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charitable company made a surplus after tax for the financial year of £162,085 (2021 - surplus of £389,307).

The subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income and endowments

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. Donations and legacies include voluntary donations from individuals, corporates and other groups including recovered Gift Aid where appropriate.

Grants receivable

Grants, including government grants, are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. 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.

Other trading activities

Other trading activities include fundraising income from functions and events organised by the charity and income generated by the charity's trading subsidiary, Inspire Wellbeing Services.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Charitable activities

Provision of therapy and counselling includes commissioned, training, private client and grant income from individuals, foundations and public sector bodies.

Other income

Other income consists of government grants in respect of the Coronavirus Job Retention Scheme. The grants are recognised when receivable.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Any significant individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	25% straight-line
Computer Equipment	25% straight-line
Leasehold improvements	25% straight-line

Business combinations

Business combinations are accounted for under the purchase method. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation. In accordance with Section 35 of FRS 102, Section 19 of FRS 102 has not been applied in these financial statements in respect of business combinations effected prior to the date of transition.

Trade debtors

Debtors are amounts due for services performed or grants receivable. Debtors are recognised initially at the transaction price. They are subsequently measured at the settlement amount less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash held within the charity's bank accounts.

Trade creditors

Creditors are recognised at their settlement amount where the charity has a present obligation resulting from a past event and will probably result in the transfer of funds to a third party and the amount due can be measured or estimated reliably.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Designated funds are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The group operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Donations and legacies;				
Donations receivable	172,712	524,983	697,695	821,292
Legacies	591	6,000	6,591	1,317
Gift aid reclaimed	21,811	-	21,811	14,082
	195,114	530,983	726,097	836,691

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Commissioned services and grant income	650	909,192	909,842	693,164
Training and private therapy income	6,543	-	6,543	9,095
	7,193	909,192	916,385	702,259

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Trading income;				
Sales of goods and services	8,658	-	8,658	1,395
Subsidiary trading income	21,960	-	21,960	9,950
Events income;				
Events income	98,311	500	98,811	38,346
Lotteries and competitions income	7,720	-	7,720	2,065
	136,649	500	137,149	51,756

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Interest receivable and similar income;				
Interest receivable on bank deposits	3,913	-	3,913	467

7 Other income

	Unrestricted funds £	Restricted funds £	Total 2022 £
Government grant - furlough income	9,792	-	9,792

	Unrestricted funds £	Restricted funds £	Total 2021 £
Government grant - furlough income	77,313	-	77,313

8 Expenditure on raising funds

a) Costs of generating donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Fundraising direct costs	28,004	58	28,062	11,813
Staff Costs	163,849	-	163,849	134,907
	191,853	58	191,911	146,720

b) Costs of trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Trading subsidiary costs	23,961	-	23,961	8,611
	23,961	-	23,961	8,611

9 Expenditure on charitable activities

Provision of therapy and counselling

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Direct project and activity costs		-	8,416	8,416	13,998
Depreciation		-	6,685	6,685	5,675
Staff costs and contractors		93,751	1,185,273	1,279,024	981,683
Allocated support costs	10	741	89,196	89,937	95,146
Governance costs	10	14,390	17,365	31,755	26,007
		108,882	1,306,935	1,415,817	1,122,509

10 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2022 £
Provision of therapy and counselling	31,755	16,263	30,831	42,843	121,692

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2021 £
Provision of therapy and counselling	26,007	14,663	31,436	49,047	121,153

Governance costs

	Total 2022 £	Total 2021 £
Staff costs		
Wages and salaries	6,500	6,500
Audit fees		
Audit of the charity's financial statements	5,460	5,460
Other fees paid to auditors	7,890	11,121
Legal and professional fees	8,556	2,511
Other governance costs	3,349	415
	31,755	26,007

11 Net incoming/outgoing resources

Net incoming resources for the year include:

	2022	2021
	£	£
Depreciation of fixed assets	6,685	5,675
Audit fees - charity and trading subsidiary	7,260	7,260

12 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

13 Staff costs

The aggregate payroll costs were as follows:

	2022	2021
	£	£
Staff costs during the year were:		
Wages and salaries	973,574	746,891
Social security costs	80,408	52,306
Pension costs	25,999	20,179
	1,079,981	819,376

The average number of persons (including senior management team) employed by the group during the year (head count based on number of staff employed) was as follows:

	2022	2021
	No	No
Average	41	36

38 (2021 - 33) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £25,999 (2021 - £20,179).

The number of employees whose emoluments fell within the following bands was:

	2022 No	2021 No
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-

The total employee benefits of the key management personnel of the group were £92,641 (2021 - £81,753).

14 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidary gift aids available profits to the parent charity.

15 Tangible fixed assets

Group

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2021	22,122	26,467	48,589
At 30 April 2022	22,122	26,467	48,589
Depreciation			
At 1 May 2021	18,722	11,428	30,150
Charge for the year	1,383	5,302	6,685
At 30 April 2022	20,105	16,730	36,835
Net book value			
At 30 April 2022	2,017	9,737	11,754
At 30 April 2021	3,400	15,039	18,439

Charitable company

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2021	22,122	26,467	48,589
At 30 April 2022	22,122	26,467	48,589
Depreciation			
At 1 May 2021	18,722	11,428	30,150
Charge for the year	1,383	5,302	6,685
At 30 April 2022	20,105	16,730	36,835
Net book value			
At 30 April 2022	2,017	9,737	11,754
At 30 April 2021	3,400	15,039	18,439

16 Fixed asset investments

Charitable company

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 May 2021	1	1
At 30 April 2022	1	1
Net book value		
At 30 April 2022	1	1
At 30 April 2021	1	1

Details of undertakings

Details of the investments in which the charitable company holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2022	2021	
Subsidiary undertakings					
Inspire Wellbeing Services Community Interest Company	England	Ordinary	100%	100%	Promotion of mental wellbeing

Subsidiaries

The profit for the financial period of Inspire Wellbeing Services Community Interest Company was £682 (2021- £1,339) and the aggregate amount of capital and reserves at the end of the period was £305 (2021- £743).

Inspire Wellbeing Services was incorporated on 27 September 2019 with register company number 12231988.

17 Debtors

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Due from group undertakings	-	-	19,831	20,610
Prepayments	40,232	29,447	40,232	29,447
Accrued income	1,787	-	1,787	-
Other debtors	163,557	268,189	163,557	268,024
	205,576	297,636	225,407	318,081

18 Cash and cash equivalents

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Cash at bank	1,306,267	1,100,563	1,284,331	1,077,575

19 Creditors: amounts falling due within one year

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	22,134	39,300	22,134	39,300
Other taxation and social security	24,876	16,465	24,876	16,465
Pension scheme creditor	5,333	4,109	5,333	4,109
Accruals	77,934	59,101	76,134	57,301
Deferred income	259,655	325,645	259,655	325,645
	389,932	444,620	388,132	442,820

Deferred income

	2022	2021
	£	£
Deferred income at 1 May 2021	325,645	173,207
Resources deferred in the period	259,655	325,645
Amounts released from previous periods	(325,645)	(173,207)
Deferred income at year end	259,655	325,645

Deferred income relates to income received with performance related conditions that are still to be fulfilled at the year end, or where the donor has specified that the income is to be used in future accounting periods.

20 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Other				
Within one year	2,787	4,686	2,787	4,686
Between one and five years	-	2,153	-	2,153
	2,787	6,839	2,787	6,839

21 Funds

Group

Current Year	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2022 £
Unrestricted funds					
General funds	600,300	352,661	(324,696)	(100,000)	528,265
Designated funds					
Premises fund	300,000	-	-	100,000	400,000
Total unrestricted funds	900,300	352,661	(324,696)	-	928,265
Restricted funds					
Clinical Comissioning Group	-	193,460	(193,460)	-	-
Essex County Council	-	375,345	(375,345)	-	-
Big Lottery Fund	-	123,720	(123,720)	-	-
Other grants and donations	71,718	748,150	(614,468)	-	205,400
Total restricted funds	71,718	1,440,675	(1,306,993)	-	205,400
Total funds	972,018	1,793,336	(1,631,689)	-	1,133,665

Prior Year	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2021 £
Unrestricted funds					
General funds	543,596	484,827	(128,123)	(300,000)	600,300
Designated funds					
Premises fund	-	-	-	300,000	300,000
Total unrestricted funds	543,596	484,827	(128,123)	-	900,300

Prior Year	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2021 £
Restricted funds					
Essex County Council	-	343,769	(343,769)	-	-
ICAP	17,778	-	(17,778)	-	-
Other grants and donations	19,998	839,890	(788,170)	-	71,718
Total restricted funds	37,776	1,183,659	(1,149,717)	-	71,718
Total funds	581,372	1,668,486	(1,277,840)	-	972,018

Charity

Current Year	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2022 £
Unrestricted funds					
General funds	599,558	330,461	(302,058)	(100,000)	527,961
Designated funds					
Premises Fund	300,000	-	-	100,000	400,000
Total unrestricted funds	899,558	330,461	(302,058)	-	927,961
Restricted funds					
Clinical Commissioning Group	-	193,460	(193,460)	-	-
Essex County Council	-	375,345	(375,345)	-	-
Big Lottery Fund	-	123,720	(123,720)	-	-
Other grants and donations	71,718	748,150	(614,468)	-	205,400
Total restricted funds	71,718	1,440,675	(1,306,993)	-	205,400
Total funds	971,276	1,771,136	(1,609,051)	-	1,133,361

Prior Year	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2021 £
Unrestricted funds					
General funds	544,193	474,877	(119,512)	(300,000)	599,558
Designated funds					
Premises Fund	-	-	-	300,000	300,000
Total unrestricted funds	544,193	474,877	(119,512)	-	899,558

Prior Year	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2021 £
Restricted funds					
Essex County Council	-	343,769	(343,769)	-	-
ICAP	17,778	-	(17,778)	-	-
Other grants and donations	19,998	839,890	(788,170)	-	71,718
Total restricted funds	37,776	1,183,659	(1,149,717)	-	71,718
Total funds	581,969	1,658,536	(1,269,229)	-	971,276

The specific purposes for which the funds are to be applied are as follows:

Current Year

- Premises Fund: the Trustees have designated £400,000 for the deposit on the acquisition of a new premises.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- The CCG are commissioning Kids Inspire to deliver specialist therapeutic support for 5-18 years olds in Southend, Castle Point & Rochford and Mid-Essex.
- The Big Lottery Fund are providing a contribution towards our Talk Together project which delivers county-wide therapeutic support, mentoring and Trauma Training.

Prior Year

- Premises Fund: the Trustees have designated £300,000 for the deposit on the acquisition of a new premises.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- ICAP is a fund set up to pay for long-term mentoring relationships.

22 Analysis of net assets between funds

Group

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £
Tangible fixed assets	11,754	-	-	11,754
Current assets	906,443	400,000	205,400	1,511,843
Current liabilities	(389,932)	-	-	(389,932)
Total net assets	528,265	400,000	205,400	1,133,665

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £
Tangible fixed assets	18,439	-	-	18,439
Current assets	1,026,481	300,000	71,718	1,398,199
Current liabilities	(444,620)	-	-	(444,620)
Total net assets	600,300	300,000	71,718	972,018

Charity

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £
Tangible fixed assets	11,754	-	-	11,754
Fixed asset investments	1	-	-	1
Current assets	904,338	400,000	205,400	1,509,738
Current liabilities	(388,132)	-	-	(388,132)
Total net assets	527,961	400,000	205,400	1,133,361

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £
Tangible fixed assets	18,439	-	-	18,439
Fixed asset investments	1	-	-	1
Current assets	1,023,938	300,000	71,718	1,395,656
Current liabilities	(442,820)	-	-	(442,820)
Total net assets	599,558	300,000	71,718	971,276

23 Analysis of cash and cash equivalents

Group

	At 1 May 2021 £	Cash flows £	At 30 April 2022 £
Cash at bank and in hand	1,100,563	205,704	1,306,267
Total cash	1,100,563	205,704	1,306,267

	At 1 May 2020 £	Cash flows £	At 30 April 2021 £
Cash at bank and in hand	680,569	419,994	1,100,563
Total cash	680,569	419,994	1,100,563

24 Related party transactions

Charitable company

During the year the charitable company made the following related party transactions:

Iain Bell

(Spouse of CEO)

Contractor fees of £2,511 (2021 - £3,380) for graphic design work. At the balance sheet date the amount due Iain Bell was £Nil (2021 - £Nil).

KIDS INSPIRE

England & Wales - Charity number 1129513

Accounts

REGISTERED COMPANY NUMBER: 06380082 (England and Wales)
REGISTERED CHARITY NUMBER: 1129513

Kids Inspire
Therapy, opportunity, love & care

Report of the Trustees
and
Financial Statements
for the Year Ended 30 April 2021

Kids Inspire

Contents of the Report of the Trustees and Financial Statements for the Year Ended 30 April 2021

	Page
Report of the Trustees	3-31
Independent Auditor's Report	32
Consolidated Statement of Financial Activities	38
Consolidated Balance Sheet	39
Balance Sheet	40
Consolidated Statement of Cash Flows	41
Notes to the Financial Statements	42

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 APRIL 2021

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the audited financial statements of the charity for the year ended 30 April 2021. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number 06380082 (England and Wales)
Registered Charity number 1129513

REGISTERED OFFICE
Hargrave House
Hollycroft
Molrams Lane
Great Baddow
Chelmsford
Essex CM2 7FW

TRUSTEES
M Birchall (Treasurer)
D Travis
L Loon
R Serrelli
A Sleet (Chair)
Y Spence
C Dollery (Appointed 4th May 2020)
S Carpenter (Appointed 30th November 2020)

TRUSTEE RESIGNATIONS BETWEEN 1ST MAY 2020 – 31ST AUGUST 2021

T Douglas	resigned 4th October 2020
D Carter	resigned 13th July 2020
N Taggart	resigned 20th April 2021

CEO AND CLINICAL DIRECTOR
Sue Bell

INDEPENDENT AUDITOR
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

BANKS
CAF Bank
25 Kings Hill Avenue
West Maling
Kent ME19 4JQ

NatWest
5 High St
Chelmsford
Essex CM1 1FZ

SOLICITORS
Fisher, Jones, Greenwood LLP
16 Baddow Road
Chelmsford
Essex CM2 0DG

Contents: Report of the Trustees for the Year Ended 30 April 2021

1. Introduction and Overview from the Chair of the Trustees 5

2. Objectives and Activities 6

3. Achievements and Performance 7

4. The Projects 14

Innovation Fund (FIF) – Early Support –within our Talk Together Level 1 15

BBC Children In Need (CIN) – Creative Therapies within Talk Together Level 1 15

Reaching Communities-National Lottery Funding – Trauma Recovery - Talk Together Level 2 & 3 15

'Lost and Found' – Loss and Bereavement within Talk Together Level 3 16

Essex Adoption and Guardianship Project 16

Step Down Projects 17

Mentoring 17

Equality, Diversity and Inclusion 21

5. Case Studies 21

6. Premises 22

7. Staffing Structure 22

8. Fundraising 22

9. Financial Review 26

Review of Financial Position 26

Gifts & Services in Kind 26

Reserves Policy 27

Investment Policy 27

10. Risk Review 27

Regulatory and Compliance 27

Operational 27

Financial 27

External 27

Governance 27

11. Plans for the Future 28

12. Constitution and Governance 29

Method of Appointment or Election of Trustees 29

Organisational Structure and Decision Making 29

Trustee Induction and Training 29

13. Statement of the Trustees' Responsibilities 30

Appendix A - Staffing Structure 31

1. Introduction and Overview from the Chair of the Trustees

The year has been characterised for us all by the ongoing global Covid-19 pandemic. However, the adaptations we made in response to the first lockdown in March 2020 stood us in good stead to continue the provision of services online and in person, to greater than ever numbers of beneficiaries. The toll the pandemic has taken on the mental health of children, young people and their families is evident in these increased numbers, as well as the complexity of cases we are seeing. All fall under our three-level Talk Together project, which provides support tailored to the specific needs of each service user, from early intervention, via support for past trauma in addition to current concerns, to long-term support for complex issues.

Flexible provision of services

Positives have come from the pandemic. In 2019, we would never have envisioned that our services could be delivered effectively online. However, with our clinical team now trained and experienced in the online delivery of therapeutic services, by April 2021 60% of service users were still opting for online support. It has been a huge learning curve which has led to the decision to continue the provision of a hybrid, client-led service indefinitely. As we transition to the new normal, we have also focused on the wellbeing of our whole team, implementing additional support from managers, monthly shared lunches and wellbeing days.

The new fundraising challenges

We remain deeply grateful for the continued support of all our funders, the majority of whom provide invaluable funding for our early intervention work. However, we have begun to question whether 'early intervention' requires redefining. Anxiety is now present in 80% of the children and young people we work with, and increasing numbers are presenting with social and severe anxiety, as well as complex issues such as disordered eating, self-harm, tics and suicidal ideation. As such, we have focused on building the private arm of the charity, Inspire Wellbeing Services. Its aim is to provide sustainable, unrestricted income to Kids Inspire through the provision of mental health and wellbeing services to businesses and individuals who do not meet the funding criteria of Kids Inspire's services. Meanwhile, despite the ban on face-to-face events, our fundraising team have continued to bring unrestricted funds into the charity, thanks to the generous support of so many people, raising over £40,000 through online, virtual events.

Awards and developments

On 12th June 2021, Sue Bell – our founder, CEO and Clinical Director – was awarded an OBE for services to charity, mental health and education. On hearing the news, Sue said, "It is testimony to the work of Kids Inspire over the past 14 years and recognises the sheer determination of everyone who supports us." Then, on 24th June 2021, Her Majesty's Lord Lieutenant of Essex, Mrs Jennifer Tolhurst, presented Kids Inspire with the Queens Award for Voluntary Service (QAVS). Despite Covid restrictions on numbers, the reception that followed was attended by representatives from our volunteers, supporters, funders, staff, Trustees, local politicians and QAVS. It was a fitting celebration of an award which bears testimony to the extraordinary work of all our volunteers.

Equality, Diversity and Inclusion

A Diversity Working Group was set up to review our practice around diversity and recommend improvements so that we may better represent the diversity of our society. We have always worked towards diversity and, following a recent survey, additional positive improvements were identified and are already underway. Our work on and commitment to diversity, equity and inclusion continues.

The year ahead

Mental health has never had a higher profile in the media, in minds and conversations, amongst families and friends, for businesses – for us all – and we have no doubt that demand will continue to grow for the services we provide to children, young people and their families. We are in a strong position not only to meet this demand but also to continue to grow outside of Essex, into Southend, Suffolk and Thurrock, in line with our business plan and vision to widen our reach. So our message remains exactly the same as last year: please do whatever you can, by donating, volunteering or simply spreading the word.

2. Objectives and Activities

Kids Inspire supports children and young people to rebuild their futures and reclaim their lives. Since 2007 our qualified, experienced team has delivered bespoke mentoring, coaching, therapy, training and activity packages which empower children and the adults in their lives to make positive choices and reach their potential. Our service is child-centred, and we offer evidence-based, cutting-edge therapies alongside innovative interventions.

Policies and Objectives

The charity has been established to:

- Enhance the emotional health of young people through counselling, support and therapeutic use of the arts.
- Support schools and individuals working 'on the front line' with children and young people in addressing the emotional and psychological needs of young people appropriately.
- Undertake any other related charitable activity.

These objectives are pursued through several activities, some of which are funded by local authority grants, but the bulk of which are made possible through the generosity of charitable trusts, companies and individuals, including many volunteers.

Activities Fulfilling the Charity's Objectives

General core services of Kids Inspire are:

- Therapeutic group work
- Systemic family therapy
- One-to-one therapies
- Parent/child therapy
- Complementary therapies
- Relational social work
- Emotional wellbeing training for young people, carers and school staff
- Workshops - arts and physical activities to enhance well-being
- Coaching - strengths based
- Holiday activities
- Trips
- Bereavement support in schools
- Anti-bullying initiatives and support
- Mentoring
- Peer mentoring in schools
- Family support
- Specialist trauma resolution interventions
- Multi-disciplinary assessments

These services focus on healing and empowerment (with a desire to increase the focus on prevention) for children and families affected by the following:

- Abuse (neglect, physical, sexual or emotional)
- Bullying
- Personality disorder and other mental health issues
- Attention Deficit Hyperactivity Disorder (ADHD), Oppositional Defiant Disorder (ODD), and other diagnosable disorders
- Eating issues (bulimia, anorexia etc)
- Bereavement and loss
- Separation / divorce
- Self-harm
- Depression
- Anxiety
- Suicide
- Emotional and behavioural difficulties leading to a risk of school exclusion
- Autistic Spectrum Disorder (ASD)

Public Benefit

The Trustees paid due regard to The Charity Commission's guidance on public benefit throughout the year. Providing educational, practical and emotional support to vulnerable young people has a direct benefit both to the children and the wider public as it strengthens relationships, reduces crime, and creates responsible citizens capable of participating in their communities.

There are no unreasonable restrictions that would prevent children in Essex from benefitting from Kids Inspire's services, and the charity does not charge children or their parents/carers for services and support offered. The benefit provided to the public is consistent with the charitable aims of Kids Inspire.

3. Achievements and Performance

Summary: With Covid-19 still impacting, we continued to offer bespoke treatment plans through a client-led, hybrid face-to-face/online model. All therapists were trained in Online Counselling/Therapy and managers adapted swiftly and effectively to provide continuity of clinical management. Evaluation and monitoring form the foundations of our provision. We maintained the previous year's 40% growth in total beneficiaries; saw a 50% increase in total enquiries; a 25% increase in the number of families supported; 98% of adults and 93% of children and young people supported reported at least one major change; and service user diversity increased.

3a Impact report

Achievement 1: This year, we maintained our 40% growth (in total beneficiaries) from the previous year as well as increasing our number of referred families who received support by 25%. Kids Inspire's Talk Together therapeutic response to the mental health needs relating to Covid-19 required a holistic model that encouraged families to engage together, so we increased the number of individuals (children and parents/carers) who received intensive support by 43%, bringing our child-centred approach into family-based support plans. This change was essential to stabilise the family system around the child.

In 2020-2021:

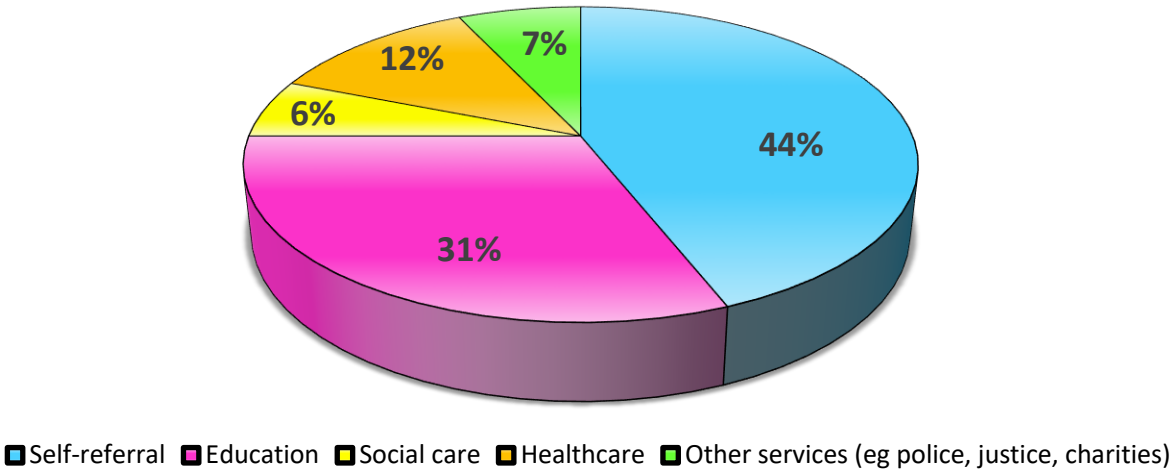
- Total number of newly referred individuals supported by our therapy services: 2,777 (consolidating the 40% increase of the previous year).
- Primary beneficiaries: 1,658 individuals were included in intensive support (increase of 43% on the year before)
- Family members/secondary beneficiaries: 1,119 individuals were benefited by brief consultations and psychoeducation.
- Ongoing cases from the year before: total of 722 individuals in long-term support (primary 515, secondary 207).
- A total of 3,499 beneficiaries supported through a therapeutic intervention in the reported year.

Our aim is to support disadvantaged children/young people and their families to build resilience, heal from trauma and reclaim their lives. We treat each referral individually to understand the root of the problem. Our clinical thinking results in targeting the intensive support to the family members that need it the most, whilst keeping the whole family in the treatment plan through regular consultations.

Achievement 2: We responded to an average of 40 enquiries for support per week, out of which 30 met initial criteria for processing. This was an increase of 50% in total enquiries from the year before. Our robust screening processes led to 83% of the families receiving intensive support, while 17% of the families received brief consultation that enabled them to be signposted to the right service for their needs. We received 1,077 new referrals – normally each referral is a whole family with the needs of the child/ren at the centre. After our initial telephone consultation and clinical assessment, we decide with the family where will be most helpful to target the support.

Most of our referrals come from individuals themselves and schools as a result of our outreach and community engagement activities and our established trusted relationships with our service users. We also updated our website to make our referral process more accessible and created service user guides. The regular flow of referrals from the Local Authority and Social Care is linked to our established contracts and partnerships within the sector. The increase in referrals from the Health Sector and other services, like Police, were due to specialised commissioned work Kids Inspire undertook as a response to Covid-19.

In 2020-2021:



Achievement 3: We offered bespoke treatment plans after assessing each family's needs to address the reasons for referrals in the most effective way to bring about positive and long-lasting outcomes.

Examples of Reasons for Referral in 2020-2021 (this is not an exhaustive list)

48% emotional:	Emotional distress, Covid-19 anxiety, extreme anxiety, development of acute tics, trauma, bereavement, low mood, numbness, emerging eating issues, phobias, suicidal thoughts, parental mental illness and substance abuse.
21% behavioural:	Extreme anger (parent/child violence), aggressive behaviours, risky/criminal behaviour, conduct problems, school exclusions.
13% social:	Friendship issues, bullying, social anxiety, communication difficulties linked to disability.
9% physical:	Eating disorders, self-harming behaviour, sleep issues, health issues etc.
9% family:	Broken family connections, conflict, domestic abuse, sexual, physical and emotional abuse and neglect, young carers etc.

Outcomes

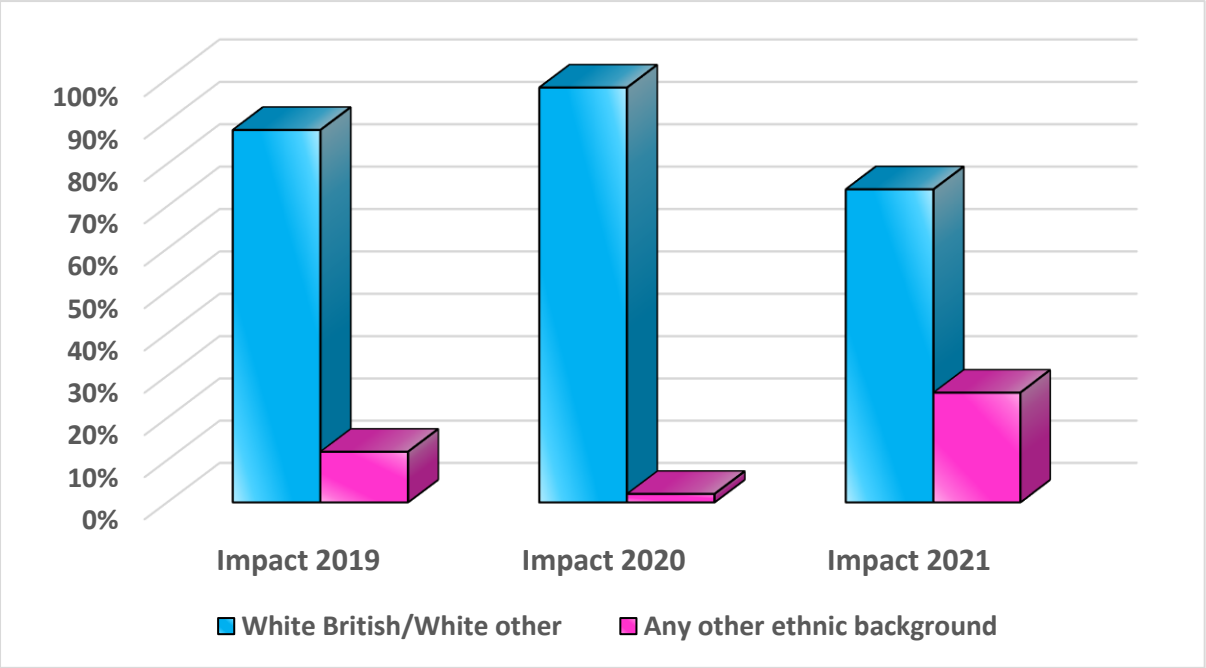
98% of the parents we supported reported at least one major change:

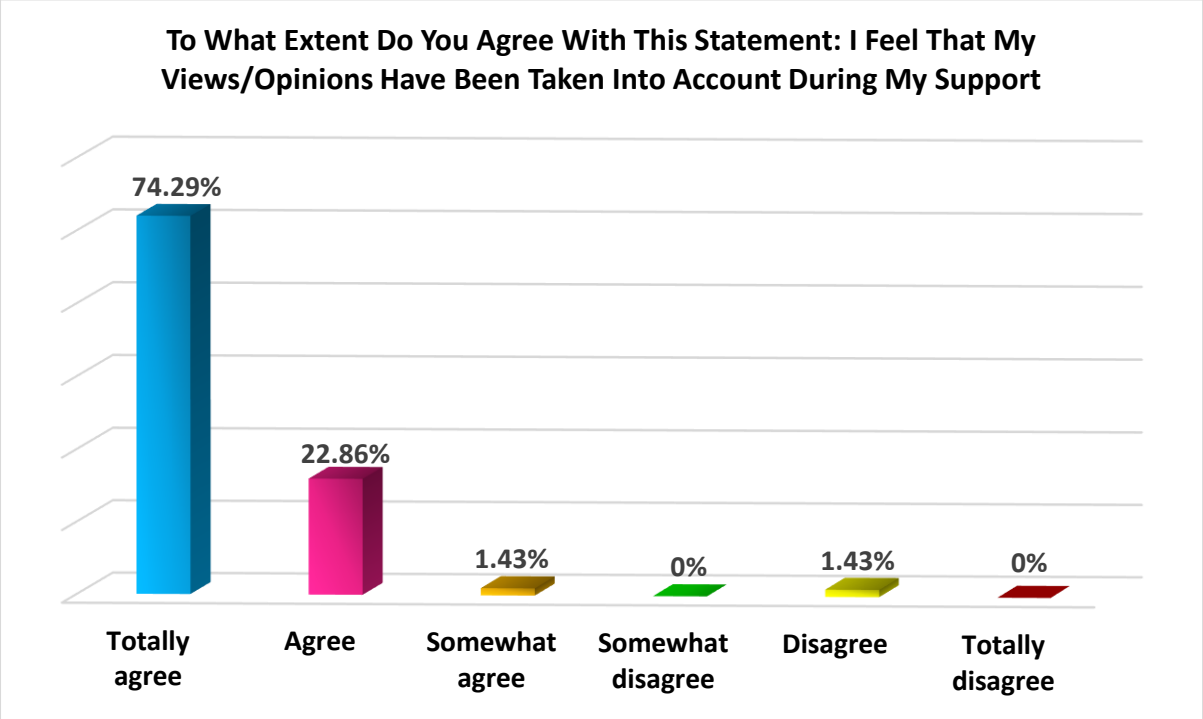
- They felt more able to maintain their own wellbeing, emotionally and physically.
- They were more able to respond positively to their child's emotional needs.
- They were more effective in implementing appropriate boundaries to manage their child's behaviour.
- They had a healthier and more consistent routine at home.
- They felt more confident to support their child with education engagement.

93% of the children and young people we supported reported at least one major change:

- They felt their family relationships improved, with strengthened bonds and fewer arguments.
- They were more able to make sense of their feelings and to know what to do when they feel overwhelmed.
- They felt better within themselves, finding their own voice and feeling proud for who they are.
- They felt more confident in managing friendship issues, making new friends or finding a sense of belonging.
- They learned ways of managing school-related stress, starting to enjoy school again and having aspirations about the future.

Achievement 4: We increased our diversity and improved inclusion of needs and service user involvement.





Main Learning: The previous year, we acknowledged that our diversity needed to become a priority by: a) raising awareness within the clinical team and across the organisation; b) considering more the wider context of global and social issues, such as the Black Lives Matter movement, LGBTQ rights and young people's concerns over climate change; and c) actively and meaningfully being diverse-aware in everything we do, from recruitment, to delivery and the wider impact in the community. Our Equality and Diversity working group – attended by staff across the organisation - has had monthly reflection meetings, issued a staff survey, which then informed our service users' survey, and further actions for training are due. We have made a start, but we still acknowledge there is more to achieve here.

3b. Ongoing systems and processes

Evaluation and Monitoring: Evaluation and monitoring underpins every element of Kids Inspire's provision: internal and external review procedures within the organisation are embedded to ensure quality of delivery, evidence-based practice and sustainability of outcomes. The service user is at the centre of evaluation processes and ethical guidelines are followed in respect of the relevant professional bodies, such as BACP, UKCP, HCPC, BPS etc.

Our methodology for measuring outcomes and assessing change is mixed: we aim for triangulation of data using multiple methods and tools, quantitative and qualitative. Pre and post intervention data are gathered, and evaluation is ongoing throughout the completion of the treatment plan/intervention/service via regular case management meetings with Kids Inspire supervisors/senior clinicians. We combine data from different methods:

- Outcomes Star™
- Strengths and difficulties questionnaire
- Therapist/worker case notes
- End of work report
- Parent/carer feedback
- School/teacher feedback
- External professionals' feedback (e.g Social Care)
- Service users' surveys
- Commissioners/Impact/Project reports

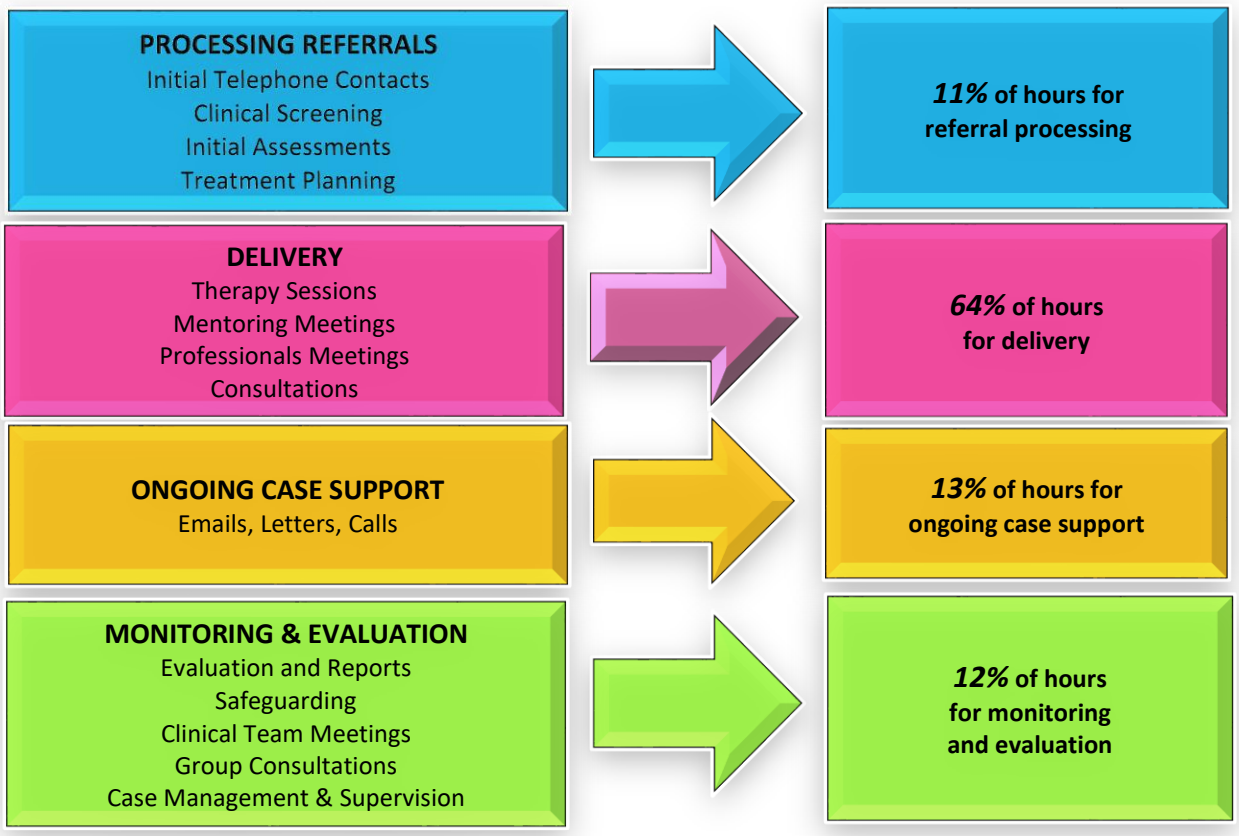
The collaboration between therapist/Kids Inspire worker and service user is central to our approach; reviewing happens systematically and routinely in every single meeting. The service user is empowered by the therapist to discuss together the desired outcomes and to assess the progress toward completion of targets. The Outcomes Star™ is a collaborative measurement tool that is used to assess the ongoing progress of service users. The tool measures specific areas of a service user's life and change over a period, as they are completed at the beginning, middle and end. By monitoring the journey of the service user, we can demonstrate that the impact is not just in one area of work; instead, it shows results in an individual's overall wellbeing.

Evaluation and monitoring processes are embedded in the collaboration between: a) the Clinical Administration team who operate our e-database (Pipedrive); b) the Therapists and Clinical Case Managers who record and monitor the delivered work in the system; c) the Clinical Admin Supervisor, who is line-managed by the Assistant Clinical Director for Clinical Impact, working closely to constantly improve the flow of referrals in the system; and d) the SMT (Clinical Director, Assistant Clinical Directors, Head of Operations, Head of Finance and Head of Fundraising & Communications), who receive the stats and feedback for internal project audit and external reporting to funders and commissioners.

Training in evaluation and monitoring is also now embedded in our induction programme of therapists and volunteer mentors who join the organisation. Additionally, top-up training is delivered internally as CPD once or twice a year to ensure that our processes remain up-to-date and relevant to the services we deliver. The therapists have the opportunity to share feedback within the organisation about 'what is effective' and 'what needs improvement'. Results of the ongoing dialogue about 'what is the best way to capture therapy outcomes' are bespoke, creative approaches, adapting the tools to art, movement, drama and music techniques that can make the process of evaluation fun and engaging for children and young people.

To respond to the new demand for online support, all our therapists were trained in Online Counselling/Therapy with an external training provider leading to a certificate accredited by BACP.

Below is an illustration of how we invest our time in delivery and quality assurance – percentages based on 30,000 recorded hours:



Clinical management: In addition to previous challenges, such as the climate of uncertainty relating to statutory funding and ongoing uncertainty relating to premises, this year Kids Inspire has had to respond swiftly to the Covid-19 pandemic and related crisis. The Clinical Team showed immense resilience and willingness to adapt the work from face-to-face sessions to online support. The existing clinical management systems offered a secure base to draw upon and become creative and innovative.

The Clinical Managers and Clinical Senior Management team have continued to meet weekly for clinical decision-making and appropriate allocation of cases. Newly allocated cases are matched with a log of the project targets and equivalent budget to ensure the beneficiaries receive the necessary treatment plan. The Senior Clinicians offer monthly one-to-one case management meetings to all therapists. Progress is monitored and evaluated via these structured and formal meetings as well as via end of therapy reports and case studies.

We continue to use a Duty Officer rota so that Supervisors, line managed by the Assistant Clinical Director for Clinical Services, can make immediate decisions about whether cases can enter the system. This system ensures that the right service users are directed to the different projects without volume exceeding capacity, and that we are also seen as helpful and informative to consumers and funders.

All therapists are externally supervised by experienced, accredited supervisors. In addition, they attend internal monthly case management meetings (where care plans and progress are reviewed), monthly group case consultation meetings and in-house weekly Continued Professional Development sessions.

The mentoring supervisors run monthly supervision groups for their team of mentors and they liaise with schools and families to ensure progress and to safeguard children and young people.

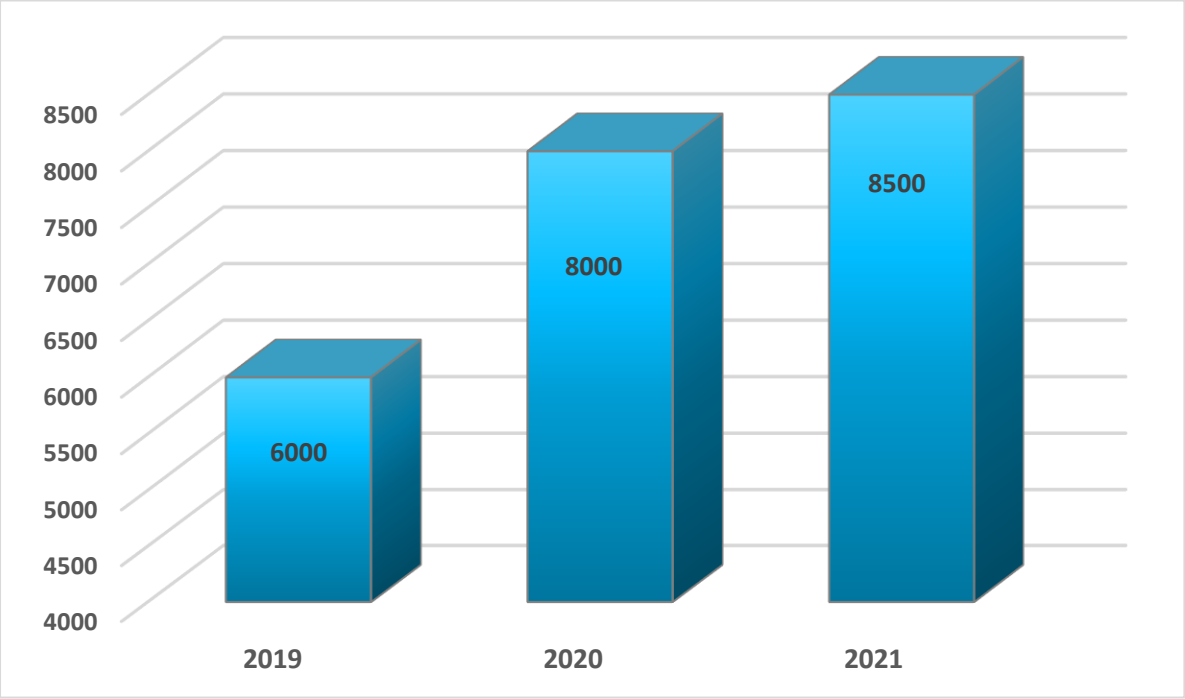
Depending on the project, regular progress reviews are held with the parents, teachers and professionals around the child to compare changes in the different environments and support sustainability of positive outcomes.

3c. Overall Impact

With our diverse activities, from therapy to mentoring, community events to trauma-informed training, and from Lunch Clubs to Christmas appeals, we reached out to a total of 8,455 individuals. This is an amazing number considering the ongoing lockdowns, restrictions and cancelled events throughout the year. Adding the captured numbers of over 12,000 people who visited our website and thousands more who engaged with us on over a million occasions on social media, we can say that our impact has had a wider reach in the local community and beyond.

Our hope and aim are that every single individual who engaged with us during the period from May 2020 to April 2021 will carry on impacting their environment with a ripple effect, bringing about positive change in the wider community, tackling the stigma of mental health and sharing Kids Inspire's vision of helping disadvantaged or traumatised children, young people and families to 'Reclaim Their Lives' – and especially during the Covid-19 crisis that has affected everyone's lives.

Overall Impact Comparison



What's next

In last year's report (July 2020) we were reflecting on what the 'new normal' would look like and what it meant for us all and the families we support. Little did we know that we would soon be dealing with a new, long lockdown and ongoing challenges. However, based on research evidence, we did know that there would not be a 'quick fix' for the impact of such a crisis and that the traumatic consequences could be longer term.

Fortunately, we were able to continue our work, thanks to our supporters and response grants. In the process of a very challenging year, we experienced what 'we are all in this together' meant, and we learned that

everyone's wellbeing matters for the organisation's resilience. A year later (July 2021), the team is still here, doing their best to support the flow of incoming referrals that has not stopped. We have seen schools feeling overwhelmed in their efforts to support pupils and staff; we have seen families still trying to make sense of what has happened so far.

'The therapist has been beyond fantastic with myself and my son. She made me feel so comfortable in our sessions, and really seemed like she understood me and was 'on my side'. My son was also very fond of his therapist – which is amazing as he finds it very hard to feel comfortable with someone. I can't thank you enough.'

'A huge difference to my daughter. She has a mentor now after doing some art therapy in school, and we really appreciate it, it's having a positive impact on her and her mentor is so lovely and approachable and helpful. I really am amazed at how excellent the support is from the mentor and Kids Inspire and can't thank you all enough. I'm convinced this will have a long-term impact on my child. Keep up the good work, thank you.'

'It has been great to have someone independent to listen to and give my child individualised support based on interests and needs. Really thankful that this service exists.'

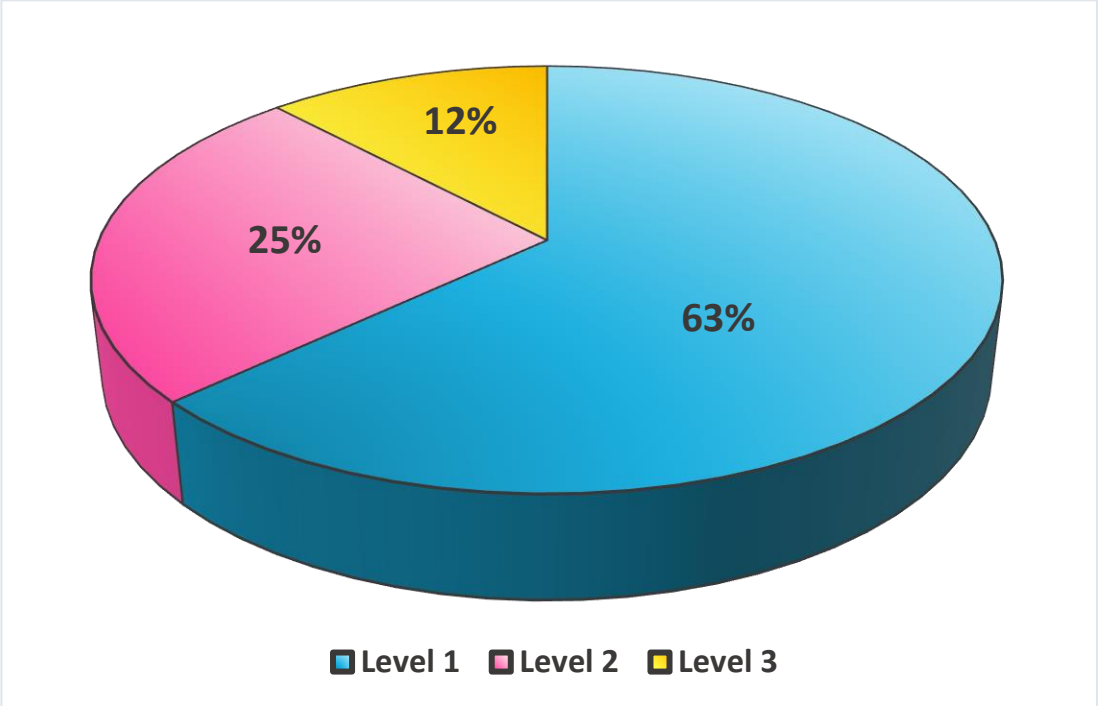
'Making more time for myself, listening more.'

'It's helped me work through my own feelings without putting on my family.'

Service User Survey

4. The Projects

Talk Together: Percentage of Cases by Level



Innovation Fund (FIF) – Early Support –within our Talk Together Level 1

Kids Inspire has continued to work in partnership with The Children's Society and Southend YMCA in the delivery of services for children, young people and families needing a little bit of extra help. Early intervention remains an essential service. Offering the most appropriate support at the right time prevents escalation and a need for more specialist service. However, before the pandemic, Kids Inspire's early intervention referrals typically included young people with emerging symptoms of anxiety, depression, symptoms around the restriction of food or using food for comfort, relationship issues and so on. Since the pandemic, Kids Inspire has re-defined early intervention, as referrals to this funding stream have tended to be complex. Extreme anxiety, with an increase in teenagers presenting with TICS, diagnosable eating disorders, particularly AFRID (Avoidant Restrictive Food Intake Disorder), self-harming behaviours, suicidal ideation along with a sense of hopelessness, family relationship breakdown and an increase in risky behaviours particularly around alcohol and drugs. Thanks to funding from Essex County Council and an agreement to increase flexibility around the number of sessions allocated to an individual, Kids Inspire has been able to provide support of a more specialist nature through this funding stream.

BBC Children In Need (CIN) – Creative Therapies within Talk Together Level 1

In July 2018 we were awarded a three-year BBC CIN grant to target disadvantaged children who need therapy; therefore, all the children we supported were disadvantaged under the category of psychological difficulties. The reasons for referral have included emotional difficulties and difficulties with self-regulation, challenging behaviours, relationships breakdowns in the family, peer relationships and social difficulties. The presenting problems that were affecting the child's home or school life were highlighted by parents, teachers or other professionals. A common theme seemed to be low self-esteem and lack of coping strategies that resulted in withdrawal, self-harming behaviours or acting-out behaviours that caused dissatisfaction with life and disengagement with education or activities. Under this project, individual sessions of creative therapy with a qualified clinician gave the opportunity to explore the difficulties in metaphor with non-verbal ways that can increase the ability to self-regulate, problem-solve and learn new skills.

In August 2021 we successfully reported on completion of the final year of funding with positive outcomes and findings on the impact of creative therapeutic interventions:

- 'Having Strong Self-belief': Children's ability to problem-solve increased and by the end of the intervention the children would bring examples of how they coped better at home or at school, feeling more confident and accepted for who they are.
- 'Being Emotionally Well': Towards the end of therapy, the children had built an emotional vocabulary embellished with images and stories, giving them a variety of ideas and techniques to use at school or at home when feeling overwhelmed.
- 'Having Positive Relationships': The children were able to create stories that spoke about their pain around family arguments and conflict. This gave the opportunity for reflective conversations on what they would like their parents to know; practising various art and play techniques for new communication skills.

Reaching Communities-National Lottery Funding – Trauma Recovery within Talk Together Level 2 & 3

In April 2018 we were awarded three years of National Lottery funding to develop our trauma-focused services to be delivered in Mid and South Essex; it involved working with the community to improve awareness of mental health and traumatic stress and a training programme focusing on trauma informed practice. Our Community Engagement Officer has been instrumental in helping community awareness and forming relationships with local services and schools that support vulnerable young people in the localities. We are now well known in Basildon and other areas in the South of Essex. This project also provided individual work with children and families who have experienced significant trauma that is affecting their daily functioning.

In April 2021 we successfully reported for the third year of delivery with positive outcomes in:

- Improved emotional wellbeing for vulnerable children, young people and their families.
- Improved educational, peer and positive activity outcomes for vulnerable children and young people
- Increased understanding/skillset for teachers, Mentors and other frontline professionals, to effectively recognise/respond to/support issues relating to trauma.
- Increased engagement by local people in the promotion of young people's wellbeing.

Our Trauma-Informed Practice training for schools has been in great demand with a total of 1100 beneficiaries. We trained over 650 teachers in the first year. In the second year, face-to-face delivery of training was interrupted due to Covid-19; however, online versions of the training were delivered for 220 individuals (parents and professionals). In Year 3 we trained 350 teachers, key workers/professionals and parents.

"I gained a clear understanding of trauma, how the body responds to it, why pupils behave in certain ways, how I can support them and how the brain works. This was a very engaging and inspiring session - thank you!"

Headteacher re Level 1 trauma training

"This was the first time I have had training that consolidates being trauma informed outside of therapy. It was really useful to have had a clear and informative presentation…. Many thanks for your training events, they were enjoyable and have given me an opportunity to be further informed and reflect."

Art Therapist re Level 2 trauma training

"Yet again, an extremely useful and thought-provoking course. Thank you. It has given me a good understanding of taking more care of myself in order to help others. It has also given me useful tools to use to work with the children. I would recommend taking all three levels to build your toolbox and better understand what children need."

Learning Support Assistant re Level 3 trauma training

'Lost and Found' – Loss and Bereavement within Talk Together Level 3

This project is funded by various sources, the main one being the Tracey Mead Fund. The project attracts referrals from families that otherwise would not receive a standard service, because the criteria are for loss and bereavement. There have been cases of family loss due to very serious trauma that have led to total incapacity producing a collapse of the family system.

Essex Adoption and Guardianship Project

Kids Inspire is a 'provider' for the Essex Post Adoption Service and has been successful in winning 'mini bids' to provide therapeutic and assessment services. This project has continued to progress well and is receiving great appreciation from referrers and service users. The work is complex and has required a high level of skills to complete the required interventions, such as whole family assessments, child psychology and screening for neurological conditions, attachment difficulties and adult mental health issues. Specialist trauma therapies have been successful in attaining positive outcomes with children who have experienced complex developmental trauma. Integrating conventional psychotherapy models with body psychotherapy and somatic models is proving extremely successful and is an integration that is becoming more recognised.

Step Down Projects

A significant and valued element in the suite of Kids Inspire's offerings are the step-down projects. These are the projects for young people who have been through therapy or whose needs are less intense, who need support to build confidence in being able to engage creatively with their peers. This means that, with our support, the young people are enabled to grow emotionally at their own pace, changing their relationship with us over time to reflect their growing independence.

There are 3 key projects:

- Mentoring
- Groups such as: CREW, What Is Like To Be Me, Sing My Own Song, Balance Me
- The Voice Youth Forum

Mentoring

Project background: Kids Inspire's mentoring services are integral to our holistic approach, with measurable outcomes and evidenced impact on issues including peer relationships, bullying and risk of school avoidance. Kids Inspire's trained and experienced mentors are supporting children and young people with more complex and long-term difficulties that stem from family dysfunction, social isolation and loneliness, domestic violence and abuse. There was an average of 44 active mentoring relationships during 2020-2021.

Our Mentoring approach: Case studies evidence the beneficial impact of mentoring on educational engagement, including help during the transition from primary to secondary school and support with exam-related stress. Evaluation indicates that the positive outcomes of Kids Inspire's mentoring programme are rooted in mentors being equipped with tools and techniques to understand and support the underlying issues that lead children and young people to present with certain behaviours. Mentors are required to complete notes after every session and must attend monthly supervision with our qualified clinicians. Delivery quality is regularly monitored by mentor supervisors and the service manager via case notes and progress reports.

Kids Inspire's mentoring supervisors support the mentors on a monthly basis and are available for consultation and safeguarding guidance. Kids Inspire's Mentoring Co-ordinator ensures effective communication between referrers, external services, Kids Inspire mentors, and mentees and their parents. Kids Inspire's Community Engagement Officer ensures mentoring is integrated into community-based activities to develop support networks that can sustain positive results and bring long-lasting change of positive choices within the community.

Our Training: We offer a full pack of training with theoretical underpinning of child and adolescent development and practical tools and techniques. The training is delivered in cohorts with a duration of one weekend.

- August 2020 – 9 mentors trained.
- January 2021 – 31 mentors trained.

We aim to increase our team of mentors, and the Mentoring Co-ordinator and the Community Engagement Officer are actively inspiring and recruiting more people.

Ongoing training opportunities are available, which are highly valued by mentors.

We have an established procedure for processing referrals within our team of senior clinicians to ensure that mentoring is an appropriate service for the referred child, to define the main focus of the intervention and to ensure that the allocated mentor will match the mentee's needs.

The Voice – Youth Forum

The Kids Inspire social development teen group called The Voice is doing well, with the young people attending regularly and enjoying each other's company. They are supportive of each other and welcoming of new members. They talk about their own situation, their anxieties and worries, openly in this safe space.

They have taken part in several Kids Inspire community events, assisting with set-up, engaging other young people, entering into conversations about mental health and how to achieve it. They have taken an active part in a youth conference organised by the young people in The Children's Society. Their confidence in their own skills is growing, demonstrated by the fact that they have broadcast on local radio twice to date, promoting mental health and Kids Inspire. They are going to assist in the filming of the listening enquiries.

Sing My Own Song – Group Music Writing

This is a new Kids Inspire project, emerging out of the community engagement events entitled "Kids can do it", where it became clear that making music and performing are highly valued activities amongst young people. Kids Inspire is keen to support young people in expressing themselves creatively in a group situation. Creating a therapeutic group where anxious and isolated young people can learn how to create their own songs in safety with their peers brings these enthusiasms together. The course was facilitated by a music therapist and two singer/songwriter teenagers.

The project was originally conceived as a face-to-face group experience, to be based in the Youth Offices in Brentwood; a group in which the young people would engage with a group of peers to express themselves through music, learning how to write songs and perform them. However, Covid-19 made this model of delivery impossible, so we redesigned it as an online course, using Zoom. It took place over 15 x 2-hour sessions. Breakout rooms were used to enable smaller groups to focus on a particular issue, like lyrics or backing tracks. The course was, of course, very different online. It became clear that the significant experiential aspect of the project could easily get lost. It was one of the volunteers who mentioned the use of Launchpads as a means of mediating the process. So, with the help of the Rotary Club of Brentwood, we purchased mini-mixer Launchpads so that each participant could have direct individual access to making and recording their own sounds for themselves between classes.

Extremely positive feedback was received on the positive impact of the project, with increased self confidence in self-expression and increased self-efficacy both witnessed and reported by participants and their parents/guardians. Friendships based on music were formed which have continued after the end of the project. Greater confidence in social engagement was reported.

Inspire Wellbeing Services (IWS)

In September 2019, a Community Interest Company called "Inspire Wellbeing Services" (IWS) was incorporated with Kids Inspire as its sole owner. The trustees' aim was to create a subsidiary of Kids Inspire that would provide mental health, wellbeing and related services on a commercial basis for people who did not fall within the scope of the charity's services and, in doing so, to distribute its profits as unrestricted funds to the charity. The pandemic has affected the commercial development of Inspire Wellbeing Services. During 2020-21 IWS made a small profit which will be transferred to Kids Inspire in 2021-22. Trustees will continue to keep IWS under review to ensure that it is a benefit to the charity.

Community Engagement

The last 18 months have challenged the very heart of community engagement activity, as we have had to learn to be socially distanced and wary of physical contact. This has meant that community gatherings have not taken place. With the lockdown continuing longer into 2021 than anticipated, we have not been able to explore the ramifications yet. Indeed, continuing media warnings generate fearfulness so that even after lockdown, people remain wary of coming together.

Community organising: Nevertheless, people do want to connect with others and so we have developed our online presence, creating platforms for interaction. We have found that interest in volunteering has increased, not just around the ever-popular Kids Inspire one-to-one mentoring offer, but also for community volunteering. We have developed an online training programme in community organising so that volunteers can become involved in designing and developing new community projects. We are part-way through our first course, learning as we go along how best to communicate the ideas through Zoom. Already we can see the potential of working with local people, including young people in their own localities on developing grass roots community organising skills. At the heart of such activity is the building of relationships and networks, nurturing social capital and engendering confidence. At this time, when the very reality of social life is being questioned, affirming the importance of community is critical as we go forward. Our children and young people are relying on us to make tangible the reality of community.

For this reason, we are developing a media campaign around what community means, encouraging volunteers to ask their friends and neighbours what it signifies for them, aiming to build awareness that multi-generational communities are key to raising healthy children. As the African saying goes, “it takes a village to raise a child”.

Listening Enquiry: This has been affirmed through our ongoing listening enquiry - Have Your Say – where we ask young people to describe their hopes for their social lives post Covid. We have undertaken one filmed enquiry so far, in Chelmsford, and aim to use the resultant film to trigger conversations between young people in other parts of Essex. What we have heard so far is that children and young people are desperate to come together, to meet up, to have real life experiences, to be part of inter-generational social activities that enable them to reach out beyond the confines of their homes and get on with developing their lives.

Sing My Own Song: In last year’s report we described our plans for a new project called “Sing My Own Song”, in Brentwood, whereby young people would come together to learn how to express themselves through writing their own songs. We were pleased that this project went ahead, despite Covid. We had to convert it into an online course - which made the task of the group leader especially tough - but with two extremely able volunteer teenage singer songwriters on the team, a highly successful project was undertaken, which had a positive impact on the participants. An interesting piece of learning from the project was that it was when the young participants met face to face halfway through that their confidence and investment in the project took hold. They were able to sustain their engagement online thereafter.

Voice: Voice is the name of our social development group for teenagers who have been through Kids Inspire services. Over the past 3 or so years, this group has established itself, with a regular membership able to welcome new members. The members show great concern and kindness towards each other as they discuss openly their mental health issues. They have presented at a youth conference, taken part in outreach at community festivals, commented on services and promoted Kids Inspire on the radio.

Over lockdown, we kept in touch through WhatsApp and have been meeting face to face since May. Before the lockdown, we discussed a camping trip and the first point they raised when we came together again was the possibility of camping. This was organised on a small holding in East Essex, cooking on an open fire, helping with hay making, fruit picking, potato digging, wood chopping and chicken feeding – having real practical experiences of engaging harmoniously with nature.

Public Events: In April 2021, we held a community event two weeks after Easter, organised by an exemplary Community Volunteer, Kerry Young, where we gave away 250 Easter eggs one Saturday in Basildon. A mad hatter with a huge clock and bunny rabbits wandered about exclaiming "we are late…"

Looking forward, the engagement and fundraising event at the High Chelmer shopping centre in Chelmsford planned for last year (2020) has been rearranged for October 2021. We will run another "Kids can do it" day, demonstrating the talents of local young people, in entertaining and inspiring others.

Conclusion: Through these different initiatives, Kids Inspire is finding ways to facilitate the active engagement of young people and adults in their communities, in peer groups and multi-generationally. The impact is cheering, encouraging people to have confidence again in social life, which is so important for our young people.

Equality, Diversity and Inclusion

As Kids Inspire has grown in confidence itself, through its steadily increasing activity during lockdown, positively affirmed by the honour of receiving the Queens Award for Volunteering, we committed to reviewing our practice around diversity, to make sure we are reaching all parts of our communities. On this basis, a Diversity Working Group has been established, with staff from across the organisation and Trustees coming together to explore our practice and make recommendations on how to improve our reach, internally and externally.

We began by undertaking a survey of attitudes and views within Kids Inspire. A good number of people took part and out of it has come an agenda of action that we are already taking action on, notably around training and recruitment. The organisation as a whole is fully committed to ensuring implementation on all fronts so that staff, volunteers, Trustees and clients better represent the diversity of our society.

5. Case Studies

Note that in the interests of confidentiality the names in the following case studies have been changed.

Case study: online art therapy during lockdown – Freddie

Freddie, aged 11, lives with his mother and two sisters. He suffered from anxiety, which was being made worse by the pandemic situation. His mother was worried this was affecting his ability to take part in normal daily activities and even leaving the house for school was difficult. She wondered if things would ever change as he was very reliant on her to rescue him from his bouts of worry.

Kids Inspire offered online art therapy, which helped Freddie use drawing to express some of his fears and symbolically 'put away' other worries. He also learnt strategies to calm himself and thought about how he could be soothed and heard.

Support sessions for Freddie's mother also provided the space to think about her own problems and looking after herself. This helped her to become a more secure 'container' for Freddie's anxiety so that she could support him to manage his emotions and build his confidence. The therapist also engaged Freddie's mother in some psycho-education to help her understand Freddie's responses to stress and offered strategies to help him when he felt anxious.

Freddie said 'I feel more in control of my feelings' and his mother agreed that anxiety did not now dominate their lives.

Over time communication increased between the pair and Freddie found new ways of communicating his needs. He began to make tentative steps towards being a little more independent.

Case study: online dance movement psychotherapy during lockdown – Anthony

At 15 years old, Anthony received 1:1 Dance Movement Psychotherapy sessions to process separation and loss.

During an online Dance Movement Psychotherapy session, Anthony expressed his curiosity in a painting hanging in the distance on his psychotherapist's office wall. He explained how the green walls and painting were the "exact same colour as the ones Nanna has at home."

Together, Anthony and his psychotherapist explored the painting, becoming curious of its detail and textures, imagining where they might be located within it. Anthony was curious about the large rock and imagined he would be standing on it, fishing, as he liked to do with his father.

As the therapist and Anthony explored the movement play and connected to the body … he imagined how it would be fishing with his father (like he used to before lockdown).

As the therapist and Anthony explored the movement play and connected to the body, Anthony expressed the strong wave of emotions he felt in knowing that the therapy was nearing its end.

6. Premises

The charity continues to enjoy the space at Hargrave House which has been a lifeline to some of the most vulnerable service users during the pandemic. The team worked quickly to make the building Covid-secure to ensure that those young people too vulnerable to transition to online therapy could still be seen safely face to face.

With the support of funds managed by Essex Community Foundation, we were able to purchase new laptops to ensure that clinicians had access to equipment to enable online delivery of therapeutic sessions during the pandemic.

7. Staffing Structure

Kids Inspire continues to grow the staff team to meet the increasing volume of referrals. The organisation builds on stability and security by the ongoing employment of a core team of therapists and utilising contracted sessional staff for short term work. The team structure is shown on Appendix A (page 31).

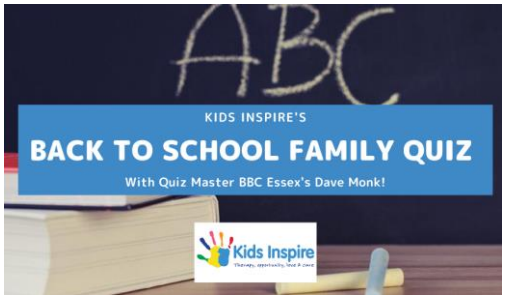
8. Fundraising

2020/21 was another very successful year for the Fundraising Team, especially considering the effects of the pandemic and subsequent lockdowns. We started the year with most of the Fundraising Team on furlough, returning on reduced hours by the end of the summer. We reduced the income target for Community and Events due to restrictions and uncertainty, and explored new ways of raising funds digitally and remotely. We maximised all opportunities and potential to fundraise in our existing community/networks.

Highlights included

Events:

- Family Online Quiz hosted by Trustee Dave Monk raised £2,154
- Our first online "No Show Ball" and Auction raised £14,417.95
- Virtual Thai Cookery Event raised £793.77



Challenge Events: Our amazing supporters took part in some incredible remote challenges this year, raising unrestricted funds for us, including:

- 2.6 Challenge that raised £4,667.57
- A team of 10 supporters raised £13,482.94 walking around their community to virtually complete LEJOG

Community: Most Community Fundraising was postponed due to restrictions. However, Kids Inspire continued to receive amazing support from local community groups including:

St John's

- Rotary club of Chelmsford – Rivermead £1,000
- Rotary Club of Brentwood a Becket £2,284
- Rotary Club of Brentwood £2,350
- Great Baddow Council £1,000
- Mayor of Dunmow £1,413.25
- St John's School Billericay £1,525
- Essex Freemasons £1,000
- ARU – NAPS £1,236
- Phoenix Rotary £1,250
- Colchester Sixth Form College £1,600
- Hadleigh Castle Rotary £7,713.49
- QBE payroll giving £11,650
- Kids Inspire Online Pre-Loved Shop raised £4,092
- Allsorts organised by Pamela Rew and run by volunteers raised £9,000
- Plume School raised £1,170

Colchester 5th Form

Hadleigh

Corporate Partners: We are delighted that we continue to work with our long-term partners as well as new relationships built over the year.

- We received our final donation of £15,000 from our partnership with the KFC Eastern Region including additional support of £6,100 from KEFCO franchise who continue to support us with funding and volunteering
- Our successful partnership with Baker Labels continues with £6,000 donated in addition to providing us with branded marketing materials
- We finished our 3-year partnership with White Stuff, Chelmsford and received a further donation of £923.15
- New partner RSA Insurance raised £3,522.28
- We continue to be the chosen charity of D&G International receiving £2,000
- Newell Properties continue to support the charity with regular donations
- Ziehl Abegg donated £400 in addition to their regular donations
- Perrywoods Garden centre finished our 2 year partnership raising an additional £2,008
- Joyce Solutions donated £1,000 in addition to their regular donation
- We are the charity partner of Barker Associates who donated £2,500 in addition to funds raised by staff
- Gadsby Wickes made an additional £2,500 donation

- Countryside Properties made an additional £2,000 donation
- Barratt David Wilson Homes donated £1,000
- Gallaghers UK donated £1,000
- We have received an additional donation from Euroclear UK £9,720.00
- A donation of £2,000 was received from new partner EMG Health
- New partner Bond Residential donated £2,030
- London Metal Exchange made a £5,000 donation
- We received a broker nomination donation from BGC of £5,000
- We continue to be supported by DH Industries £1,000
- Nationwide Building Society, Barclays and NatWest continue to raise £000s for us through foreign change collections

Trusts and Foundations: We received the following grants from Trusts and Foundations included in income in 2020 and 2021:

M&G - Community Fund	£1,100.00
Aviva Crowdfunding	£1,824.51
Children In Need	£39,697.75
EC financial services	£333.00
Big Lottery Fund	£230,510.75
The Edward Gosling Foundation	£17,500.00
Provide	£10,000.00
Heart of Pitsea	£2,733.00
Green Hall	£2,000.00
Brentwood Council Community Fund	£1,726.00
Henry Smith	£31,600.00
Walter Farthing	£2,368.61
Youth Endowment Fund	£34,425.00
Felicity Wilde	£1,500.00
CAF	£16,800.00
Chelmsford YSG Payment	£3,761.40
One Family Foundation	£2,475.00
Brentwood and Basildon YSG	£3,144.00
HSBC	£1,000.00
Essex County Council	£4,998.00
Card Factory Foundation	£1,500.00
Chelmsford YSG	£4,558.55
Essex Community Foundation	£43,475.00
Castle Point YSG	£1,680.00
Barbet Foundation	£20,800.00
Tuixen Foundation	£50,000.00
Betty Messenger	£960.00
Yorkshire Building Society	£892.00
Global's Make Some Noise	£89,919.00

Kids Inspire does not use a professional fundraising service and has not received any complaints from donors regarding our fundraising activities

Future Plans

Kids Inspire has an impressive track record of securing contracts for its projects that further its objectives as well as raising unrestricted money through our supporters, community and events. Such a diversified approach to fundraising is wise for a charity, especially as local authority contracts become increasingly tight and project-specific.

The vision of the fundraising strategy is for Kids Inspire to be financially stable and to reduce the reliance on statutory income. The team will need to continue being creative and dedicated to raise the level of income during uncertain times to meet Kids Inspire's long-term spending needs.

9. Financial Review

Review of Financial Position

In 2020-21, the charity's income continued to grow despite the extremely difficult operating conditions caused by the pandemic. Income increased by £326,914 from £1,341,572 to £1,668,486 – 24% growth, building on a 44% increase in the previous year. Expenditure increased by 7% to £1,277,840 with staff numbers increasing by 14% by the end of the year to meet increasing demand. Staff and other costs continue to be closely managed. Net income increased to £390,646 from £151,655 in the previous year.

£1,183,659, 70% of all income in 2020-21 was restricted (68% in 2019/20) to support a specific contract or activity. This reflects Kids Inspire's continuing success in bidding for large, long-term contracts with funding bodies. At £484,827, unrestricted funding increased by 14% in the year with a continued focus on this challenging market and despite the impact of the pandemic, particularly with the temporary cessation of fundraising events.

Cash balances remain strong - £1,100,563 at 30th April 2021, increasing from £680,569 at 30th April 2020. £300,000 of the cash reserves are ringfenced for the deposit on the acquisition of new premises in 2022.

Permanent staffing levels within Kids Inspire will continue to be monitored and may grow at a modest rate in line with growth in the provision of services and the organisation's strategy. Any resulting impact on costs should be offset by higher income.

Gifts & Services in Kind

Kids Inspire benefits from the services of many volunteers who donate their time as individuals, or who participate via corporate partners in organised activities such as Lunch Club. This remained strong despite the pandemic. Our dedicated group of individual volunteers donate their time as mentors, and many also support our own events and fundraising activities.

Between November and December 2020, Kids Inspire received hundreds of donations of presents from corporate supporters, individuals, team members and other organisations. These are distributed to children whose family situation means they are unlikely to receive any presents at Christmas.

Reserves Policy

The charity aims to maintain minimum free reserves (being unrestricted funds excluding fixed assets) equivalent to 3 months of annual expenditure. The Trustees have designated £300,000 as a deposit on the acquisition of new premises, as previously noted. Free reserves at 30.04.21 totalled £581,861, compared to £533,834 at 30.4.20. The increase in the charity's activities increased the reserves policy requirement from £353,403 at 30.04.20 to £379,289 at 30.04.21. We are currently holding free reserves at a level that is higher than our policy due to the continuing uncertainty in operating conditions.

Investment Policy

The Trustees have considered that the most appropriate policy at present is to maintain all surplus funds in the form of bank deposits. Although the return is nominal, the risk is low and liquidity is maintained. This policy is kept under review, having regard to the level of funds available. Funds are deposited across a range of banks to take maximum advantage of the FCA deposit guarantee scheme.

10. Risk Review

The major risks have been reviewed and systems and procedures have been established to manage those risks. A summary is provided below:

Regulatory and Compliance

The work undertaken by Kids Inspire is subject to regulation by a number of mandatory professional bodies. Compliance spans each of our working teams and, as such, robust policies are in place to mitigate any risks associated with this.

Operational

Loss of key staff has been identified as a key risk to the charity, never more so than at this current time. Seeking the views of all stakeholders has been prioritised to ensure we are able to respond and address factors that may impact this.

Financial

Budgeting is always key to mitigating financial risk. However, this has never been more problematic than since Covid-19, as many of our traditional sources of fundraising are no longer viable. A robust fundraising strategy has been put in place and progress is regularly monitored by senior leaders and Trustees.

External

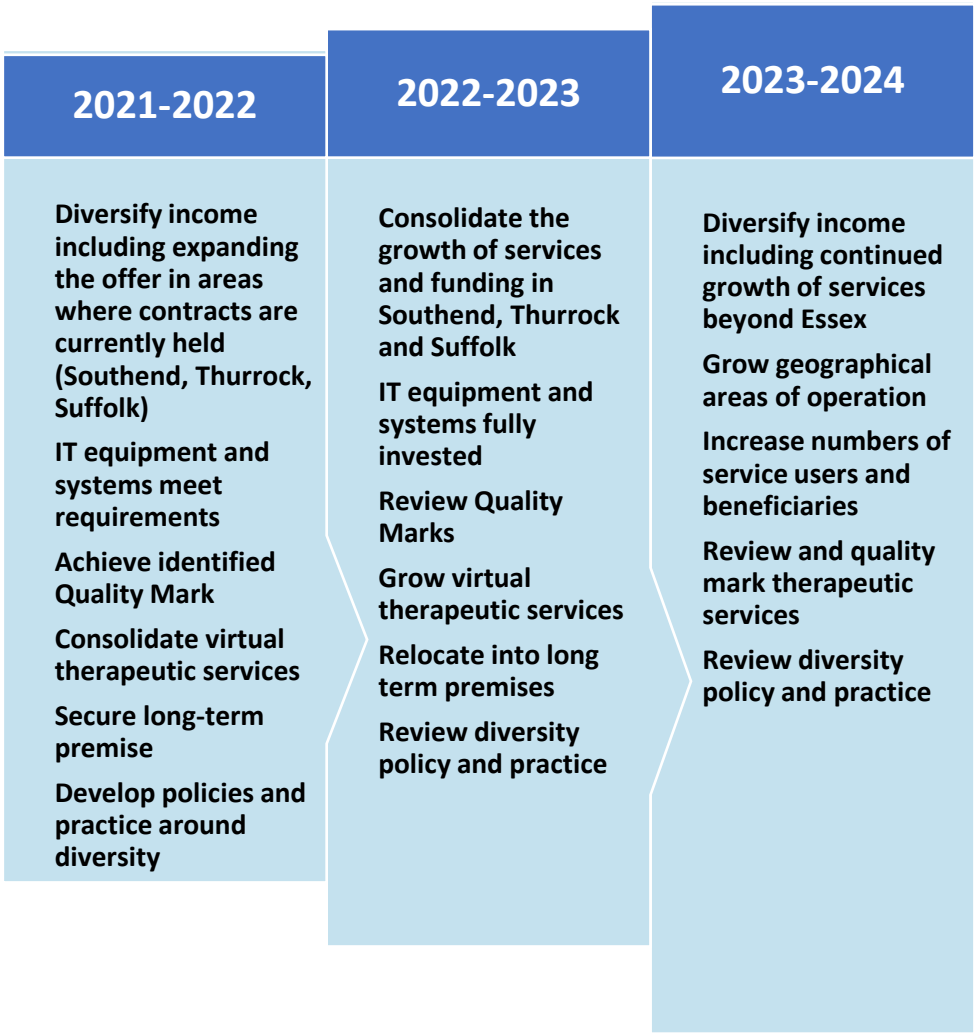
Service user feedback has been used to ensure we are reshaping provision to meet their needs. We also seek feedback from our supporters to maintain a positive public-facing presence.

Governance

The Board of Trustees undertook a skills audit to identify any weaknesses within its skillset. The findings of this have been used to drive the recruitment of new members of the Board.

11. Plans for the Future

Kids Inspire has identified the following priorities:



12. Constitution and Governance

The company is registered as a charitable company limited by guarantee. Kids Inspire began operating in September 2007 and was constituted as a charitable company limited by guarantee on 24th September 2007 under a Memorandum of Association and is governed by its Articles of Association. The liability of the members in the event of the company being wound up is limited to £10.

The company was registered as a charity on May 24th 2009 and acts entirely as a non-profit-making organisation.

Method of Appointment or Election of Trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

Trustees are appointed either by the members of the company in a general meeting or by the Management Committee. The more traditional business and care skills are well represented on the Management Committee. To maintain this broad skill mix and in the event of particular skills being lost due to retirements, individuals with appropriate skills are approached to offer themselves for election to the Management Committee.

Organisational Structure and Decision Making

The Trustees of the charity are also Directors for the purposes of company law. The Board of Trustees (referred to in the company's Articles as the "Management Committee") consists of not more than ten and not less than four members. At present, the Board of Trustees has eight members from a variety of professional backgrounds relevant to the work of the charity and meets approximately ten times a year. The current Trustees represent the following areas of knowledge and experience (although all of them work with Kids Inspire on a non-executive basis):

Trustee	**Specialism**
Andrew Sleet (Chair)	Business Coaching
Mark Birchall (Treasurer)	Finance
Roseanne Serrelli	Law and Contracts
Yvonne Spence	Education
Louise Loon	HR
David Travis	Communications
Dr Caroline Dollery	Health
Simon Carpenter	Education and Governance

Day-to-day management is delegated to the Chief Executive Officer, Sue Bell, who founded the charity. The charity's finance policy provides the benchmarks and parameters that set pay and remuneration for all key management personnel. In relation to the Chief Executive Officer, all decisions are made by the Board of Trustees and processed by the Treasurer.

Trustee Induction and Training

New Trustees are invited to familiarise themselves with the charity and the context within which it operates. Briefing sessions jointly led by the Chair of the Management Committee and the Chief Executive cover:

- The obligations of Management Committee members
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives

All Trustees are required to have a full enhanced DBS and must take part in Child Protection Training. Updates regarding safeguarding are shared with all Trustees. Information from the various Charity Commission publications, signposted through the Commission's guide 'The Essential Trustee', is distributed to new Trustees, together with the Memorandum and Articles and the latest financial statements.

13. Statement of the Trustees' Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year. 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP 2019 (FRS102);
- 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; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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. In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

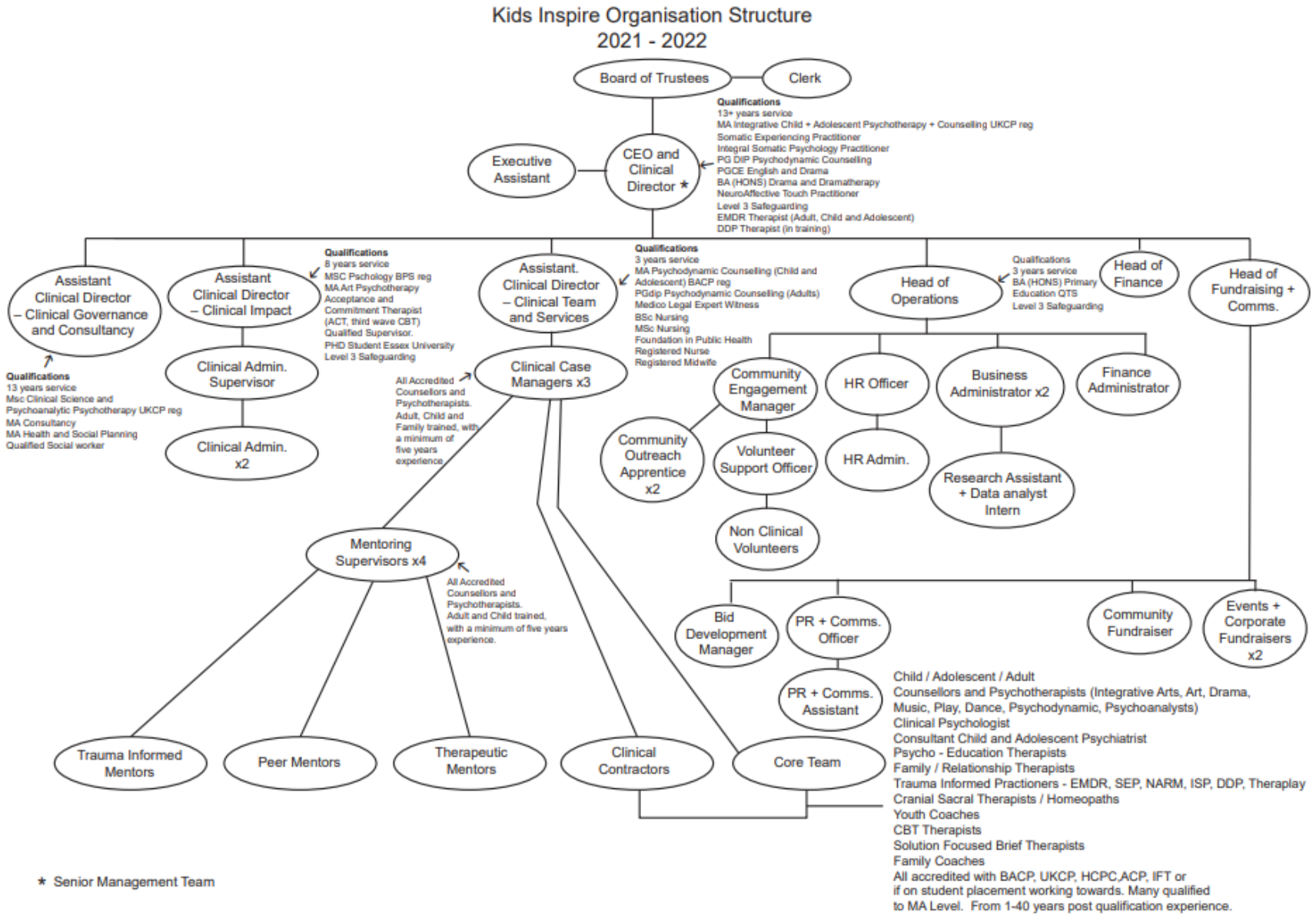
This report was approved by the Trustees on ..16 November 2021.. and signed on their behalf by:

Andrew Sleet

.....

Andrew Sleet
Trustee (Chair)

Appendix A - Staffing Structure



Independent Auditor's Report to the Members and Trustees of Kids Inspire

Opinion

We have audited the financial statements of Kids Inspire (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 April 2021, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 30 April 2021 and of the group's 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 and Charities Act 2011.

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 Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 Report of the Trustees, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Report of the Trustees. 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 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.

Opinion 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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of the Trustees' Responsibilities (set out on page 30) 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 an auditor’s report 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations for the company, including the Companies Act 2006, Charities Act 2011, tax and employment legislation.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;

- Making enquiries of management as to their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we;

- Performed analytical procedures to identify any unusual or unexpected relationships.
- Tested journal entries to identify unusual transactions.
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Reading the minutes of meetings of those charged with governance.
- Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the group's or the parent charitable company's financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' 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 group's or the parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the group or the parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent Auditor's Report to the Members and Trustees of Kids Inspire

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 and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's 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 and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Raymond Crace

.....

Raymond Crace FCA (Senior Statutory Auditor)
For and on behalf of Edmund Carr LLP, Statutory Auditor

146 New London Road
Chelmsford
Essex
CM2 0AW

28 November 2021

Kids Inspire

Consolidated Statement of Financial Activities for the Year Ended 30 April 2021 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies	3	338,976	497,715	836,691	587,366
Charitable activities	4	16,315	685,944	702,259	575,944
Other trading activities	5	51,756	-	51,756	169,389
Investment income	6	467	-	467	848
Other income	7	77,313	-	77,313	8,025
Total income		484,827	1,183,659	1,668,486	1,341,572
Expenditure on:					
Raising funds	8	(116,425)	(38,906)	(155,331)	(213,038)
Charitable activities	9	(11,698)	(1,110,811)	(1,122,509)	(976,879)
Total expenditure		(128,123)	(1,149,717)	(1,277,840)	(1,189,917)
Net income		356,704	33,942	390,646	151,655
Net movement in funds		356,704	33,942	390,646	151,655
Reconciliation of funds					
Total funds brought forward		543,596	37,776	581,372	429,717
Total funds carried forward	22	900,300	71,718	972,018	581,372

All of the group's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 22.

Kids Inspire

(Registration number: 06380082)
Consolidated Balance Sheet as at 30 April 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	15	18,439	9,762
Current assets			
Stocks	17	-	439
Debtors	18	297,636	111,642
Cash at bank and in hand	19	1,100,563	680,569
		1,398,199	792,650
Creditors: Amounts falling due within one year	20	(444,620)	(221,040)
Net current assets		953,579	571,610
Net assets		972,018	581,372
Funds of the group:			
Restricted income funds			
Restricted funds	22	71,718	37,776
Unrestricted income funds			
Unrestricted funds		900,300	543,596
Total funds	22	972,018	581,372

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements on pages 38 to 63 were approved by the trustees, and authorised for issue on 16 November 2021 and signed on their behalf by:

Andrew Sleet
.....
A Sleet
Trustee

Kids Inspire

(Registration number: 06380082)
Balance Sheet as at 30 April 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	15	18,439	9,762
Investments	16	1	1
		18,440	9,763
Current assets			
Stocks	17	-	439
Debtors	18	318,081	132,202
Cash at bank and in hand	19	1,077,575	658,804
		1,395,656	791,445
Creditors: Amounts falling due within one year	20	(442,820)	(219,239)
Net current assets		952,836	572,206
Net assets		971,276	581,969
Funds of the charity:			
Restricted income funds			
Restricted funds	22	71,718	37,776
Unrestricted income funds			
Unrestricted funds		899,558	544,193
Total funds	22	971,276	581,969

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements on pages 38 to 63 were approved by the trustees, and authorised for issue on 16 November 2021 and signed on their behalf by:

Andrew Sleet
.....
A Sleet
Trustee

Kids Inspire

Consolidated Statement of Cash Flows for the Year Ended 30 April 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net movement in funds for the reporting year		390,646	151,655
Adjustments for:			
Depreciation	15	5,675	3,765
Investment income	6	(467)	(848)
Decrease in stocks	17	439	2,137
(Increase)/decrease in debtors	18	(185,994)	49,884
Increase/(decrease) in creditors	20	71,142	(60,365)
Increase in deferred income		152,438	22,402
Net cash flows from operating activities		433,879	168,630
Cash flows from investing activities			
Interest receivable and similar income	6	467	848
Purchase of tangible fixed assets	15	(14,352)	(5,290)
Sale of tangible fixed assets		-	7,370
Net cash flows from investing activities		(13,885)	2,928
Net increase in cash and cash equivalents		419,994	171,558
Cash and cash equivalents at 1 May		680,569	509,011
Cash and cash equivalents at 30 April		1,100,563	680,569

All of the cash flows are derived from continuing operations during the above two periods.

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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 Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Kids Inspire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charity and its subsidary undertaking drawn up to 30 April 2021.

No statement of finanial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a surplus after tax for the financial year of £389,307 (2020 - surplus of £152,252).

The subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Going concern

The trustees have considered the impact of the Covid-19 pandemic in their assessment of the charity's ability to prepare accounts as a going concern. Because of the uncertainties surrounding the effects of the economic slowdown it is difficult to predict the impact on the charity, but having taken all the factors into account, the trustees are of the opinion that the charity has sufficient resources to continue trading for the next 12 months from the date of signing these accounts.

Income and endowments

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. Donations and legacies include voluntary donations from individuals, corporates and other groups including recovered Gift Aid where appropriate.

Grants receivable

Grants, including government grants, are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. 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.

Other trading activities

Other trading activities include fundraising income from functions and events organised by the charity and income generated by the charity's trading subsidiary, Inspire Wellbeing Services.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Charitable activities

Provision of therapy and counselling includes commissioned, training, private client and grant income from individuals, foundations and public sector bodies.

Other income

Other income consists of government grants in respect of the Coronavirus Job Retention Scheme. The grants are recognised when receivable.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Any significant individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office Equipment	25% straight-line
Computer Equipment	25% straight-line
Leasehold improvements	25% straight-line

Business combinations

Business combinations are accounted for under the purchase method. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation. In accordance with Section 35 of FRS 102, Section 19 of FRS 102 has not been applied in these financial statements in respect of business combinations effected prior to the date of transition.

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Trade debtors

Debtors are amounts due for services performed or grants receivable. Debtors are recognised initially at the transaction price. They are subsequently measured at the settlement amount less provision for impairment. A provision for the impairment of debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash held within the charity's bank accounts.

Trade creditors

Creditors are recognised at their settlement amount where the charity has a present obligation resulting from a past event and will probably result in the transfer of funds to a third party and the amount due can be measured or estimated reliably.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the group.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The group operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the group has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

3 Income from donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £
Donations receivable	323,577	497,715	821,292
Legacies	1,317	-	1,317
Gift aid reclaimed	14,082	-	14,082
	338,976	497,715	836,691

	Unrestricted funds £	Restricted funds £	Total 2020 £
Donations receivable	230,862	323,741	554,603
Legacies	100	-	100
Gift aid reclaimed	32,663	-	32,663
	263,625	323,741	587,366

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £
Commissioned services and grant income	14,190	678,974	693,164
Training and private therapy income	2,125	6,970	9,095
	16,315	685,944	702,259

	Unrestricted funds £	Restricted funds £	Total 2020 £
Commissioned services and grant income	17,500	543,119	560,619
Training and private therapy income	1,320	14,005	15,325
	18,820	557,124	575,944

5 Income from other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £
Trading income:			
Sales of goods	1,395	-	1,395
Subsidiary trading income	9,950	-	9,950
Events income	38,346	-	38,346
Lotteries and competitions income	2,065	-	2,065
	51,756	-	51,756

	Unrestricted funds £	Restricted funds £	Total 2020 £
Trading income:			
Sales of goods	306	-	306
Subsidiary trading income	2,703	-	2,703
Events income	139,216	26,306	165,522
Lotteries and competitions income	858	-	858
	143,083	26,306	169,389

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2021 £
Interest receivable on bank deposits	467	-	467
	467	-	467

	Unrestricted funds £	Restricted funds £	Total 2020 £
Interest receivable on bank deposits	848	-	848
	848	-	848

7 Other income

	Unrestricted funds £	Restricted funds £	Total 2021 £
Government grant - furlough income	77,313	-	77,313

	Unrestricted funds £	Restricted funds £	Total 2020 £
Government grant - furlough income	-	8,025	8,025

8 Expenditure on raising funds

a) Costs of generating donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Fundraising direct costs	11,813	-	11,813	52,898
Staff Costs	96,001	38,906	134,907	139,198
	107,814	38,906	146,720	192,096

b) Costs of trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Trading subsidiary costs	8,611	-	8,611	20,942
	8,611	-	8,611	20,942

9 Expenditure on charitable activities

Provision of therapy and counselling

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Direct project and activity costs		-	13,998	13,998	12,054
Depreciation		-	5,675	5,675	3,765
Staff costs and contractors		5,198	976,485	981,683	825,478
Allocated support costs	10	-	95,146	95,146	115,062
Governance costs	10	6,500	19,507	26,007	20,520
		11,698	1,110,811	1,122,509	976,879

10 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2021 £
Provision of therapy and counselling	26,007	14,663	31,436	49,047	121,153

	Governance costs £	Information technology £	Premises costs including depreciation £	Other support costs £	Total 2020 £
Provision of therapy and counselling	20,520	11,074	25,800	78,188	135,582

Governance costs

	Total 2021 £	Total 2020 £
Staff costs		
Wages and salaries	6,500	6,500
Audit fees		
Audit of the charity's financial statements	5,460	5,460
Other fees paid to auditors	11,121	5,269
Legal and professional fees	2,511	3,099
Other governance costs	415	192
	26,007	20,520

11 Net incoming/outgoing resources

Net incoming resources for the year include:

	2021 £	2020 £
Operating leases - other assets	5,970	6,115
Depreciation of fixed assets	5,675	3,765
Audit fees - charity and trading subsidiary	7,260	7,260

12 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

13 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	746,891	675,918
Social security costs	52,306	57,151
Pension costs	20,179	18,929
	819,376	751,998

The average number of persons (including senior management team) employed by the group during the year (head count based on number of staff employed) was as follows:

	2021 No	2020 No
Average	36	33

33 (2020 - 29) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £20,179 (2020 - £18,929).

The number of employees whose emoluments fell within the following bands was:

	2021 No	2020 No
£70,001 - £80,000	1	1

The total employee benefits of the key management personnel of the group were £81,753 (2020 - £82,661).

14 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidary gift aids available profits to the parent charity.

15 Tangible fixed assets

Group

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2020	25,761	12,115	37,876
Additions	-	14,352	14,352
Disposals	(3,639)	-	(3,639)
At 30 April 2021	22,122	26,467	48,589
Depreciation			
At 1 May 2020	20,929	7,185	28,114
Charge for the year	1,432	4,243	5,675
Eliminated on disposals	(3,639)	-	(3,639)
At 30 April 2021	18,722	11,428	30,150
Net book value			
At 30 April 2021	3,400	15,039	18,439
At 30 April 2020	4,832	4,930	9,762

Charity

	Equipment £	Computer equipment £	Total £
Cost			
At 1 May 2020	25,761	12,115	37,876
Additions	-	14,352	14,352
Disposals	(3,639)	-	(3,639)
At 30 April 2021	22,122	26,467	48,589
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At 30 April 2021	18,722	11,428	30,150
Net book value			
At 30 April 2021	3,400	15,039	18,439
At 30 April 2020	4,832	4,930	9,762

16 Fixed asset investments

Charity

Shares in group undertakings and participating interests

	Subsidiary undertakings £	Total £
Cost		
At 1 May 2020	1	1
At 30 April 2021	1	1
Net book value		
At 30 April 2021	1	1
At 30 April 2020	1	1

Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2021	2020	
Subsidiary undertakings					
Inspire Wellbeing Services Community Interest Company	England	Ordinary	100%	100%	Promotion of mental wellbeing

Subsidiaries

The profit for the financial period for Inspire Wellbeing Services Community Interest Company was £1,339 (2020- loss of £597) and the aggregate amount of capital and reserves at the end of the period was £743 (2020 - £(596)).

Inspire Wellbeing Services Community Interest Company was incorporated on 27 September 2019 with registered company number 12231988.

17 Stock

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Stocks	-	439	-	439

18 Debtors

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Due from group undertakings	-	-	20,610	20,560
Prepayments	29,447	36,443	29,447	36,443
Other debtors	268,189	75,199	268,024	75,199
	297,636	111,642	318,081	132,202

19 Cash and cash equivalents

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Cash at bank	1,100,563	680,569	1,077,575	658,804

20 Creditors: amounts falling due within one year

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Trade creditors	39,300	17,217	39,300	17,216
Other taxation and social security	16,465	12,665	16,465	12,665
Pension scheme creditor	4,109	2,826	4,109	2,826
Accruals	59,101	15,125	57,301	13,325
Deferred income	325,645	173,207	325,645	173,207
	444,620	221,040	442,820	219,239

Deferred income

	2021	2020
	£	£
Deferred income at 1 May 2020	173,207	150,805
Resources deferred in the period	325,645	173,207
Amounts released from previous periods	(173,207)	(150,805)
Deferred income at year end	325,645	173,207

Deferred income relates to income received with performance related conditions that are still to be fulfilled at the year end, or where the donor has specified that the income is to be used in future accounting periods.

21 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Other				
Within one year	4,686	5,210	4,686	5,210
Between one and five years	2,153	6,458	2,153	6,458
	6,839	11,668	6,839	11,668

22 Funds

Group

	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2021 £
Unrestricted funds					
General funds	543,596	484,827	(128,123)	(300,000)	600,300
Designated funds					
Premises fund	-	-	-	300,000	300,000
Total unrestricted funds	543,596	484,827	(128,123)	-	900,300
Restricted funds					
Essex County Council	-	343,769	(343,769)	-	-
ICAP	17,778	-	(17,778)	-	-
Other grants and donations	19,998	839,890	(788,170)	-	71,718
Total restricted funds	37,776	1,183,659	(1,149,717)	-	71,718
Total funds	581,372	1,668,486	(1,277,840)	-	972,018

	Balance at 1 May 2019 £	Incoming resources £	Resources expended £	Balance at 30 April 2020 £
Unrestricted funds				
General funds	343,702	426,376	(226,482)	543,596
Restricted funds				
Essex County Council	-	394,883	(394,883)	-
ICAP	26,666	-	(8,888)	17,778
Masonic Charitable Foundation	13,056	-	(13,056)	-
Other grants and donations	46,293	520,313	(546,608)	19,998
Total restricted funds	86,015	915,196	(963,435)	37,776
Total funds	429,717	1,341,572	(1,189,917)	581,372

Charity

	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2021 £
Unrestricted funds					
General funds	544,193	474,877	(119,512)	(300,000)	599,558
Designated funds					
Premises Fund	-	-	-	300,000	300,000
Total unrestricted funds	544,193	474,877	(119,512)	-	899,558
Restricted funds					
Essex County Council	-	343,769	(343,769)	-	-
ICAP	17,778	-	(17,778)	-	-
Other grants and donations	19,998	839,890	(788,170)	-	71,718
Total restricted funds	37,776	1,183,659	(1,149,717)	-	71,718
Total funds	581,969	1,658,536	(1,269,229)	-	971,276

	Balance at 1 May 2019 £	Incoming resources £	Resources expended £	Balance at 30 April 2020 £
Unrestricted funds				
General funds	343,702	423,673	(223,182)	544,193
Restricted funds				
Essex County Council	-	394,883	(394,883)	-
ICAP	26,666	-	(8,888)	17,778
Masonic Charitable Foundation	13,056	-	(13,056)	-
Other grants and donations	46,293	520,313	(546,608)	19,998
Total restricted funds	86,015	915,196	(963,435)	37,776
Total funds	429,717	1,338,869	(1,186,617)	581,969

The specific purposes for which the funds are to be applied are as follows:

Current Year

- Premises Fund: the Trustees have designated £300,000 for the deposit on the acquisition of a new premises in 2022.
- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- ICAP is a fund set up to pay for long-term mentoring relationships.

Prior Year

- Essex County Council commission Kids Inspire to deliver the Family Innovation Fund, providing early intervention across Essex.
- ICAP is a fund set up to pay for long-term mentoring relationships.
- The Masonic Charitable Foundation provided a grant to fund the role of a specialist creative psychotherapist for the two years.
- Restricted funds carried forward relate to an Enterprise Development Grant from Social Investment Business.

23 Analysis of net assets between funds

Group

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £
Tangible fixed assets	18,439	-	-	18,439
Current assets	1,026,481	300,000	71,718	1,398,199
Current liabilities	(444,620)	-	-	(444,620)
Total net assets	600,300	300,000	71,718	972,018

	Unrestricted funds £	Restricted funds £	Total 2020 £
Tangible fixed assets	9,762	-	9,762
Current assets	754,874	37,776	792,650
Current liabilities	(221,040)	-	(221,040)
Total net assets	543,596	37,776	581,372

Charity

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2021 £
Tangible fixed assets	18,439	-	-	18,439
Fixed asset investments	1	-	-	1
Current assets	1,023,938	300,000	71,718	1,395,656
Current liabilities	(442,820)	-	-	(442,820)
Total net assets	599,558	300,000	71,718	971,276

	Unrestricted funds £	Restricted funds £	Total 2020 £
Tangible fixed assets	9,762	-	9,762
Fixed asset investments	1	-	1
Current assets	753,669	37,776	791,445
Current liabilities	(219,239)	-	(219,239)
Total net assets	544,193	37,776	581,969

24 Analysis of cash and cash equivalents

Group

	At 1 May 2020 £	Cash flows £	At 30 April 2021 £
Cash at bank and in hand	680,569	419,994	1,100,563
Total cash	680,569	419,994	1,100,563

	At 1 May 2019 £	Cash flows £	At 30 April 2020 £
Cash at bank and in hand	509,011	171,558	680,569
Total cash	509,011	171,558	680,569

25 Related party transactions

Charity

During the year the charity made the following related party transactions:

Iain Bell

(Spouse of CEO)

Contractor fees of £3,380 (2020 - £4,045) for graphic design work. At the balance sheet date the amount due to Iain Bell was £Nil (2020 - £310).