

**COMPANY REGISTRATION NUMBER: 6880752**

**CHARITY REGISTRATION NUMBER: 1130834**

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
FINANCIAL STATEMENTS  
31 MARCH 2022**

**COHEN ARNOLD**  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

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COMPANY LIMITED BY GUARANTEE  
FINANCIAL STATEMENTS  
YEAR ENDED 31 MARCH 2022**

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**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
**YEAR ENDED 31 MARCH 2022**

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered charity name**           Noa Girls  
**Charity registration number**    1130834  
**Company registration number**   6880752  
**Principal office and registered office**   20 Russell Gardens  
  London  
  NW11 9NL

**THE TRUSTEES**                       Mrs S L Green  
  Mrs E J Weider  
  Mrs N E Katz Sacks  
  Mrs H M Smith  
  Mrs J E Matyas Benjamin  
  Mrs K F Harris  
  Dr T A Ezra                               (Appointed 1 May 2021)  
  Mrs F Hager                             (Appointed 1 May 2021)

**COMPANY SECRETARY**           Mrs N Lerer

**AUDITOR**                           Cohen Arnold  
  Chartered Accountants & Statutory Auditor  
  New Burlington House  
  1075 Finchley Road  
  LONDON  
  NW11 0PU

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**STRUCTURE, GOVERNANCE AND MANAGEMENT**

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association.

Its registered charity number is 1130834 and its company registration number is 6880752.

New trustees are appointed based on personal competence, specialist skills, availability and knowledge of and contact with institutions attending to the needs of adolescent girls at risk in the Orthodox Jewish Community. New trustees are inducted into the workings of the charity by the existing trustees and the Senior Management team. All trustees, like staff are DBS checked and undergo safeguarding training.

The trustees administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity and no expenses were paid in the period.

**Our trustees**

Noa is led by a diverse board of eight trustees who provide invaluable support towards furthering Noa's vision that no girl should struggle alone. Our trustee board includes a chartered accountant, a top-tier trusts and charities solicitor, and two community doctors with portfolios including children and mental health.

In the year, there were some changes to the trustee board. Rebbetzin Faigy Hager was appointed to the trustee board, where she will hold the community links trustee portfolio. Rebbetzin Faigy Hager serves as the Head of the Beer Miriam Seminary and is extremely well regarded within the Stamford Hill community. Dr Talia Ezra, a well respected GP in the community, also joined the board, providing additional clinical experience and advice to our team.

Our trustee board all come from within the London Orthodox Jewish community and possess the requisite cultural understanding of and sensitivity towards the unique challenges that the Noa girls face. We believe our women-led trustee board of accomplished, driven and passionate community members is well-placed to manage, advocate for and act as ambassadors for girls in the Jewish community and their ability to lead productive and healthy lives.



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**OBJECTIVES AND ACTIVITIES**

Our aim is to support adolescent girls aged 12-24 in the Orthodox Jewish Community, providing these girls with the care and skills necessary for them to regain their self-worth and create the possibility of healthier and more productive futures.

In addition to the usual struggles that the journey from adolescence to adulthood brings, the girls Noa supports face additional challenges stemming from a variety of sources, such as low self-esteem, difficult home situations, mental health issues such as eating disorders, anxiety and depression or traumatic life events. The girls face many practical problems in their day-to-day lives, ranging from living within challenging family circumstances and/or schooling difficulties to social issues. The spectrum of issues that we support runs from discrete challenges that limit a girl's ability to thrive, to the most severe which threaten a girl's very survival. Many of the Noa girls suffer from multiple, complex and interlinked issues.

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity's aims and objectives and in planning future activities.

**Our strategic aims**

- To provide each girl with the tailored practical emotional and therapeutic support she needs to resiliently overcome her challenges.
- To reach girls where no-one else can - our staff are fully understanding of the community and have extensive knowledge of its customs and social norms, giving them the cultural insight to relate to girls and make them feel understood.
- To grow sustainably to meet the surge for demand for our service. With over 55 girls still on our waiting list we still have much to do.
- To recruit more skilled female clinicians, growing our workforce so that we can meet the needs of our current and future beneficiaries.

**Our core beliefs**

- We believe in **empowerment**. We create bespoke care plans for each girl that focus on equipping them with the emotional and practical tools they need to create a healthier, more independent future.
- We believe our girls require **creative and flexible adolescent-centred support**. Many of our girls struggle with multiple complex and interlinked issues. Our holistic approach addresses every facet of girls' challenges which enables them to achieve sustained recovery. We address any of the girls' practical needs that need addressing to move forward; we work with girls to rebuild their depleted self-esteem in a safe and non-judgmental environment for some time before they are willing to engage in relevant therapies.
- We believe that a **dynamic** approach which builds on girls' strengths is what develops the emotional resilience necessary for them to confront their challenges. Our continuously expanding range of programmes and therapies give girls many opportunities to engage with our service, at their own pace and on their own terms.

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- We believe in **working collaboratively**. We have established excellent relationships with community leaders and the main Jewish girls' high schools in north-west London and Hackney. We work closely with other organisations within our sector and act as a bridge to statutory and external services, constantly liaising with these services to ensure girls' care is aligned and comprehensive.
- We believe in an **evidence-led approach**. We have significantly invested in our monitoring and evaluation systems, enabling us to measure girls' progress and demonstrate impact to key stakeholders/ funders.
- We believe in **co-production**. We want girls' authentic voices and experiences to shape and improve our service. The feedback and suggestions we receive from beneficiaries, drive programme development and give us valuable insights into what support girls find most effective in propelling them towards recovery.

#### **Our methodology**

Noa's central methodology is that of pairing each girl with a designated keyworker to build a one-to-one relationship of trust with them. Through these relationships, keyworkers encourage girls to engage in Noa programmes, external services and therapy. Keyworkers provide wrap-around and practical care, working with and advocating for girls in every area of challenge in their lives. Keyworkers will encourage girls to identify their struggles and work toward creating coping mechanisms and solutions tailored to their individual needs.

Noa also acts as a bridge to external services, with keyworkers building trust so that girls will have enough confidence to accept support from and engage with relevant external service providers. Once engaged with the services, Noa liaises with the service providers to smooth any cultural misunderstandings or barriers to service.

#### **Our programmes**

In addition to our central keyworking role, Noa offers a range of activities and programmes for girls, the purpose of which are multi-fold. Some programmes provide girls with practical skills whilst others are aimed at improving physical and mental health. The ultimate aim of all of our programmes is to empower girls with the tools and confidence to make better decisions, face the struggles and issues in their lives without resorting to harmful behaviours, and aim for healthier more productive futures. Our diverse range of programmes include:

- **Therapy**

The Wohl Trust have generously funded our Therapy programme which provides girls with in-house or private therapy where girls are unable to access therapy services, or where the appropriate therapy is not available or the waiting list for services is too long. Therapies include CBT, DBT, psychotherapy, art therapy and equine therapy. The therapy programme also works to facilitate and advocate for girls to receive therapy from statutory services such as CAMHS and voluntary organisations and holds the girls through this process, ensuring their care is continuous and holistic. As part of the therapy programme, headed by an experienced clinician, we utilise volunteer interns usually in their final year of a doctorate program as well as NHS England funded interns from the CYP IAPT programme.

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- **Alternative therapy programmes**

We offer a range of therapeutic programmes alongside formal therapy such as therapeutic music and movement sessions, therapeutic cooking, therapeutic art, drama therapy and vocal training therapy. These forums, selected to match each girl's specific talents and interests enable them to express themselves in a safe space (an experience they might not find anywhere else). For some girls, participating in alternative therapies helps them to overcome negative attitudes towards the therapeutic process and acts as a stepping stone in them going on to access the formal therapeutic help which they need to deal with existing trauma or challenges.

- **Family therapist programme**

Our family practitioner programme (funded by the Charles Wolfson Charitable Trust) provides therapy to family members to enable them to better support our girls. This creates a sustainable and natural support system around a girl to accompany her throughout her journey and build better understanding and responses to her challenges from the people that may be closest to her.

- **Mentoring programme**

BBC Children in Need have once again chosen to fund our mentoring programme. Members of the community work individually with a girl, providing practical support and/or participating in a weekly recreational activity with that girl, such as attending a dance class together or painting at a clay café. Mentoring sessions are used either to supplement keyworking sessions for girls who need additional support or, alternatively, as a girl's primary contact at Noa. Our mentors are all volunteers and, as well as providing extra support for girls, mentors act as healthy role models and are a living demonstration that the community cares about them.

- **Eating disorder programme**

We established our eating disorder programme in 2021 (funded by the Wolfson Jewish Education fund and the Charles Wolfson Charitable Trust). This programme has enabled us to provide more nuanced and specialised support for girls struggling or at risk of eating disorders. We have been able to appoint two therapists with extensive NHS experience in this area who are able to directly manage the care of these girls or provide weekly supervision for the clinicians supporting these girls. We liaise with external mental health providers where the girls receive their care to ensure that we provide a cohesive service for the girls, whether that is to support them with transitional arrangements when being discharged from an inpatient facility or providing a staff member to support a girl at meal times.

- **Noa at Work**

Financial independence is an important goal for many of our girls and crucial to providing choices and hope for the future. Due to the challenges they face some of our girls face barriers, both tangible and psychological, to employment. Our Noa at Work programme helps girls to find vocational training, internships and jobs. It guides them through various challenges such as CV writing, networking, interview practice, building up work experience and qualifications and how to negotiate the professional environment and negotiations such as terms of work and promotion and salary increases.

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- **Business projects**

Girls work with their keyworker to plan, manufacture and sell items such as decorative food packages, hair accessories, jewellery or other goods. The girls, in doing so, gain many transferable skills for the employment market and their broader life such as budgeting, time management and the importance of seeing a project through to its final stages. Concurrently, girls build their depleted self-esteem through the successful completion of an activity to which there are tangible and material benefits.

- **Physical Fitness Programme**

We recognise the immense physical and emotional benefits of physical fitness, movement and exercise. Our in-house gym together with our personal training programme and physical fitness programmes such as yoga and dance classes, enable girls to exercise in a safe and secure place. These provide a forum to address weight and body image issues in a constructive and non-threatening way. Exercise is also well known to assist in fighting depression and alleviating mood disorders, which a number of girls suffer from. Girls also benefit from achieving set and tangible goals.

- **Tutoring programme**

Our tutoring programme assists girls who are struggling academically. The aim is to boost girls' confidence and self-esteem through academic success and improve their long-term opportunities. We were supported to provide this in 2021 and are now looking for further funding to be able to continue.

- **Social Giving Programme**

Volunteers often see a rise in confidence because helping others can provide a feeling of achievement. Our social giving project supports girls to become volunteers. We support the girls to research appropriate opportunities, match girls with volunteering opportunities that play to their unique strengths and interests.

We are relied on by community leaders and organisations in sensitive situations who listen to our advice and judgment. At the same time, Noa is recognised and respected by statutory and local authority bodies such as social services, CAMHS, the Tavistock as leaders in the sector whom they turn to with referrals, for interventions and training. This is due to Noa's firm code of confidentiality and discretion for the girls balanced with its unbreakable adherence to child protection and statutory duties. Without Noa, many of our girls would not approach any other service or access support.

**Our team**

Our charity is run for and by women. Noa Girls is under the direction of Naomi Lerer, who founded Noa in 2009. Naomi has over 25 years' experience working with adolescents in the community and holds two MAs from the Tavistock, one in Psychodynamic Approaches to Working with Adolescents and one in Child, Adolescent and Family Psychological Therapy, as well as a BA (Hons) in Business.

Our team is currently made up of 3 full time and 46 part-time members of staff including 12 clinical managers and 14 keyworkers. Our staff consists of a clinical psychologist, counselling psychologist, a child and adolescent psychotherapist and a family therapist, giving our girls coverage for a broad number of issues similar to the composition of a local authority team. We maintain a high level of professional supervision for all clinical staff, including weekly case supervision and monthly external

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clinical supervision with child and adolescent psychotherapists or clinical psychologists. In addition, we provide regular professional training for all staff to ensure the high level of skill and competence that we expect from all those working for Noa. We have a team of 51 dedicated volunteers from across the community, many of whom serve as mentors to our girls.

**Clinical training programme**

We have implemented a clinical training programme to train up more female members of the community in therapeutic and social work fields through the sponsorship of qualifications and provision of paid internships. Following recruitment there will be 7 beneficiaries from September 2022. As well as enabling us to retain and recruit staff and thereby increase our own capacity, by encouraging and producing more qualified women in these fields, the entire community will be positively impacted by having access to more therapists and professionals who are from within the community, who they feel can understand and relate to them.

**Funding**

As with most not-for-profits, our greatest day-to-day concern is maintaining and building the funding base to support our current girls and future beneficiaries. The majority of our girls remain with Noa and are supported over a number of years and we need to make sure we have the means in place to support them throughout their journey. The majority of our funding comes from grants and sustainable funders which are a more reliable source of funds than one off donations but we are aware that we need to work carefully to ensure this stream of income is safeguarded and other possible funding is cultivated. Our investment in monitoring and evaluation is part of this, where we can quantitatively demonstrate our successes and the value of our work to present and future donors.

On 18th April 2021 Noa ran its first online fundraising campaign. The campaign was subsequently very well received by both the general public and the girls in our service, positively raising the profile of mental health and providing us with the much-needed funds to reduce the waiting list from 58 to 38 by December 2021. A number of lessons were learnt about how to improve the running of any future campaign and a dedicated fundraising consultant with this specific experience is to be used to lead the campaign planned for winter 2022.

At the same time, we continue to try to maintain and grow our grant base. We have received grants from many institutions including Arbib Lucas, BBC Children in Need, Children's Aid Committee Charitable Fund, Comic Relief, Compass Wellbeing CIC, Delapage, Jewish Child's Day, The John Lyon's Charity, Max Barney Foundation, Shores Charitable Trust, The Charles Wolfson Charitable Trust, The Henry Smith Foundation, The London Community Foundation with MOPAC (VAWG), The Wolfson Jewish Education Fund, Wohl Legacy, Health Education England (CYP IAPT), Barnet Community Innovation Fund, Kirsh Foundation, City Bridge Trust, The Pears Foundation, The Rachel Charitable Trust, Barnet Council, and The Vernon, May and Joyce Cohen Charitable Trust. We express our thanks to the wonderful donors whose generosity enables us to undertake our important work.

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**Location**

Our current premises are at maximum capacity impeding our ability to take on additional girls.

For the last 13 years, we have received free use of our premises thanks to the incredible kindness of a community donor. On their passing, a local charitable trust very generously purchased the premises along with the adjoining property for Noa's use under a 50-year rent-free lease for both properties. We are very excited that we now have the space to increase our capacity and develop further programming. We have been granted planning permission to use the adjoining premise for business purposes. Now we are in the process of applying for planning permission so that we can best utilise these larger premises to meet the girls' needs. Our planned development project will enable us to create a purpose-built, adolescent-friendly warm and safe environment where we can cater to many more girls in the community.

**Cooperation with other services**

We work with statutory services such as CAMHS and Social services as well as with all the main organisations that work in our sector. These include JAMI, Norwood, The Boys' Clubhouse, Bikur Cholim and Jewish Women's Aid. We sit on the Young Mental Health Partnership Advisory Board under the auspices of the Jewish Leadership Council.

**Education project**

Schools are at the front lines of the mental health crisis. Teachers and parents are faced daily with girls who are struggling, yet the lack sufficient time and resources to support them effectively. Early intervention can be critical to a girl's ability to move forward with her life in a healthy productive way.

As part of our mission that 'no girl should struggle alone', Noa launched a pilot education project, headed by Dr Liz Feigin, which has impacted hundreds of families, through our work with schools in NW London and Stamford Hill. Our education project guides teachers and parents in how to identify girls who may be struggling and help them access effective support. We have led staff inset days, run school workshops and interventions with pupils, and held parent education evenings. Each of our sessions is carefully tailored to the specific needs and sensitivities of the audiences of the different schools we work with and their parent bodies, generating awareness and sensitivity about challenges girls may be navigating. The project has received incredibly positive feedback from staff, parents and students alike.

Students presented to	806
Staff presented to	302
Parents presented to	374
Schools we are in	6



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**ACHIEVEMENTS AND PERFORMANCE**

The charity received donations and grants and other income totalling £1,603,087 over the past year and has continued to support girls at risk during the reporting period. The charity works with the girls one-to-one and creates a care plan for each of them which includes a key worker, mentor and, in many cases, therapy.

	<b>Total</b>
Girls supported in the period	<b>212</b>
Girls supported at Noa every week	<b>127</b>
Referrals received in the period	<b>93</b>
Girls that received therapy at Noa in the period	<b>85</b>
Girls currently on Noa waiting list	<b>55</b>

The financial results of the charity for the period ended 31 March 2022 are fully reflected in the attached financial statements together with the notes thereon.

**Achievements against set objectives**

This period we have met a number of objectives that we set at the beginning of the year.

We again set ourselves an ambitious budget to enable us to take on additional girls and, at the same time to expand and improve the service we provide the girls. Our total expenditure for the period stood at £1,518,554. Our senior leadership team and Head of Eating Disorder were all in post by the end of January 2022 to support the expansion of our programmes. In addition, our education programme was launched as part of our mission that no girl should struggle alone.

A clinical record management system was introduced to ensure more robust and efficient data capture of our activities.

As part of that expansion we continue to widen our funding base, both through new grants and additional sustainable funders. We are happy to report that we have successfully grown both these strands of funding. Our third strand of funding, that of government and local authority funding continues to be an area of focus with the successful attainment of funding from the CYP-IAPT programme providing funding for the salary and full and training of a therapist. We continue to receive funding from local authorities in both Barnet and Hackney for individual girls.

Finally, we have seen a growing acceptance and willingness to work with Noa from educational institutions and community organisations in Stamford Hill. This shift in perception is as a result of a concerted effort to work with heads of schools and leaders to enable us to reach the girls who most need our service.

**How performance and success are measured**

In the last few years, we have invested heavily (thanks to a part of the grant from the National Lottery Community Fund) in our monitoring and evaluation systems to enable us to measure, analyse and report our successes and progress. Formal systems are now in place such as Strength and Difficulties Questionnaire and the Trauma Symptom Checklist, all measurable and objectively comparable to other services. These systems can measure the intensity of a girl's challenges and progress made across many areas such as improved self-esteem, anxiety and depression levels and interpersonal relationships. Evaluation forms are filled in regularly and inform our ongoing services and innovation of new programmes. Our records show **high levels of attendance (92%)** and **engagement (97%)**, which is unusual for organisations working with adolescents and more so given the challenges the girls in our service face.

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We are proud of the following feedback from our girls:

*Coming to Noa has made a positive impact on my life - 94% agreed*

*I feel that Noa and other services are working well together to support me - 96% agreed*

*Meetings with Noa staff have helped me develop my confidence and sense of self-worth - 93% agreed*

*I feel listened to - 99% agreed*

However, in parallel to the objective methodologies put in place, we have not lost sight of the fact that Noa is, at its heart, about the individual. Success will always be dependent on, and measured in the context of, the unique circumstances with which a girl comes to Noa. A constant stream of solicited and unsolicited feedback from the girls, their families, teachers, headteachers and other professional involved in the girls' care provide insight into the individual journeys and progress girls make and the impact it has on all those around them. A job held for over 6 months, a move to permanent safe housing, a year without hospitalisation, a university place won or a healthy meal plan maintained may all be major achievements and sustainable steps to a more positive future.

Our success as an organisation, is demonstrated by the high level of referrals we receive despite keeping an intentionally low profile to maintain the confidentiality and discretion of the girls and their families. We have met ambitious targets to expand to try to meet the need in the community, though we still have a waiting list of over 30 girls. Initiatives such as our family therapy project, our education project and our fundraising campaign after the reporting period, all demonstrate the movement of the community as a whole towards a more open and positive approach to mental health struggles and our determination to appropriately address this as a community. Similarly, our engagement with and access to community leaders and heads of school together with their high rate of referral, demonstrate that Noa has become a critical and trusted service to the community.

## **FINANCIAL REVIEW**

### **Reserves Policy**

The trustees aim to maintain reserves in order that they can continue to fulfil the objects of the charity.

As at 31 March 2022 the charity had total funds of £824,524, of which £131,197 are restricted funds and £693,327 are unrestricted funds. Unrestricted funds include £100,000 of designated funds set aside to cover future expansion and renovations for the charity's premises, and £593,327 readily available for use. The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.

### **Risk management**

The trustees have identified and reviewed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in the place to manage those risks.



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**PLANS FOR FUTURE PERIODS**

The trustees plan to continue to help adolescent girls at risk in the Orthodox Jewish Community by both continuing their current care plans and projects, whilst seeking to increase funding to develop new projects, in accordance with the charity's objectives.

In order to achieve these objectives, the trustees successfully raised significant and much needed funds at a fundraising event after the reporting period. The grants and donations received as a result of this event will be applied over the next year in the course of the charity's operations and programmes.

**TRUSTEES' RESPONSIBILITIES STATEMENT**

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**AUDITOR**

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

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**SMALL COMPANY PROVISIONS**

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

The trustees' annual report was approved on 20/12/2022 and signed on behalf of the board of trustees by:



Mrs H M Smith  
Trustee

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
**YEAR ENDED 31 MARCH 2022**

**OPINION**

We have audited the financial statements of Noa Girls (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 charity 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 the provisions available for small entities, in the circumstances set out in note 26 to the financial statements, 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

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**OTHER INFORMATION**

The other information comprises the information included in the annual report, 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

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

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

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**AUDITOR'S 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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity through discussion with the trustees and senior management. We identified financial reporting legislation (including related companies legislation and charities legislation), taxation legislation, employment legislation, anti-bribery legislation, mental health care legislation and child safeguarding legislation as being most significant to these financial statements.
- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the trustees and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the charity's financial statements to material misstatement due to non-compliance with legal and regulatory frameworks, including how fraud might occur, by enquiry with the trustees and senior management during the planning and finalisation stages of our audit and by using proprietary disclosure checklists. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding, we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

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

- Identify and assess the risks of material misstatement of the 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 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 charity'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 charity 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.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*

**YEAR ENDED 31 MARCH 2022**

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 charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr B Leigh, FCA (Senior Statutory Auditor)

20 December 2022

For and on behalf of  
Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU



**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 MARCH 2022**

		Year to 31 Mar 22			Period from 1 May 20 to 31 Mar 21
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	456,774	447,016	903,790	1,083,587
Charitable activities	6	5,808	—	5,808	1,666
Fundraising events	7	693,489	—	693,489	46,918
<b>Total income</b>		<u>1,156,071</u>	<u>447,016</u>	<u>1,603,087</u>	<u>1,132,171</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	(133,115)	—	(133,115)	(44,503)
Expenditure on charitable activities	9,10	(855,635)	(529,804)	(1,385,439)	(794,820)
<b>Total expenditure</b>		<u>(988,750)</u>	<u>(529,804)</u>	<u>(1,518,554)</u>	<u>(839,323)</u>
<b>Net income and net movement in funds</b>		<u>167,321</u>	<u>(82,788)</u>	<u>84,533</u>	<u>292,848</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		526,006	213,985	739,991	447,143
<b>Total funds carried forward</b>		<u>693,327</u>	<u>131,197</u>	<u>824,524</u>	<u>739,991</u>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF FINANCIAL POSITION**

**31 MARCH 2022**

	Note	2022 £	2021 £
<b>FIXED ASSETS</b>			
Tangible fixed assets	16	113,033	65,800
<b>CURRENT ASSETS</b>			
Debtors	17	37,522	22,399
Cash at bank and in hand		751,293	722,007
		<u>788,815</u>	<u>744,406</u>
<b>CREDITORS: amounts falling due within one year</b>	19	<u>(77,324)</u>	<u>(70,215)</u>
<b>NET CURRENT ASSETS</b>		<u>711,491</u>	<u>674,191</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>824,524</u>	<u>739,991</u>
<b>NET ASSETS</b>		<u>824,524</u>	<u>739,991</u>
<b>FUNDS OF THE CHARITY</b>			
Restricted funds		131,197	213,985
Unrestricted funds		693,327	526,006
<b>Total charity funds</b>	22	<u>824,524</u>	<u>739,991</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 20/04/2022 and are signed on behalf of the board by:



Mrs H M Smith  
Trustee

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF CASH FLOWS  
YEAR ENDED 31 MARCH 2022**

	Note	2022 £	2021 £
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net income		84,533	292,848
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		32,242	16,933
Accrued expenses		7,420	6,811
Deferred income		—	(20,000)
<i>Changes in:</i>			
Trade and other debtors		(22,003)	47,899
Trade and other creditors		6,545	44,427
Cash generated from operations		<u>108,737</u>	<u>388,918</u>
Net cash from operating activities		<u>108,737</u>	<u>388,918</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of tangible assets		(79,475)	(33,747)
Net cash used in investing activities		<u>(79,475)</u>	<u>(33,747)</u>
<b>NET INCREASE IN CASH AND CASH EQUIVALENTS</b>		29,262	355,171
<b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b>		<u>722,007</u>	<u>386,836</u>
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	18	<u>751,269</u>	<u>742,007</u>

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2022**

**1. GENERAL INFORMATION**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 20 Russell Gardens, London, NW11 9NL.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

**3. ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

The charity meets the definition of a public benefit entity under FRS 102.

**Going concern**

There are no material uncertainties about the charity's ability to continue.

**Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no significant judgements or estimates made in the preparation of these financial statements.

**Fund accounting**

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

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds comprise of funds received via grants for specific purposes and donation campaigns run for specific projects. Restricted funds are available for use by the trustees limited by the conditions attached to those funds.

**Designated funds**

The charity has designated a portion of its funds to cover estimated future renovations to its premises.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**3. ACCOUNTING POLICIES** *(continued)*

**Incoming resources**

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations are recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants are recognised when receipt is probable and entitlement is established having regard to conditions attached to the grants and any time frame imposed on the grant.
- income from donated goods and services provided to the charity are recognised at fair value in the period in which they are received, when they can be quantified. A corresponding amount is included within the relevant category of expenditure.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Land and buildings	- 10% straight line
Fixtures and fittings	- 20% straight line
Equipment	- 20% straight line
Building improvements	- 2% straight line

Depreciation of an asset begins when it is in the location and condition necessary for it to be capable of operating in the manner intended by the charity.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**3. ACCOUNTING POLICIES** *(continued)*

**Financial instruments**

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

**4. LIMITED BY GUARANTEE**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

**5. DONATIONS AND LEGACIES**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
<b>DONATIONS</b>			
Donations received	400,227	—	<b>400,227</b>
<b>GRANTS</b>			
Grants receivable	56,547	368,476	<b>425,023</b>
Local authority grants receivable	—	78,540	<b>78,540</b>
	<u>456,774</u>	<u>447,016</u>	<u><b>903,790</b></u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>DONATIONS</b>			
Donations received	381,956	20,500	402,456
<b>GRANTS</b>			
Grants receivable	176,783	483,085	659,868
Local authority grants receivable	—	21,263	21,263
	<u>558,739</u>	<u>524,848</u>	<u>1,083,587</u>

Included within donations received is an amount of £78,000 relating to the provision of rent-free premises to the charity.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**6. CHARITABLE ACTIVITIES**

	Unrestricted Funds £	<b>Total Funds 2022 £</b>	Unrestricted Funds £	Total Funds 2021 £
Sale of goods/services made or provided by the beneficiaries of the charity	5,808	<u>5,808</u>	1,666	<u>1,666</u>

**7. FUNDRAISING EVENTS**

	Unrestricted Funds £	<b>Total Funds 2022 £</b>	Unrestricted Funds £	Total Funds 2021 £
Fundraising events	693,489	<u>693,489</u>	46,918	<u>46,918</u>

**8. COSTS OF RAISING DONATIONS AND LEGACIES**

	Unrestricted Funds £	Restricted Funds £	<b>Total Funds 2022 £</b>
Costs of generating income - Fundraising	133,115	—	<u>133,115</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Costs of generating income - Fundraising	30,611	13,892	<u>44,503</u>

The costs of generating income includes wages and salaries and associated costs for staff involved in raising funds and donations and grants for the charity, the administrative costs of raising funds and the cost of fundraising events.

**9. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE**

	Unrestricted Funds £	Restricted Funds £	<b>Total Funds 2022 £</b>
Direct charitable activities	624,656	513,826	<u>1,138,482</u>
Support costs	230,979	15,978	<u>246,957</u>
	<u>855,635</u>	<u>529,804</u>	<u>1,385,439</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Direct charitable activities	191,531	484,644	676,175
Support costs	92,559	26,086	118,645
	<u>284,090</u>	<u>510,730</u>	<u>794,820</u>

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**10. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

	Activities undertaken directly	Support costs	Total funds 2022	Total fund 2021
	£	£	£	£
Direct charitable activities	1,138,482	222,677	1,361,159	771,900
Governance costs	—	24,280	24,280	22,920
	<u>1,138,482</u>	<u>246,957</u>	<u>1,385,439</u>	<u>794,820</u>

**11. ANALYSIS OF SUPPORT COSTS**

	Activities undertaken directly	Total 2022	Total 2021
	£	£	£
Staff costs	222,677	222,677	95,725
Governance costs	24,280	24,280	22,920
	<u>246,957</u>	<u>246,957</u>	<u>118,645</u>

**12. NET INCOME**

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	<u>32,242</u>	<u>16,933</u>

**13. AUDITORS REMUNERATION**

	Year to 31 Mar 22	Period from 1 May 20 to 31 Mar 21
	£	£
Fees payable for the audit of the financial statements	<u>16,800</u>	<u>19,800</u>
Fees payable to the charity's auditor and its associates for other services: Other non-audit services	<u>5,100</u>	<u>6,360</u>



**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**14. STAFF COSTS**

The total staff costs and employee benefits for the reporting period are analysed as follows:

	Year to 31 Mar 22 £	Period from 1 May 20 to 31 Mar 21 £
Wages and salaries	830,165	451,888
Social security costs	70,327	38,480
Employer contributions to pension plans	13,894	8,456
	<u>914,386</u>	<u>498,824</u>

During the period the charity had 51 (2021: 65) volunteers assisting with direct charitable activities and no (2021: 21) volunteers assisting with fundraising.

The average head count of employees during the year was 34 (2021: 22). The average number of full-time equivalent employees during the year is analysed as follows:

	2022 No.	2021 No.
Key management personnel	2	2
Charitable activities	16	11
Support staff	2	1
	<u>20</u>	<u>14</u>

The average number of full time-time equivalent employees during the period was 20 (2021: 14).

The number of employees whose remuneration for the year fell within the following bands, were:

	2022 No.	2021 No.
£60,000 to £69,999	—	1
£80,000 to £89,999	1	—
	<u>1</u>	<u>1</u>

**Key Management Personnel**

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £184,396 (2021:£108,370).

**15. TRUSTEE REMUNERATION AND EXPENSES**

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees expenses have been incurred.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**16. TANGIBLE FIXED ASSETS**

	Land and buildings £	Fixtures and fittings £	Equipment £	Building improvement s £	Total £
<b>Cost</b>					
At 1 April 2021	31,032	19,425	46,700	—	<b>97,157</b>
Additions	—	10,440	43,639	25,396	<b>79,475</b>
Disposals	—	—	(10,393)	—	<b>(10,393)</b>
<b>At 31 March 2022</b>	<b>31,032</b>	<b>29,865</b>	<b>79,946</b>	<b>25,396</b>	<b>166,239</b>
<b>Depreciation</b>					
At 1 April 2021	6,206	3,885	21,266	—	<b>31,357</b>
Charge for the year	3,103	5,973	22,658	508	<b>32,242</b>
Disposals	—	—	(10,393)	—	<b>(10,393)</b>
<b>At 31 March 2022</b>	<b>9,309</b>	<b>9,858</b>	<b>33,531</b>	<b>508</b>	<b>53,206</b>
<b>Carrying amount</b>					
<b>At 31 March 2022</b>	<b>21,723</b>	<b>20,007</b>	<b>46,415</b>	<b>24,888</b>	<b>113,033</b>
At 31 March 2021	24,826	15,540	25,434	—	65,800

**17. DEBTORS**

	2022 £	2021 £
Trade debtors	37,522	15,519
Prepayments and accrued income	—	6,880
	<b>37,522</b>	<b>22,399</b>

**18. CASH AND CASH EQUIVALENTS**

Cash and cash equivalents comprise the following:

	2022 £	2021 £
Cash at bank and in hand	751,293	722,007
Bank overdrafts	(24)	—
	<b>751,269</b>	<b>722,007</b>

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**19. CREDITORS: amounts falling due within one year**

	2022	2021
	£	£
Bank loans and overdrafts	24	—
Trade creditors	15,817	14,222
Accruals and deferred income	39,511	38,971
Social security and other taxes	19,746	15,096
Other creditors	2,226	1,926
	<u>77,324</u>	<u>70,215</u>

**20. DEFERRED INCOME**

Deferred income comprises grants to which the charity was entitled at the period end that substantively relate to the following year.

**21. PENSIONS AND OTHER POST RETIREMENT BENEFITS**

**Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £13,894 (2021: £8,456).

**22. ANALYSIS OF CHARITABLE FUNDS**

**Unrestricted funds**

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
General funds	441,006	1,156,071	(988,750)	(15,000)	593,327
Designated funds	85,000	—	—	15,000	100,000
	<u>526,006</u>	<u>1,156,071</u>	<u>(988,750)</u>	<u>—</u>	<u>693,327</u>

  

	At 1 May 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
General funds	143,000	607,323	(314,701)	5,384	441,006
Designated funds	70,000	—	—	15,000	85,000
	<u>213,000</u>	<u>607,323</u>	<u>(314,701)</u>	<u>20,384</u>	<u>526,006</u>

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**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**22. ANALYSIS OF CHARITABLE FUNDS** *(continued)*

**Restricted funds**

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Various restricted funds	<u>213,985</u>	<u>447,016</u>	<u>(529,804)</u>	<u>—</u>	<u>131,197</u>

	At 1 May 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Various restricted funds	<u>234,143</u>	<u>524,848</u>	<u>(524,622)</u>	<u>(20,384)</u>	<u>213,985</u>

**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Tangible fixed assets	113,033	—	<b>113,033</b>
Current assets	657,618	131,197	<b>788,815</b>
Creditors less than 1 year	<u>(77,324)</u>	<u>—</u>	<u>(77,324)</u>
<b>Net assets</b>	<u>693,327</u>	<u>131,197</u>	<u><b>824,524</b></u>

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Tangible fixed assets	65,800	—	65,800
Current assets	530,421	213,985	744,406
Creditors less than 1 year	<u>(70,215)</u>	<u>—</u>	<u>(70,215)</u>
<b>Net assets</b>	<u>526,006</u>	<u>213,985</u>	<u>739,991</u>

**24. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 Apr 2021	Cash flows	At 31 Mar 2022
	£	£	£
Cash at bank and in hand	722,007	29,286	<b>751,293</b>
Bank overdrafts	<u>—</u>	<u>(24)</u>	<u>(24)</u>
	<u>722,007</u>	<u>29,262</u>	<u><b>751,269</b></u>

**25. RELATED PARTIES**

During the period, the charity received donations aggregating £35,210 (2021: £10,179) from the trustees and key management personnel.

**NOA GIRLS**  
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**26. ETHICAL STANDARDS**

In common with many businesses of the charity's size and nature the charity uses its auditors to prepare and submit returns to the tax authorities, assist with the preparation of the financial statements and provide tax advice.