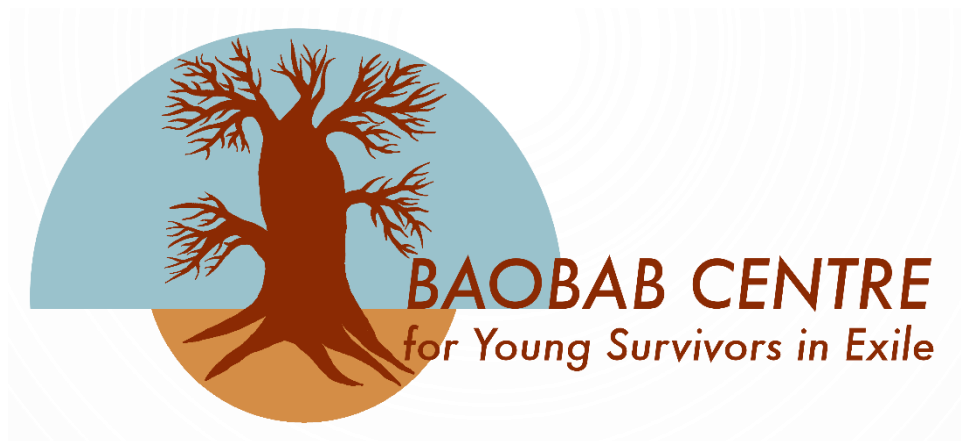


Registered number: 6816297  
Charity number: 1135407

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
(A company limited by guarantee)

**UNAUDITED  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**



**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

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**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**LEGAL AND ADMINISTRATIVE DETAILS FOR YEAR ENDED 31 March 2024**

<b>Company Registration Number</b>	6816297
<b>Charity Number</b>	1135407
<b>Start of financial year</b>	01 April 2023
<b>End of financial year</b>	31 March 2024
<b>Trustees</b>	Claire Helman (Chair) (Resigned 13 February 2024) Felicity Dirmeik (Chair)  Dr John Clark Gill Martin Otman Charaf (appointed 24 January 2024) Herman Otto Holly Hemming Enla Fees Dr Elspeth Carruthers Souzette Mutombo Dr Eithne Nightingale Anthony Jaffa (appointed 7 July 2023)
<b>Company Secretary</b>	Sheila Melzak
<b>Executive Director</b>	Sheila Melzak
<b>Registered address</b>	6 Manor Gardens London N7 6LA
<b>Bankers</b>	Co-operative Bank 1 Islington High Street London N1 9TR
<b>Independent Examiners</b>	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**Trustees report for the year ended 31 March 2023**

The Trustees present their annual report together with the financial statements of the Baobab Centre for Young Survivors in Exile (Baobab) for the 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

### **Objectives and Activities**

The charitable objects of Baobab are:

- The relief of children and young people who have suffered violence and are asylum seekers and refugees in Europe, in particular by the provision of individual and group psychotherapy, counselling and practical support.
- To advance education and learning in the circumstances of children and young people who have suffered violence in their home countries and who are asylum seekers and refugees in Europe, in particular by undertaking research and publishing the useful results thereof.

Our long term aims are;

- The rehabilitation and return to the path of progressive development for each young person in our community via membership of our community and involved participation in individual and group psychotherapeutic work, various activity based groups, casework and social work and community activities and events and in decision making within the organization and advocacy in relation to the needs and rights of young asylum seekers.
- Working towards justice for our population by advocating both for our whole population and all the unaccompanied asylum- seeking minors who do not access our services directly but who have had similar experiences to our community members.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

In order to achieve the first of these aims we undertake the following activities:

- Careful Assessment of each referral
- Individual Psychotherapeutic work;

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

- Group Psychotherapeutic work;
- Arts and sports group based activities;
- Therapeutic Retreats;
- The provision of community life (including participation in discussions about the community and decision making);
- Casework support, increasing access services including when necessary 'care', housing, benefits, education and health care; and
- Producing Specialist Clinical Reports, working closely with legal representatives in order to support asylum applications and when young people have asylum, working closely with lawyers producing reports and to support housing, community care and public law challenges in the best interests of young asylum seekers and refugees.

To further our work towards justice we carry out;

- Research and advocacy; and
- Teaching and Training.

Baobab's work is necessarily both direct support of the individuals in our community and advocacy around the issues our community members face. We provide intensive, unlimited holistic support, the key elements of which are individual psychotherapy, group psychotherapy and casework. The work done in individual psychotherapy is complemented by casework support, group psychotherapy, group activities, support through the asylum-seeking process and the provision of a transitional community. Our aim is to give them an awareness of themselves and their functioning, to give them a greater awareness of their relationships with one another, and a greater awareness of their community through our community meetings, our shared work and consultation, and our retreats. Through these several layers, progressive development slowly takes place after the massive loss and massive psychic traumatisation of child and adolescent specific human rights abuses.

Alongside this work, and in conversation with our community members, we advocate for their rights, and the rights of all those in their position. This includes running training, sharing our expertise on best practice, engaging with civil servants in the Home Office, speaking with MPs and Members of the House of Lords, and contributing to sector wide conversations with the aim of changing policy and practice. We work closely with other organizations with similar concerns.

In order to deliver against our aims, in addition to our superb staff team, we are also reliant on the support of volunteers. We currently have 19 volunteers who work across the organisation. These volunteers include; Clinicians, Caseworkers and Social Workers, Teachers, and Administrators.

### **Achievements and Performance**

The young people in Baobab's community have experienced some of the worst things humans can do to each other. We refer to these as child and adolescent specific human rights abuses i.e. abuses perpetrated during the childhood and adolescent years by perpetrators both within and mostly outside the young person's family. They have all experienced and witnessed human rights abuses. Many have been trafficked, incarcerated, forcibly recruited into government and rebel armies, and experienced violence to their own bodies. Many have witnessed violence against their own families and all have experienced loss of key attachment figures and familiar environment. As a direct consequence of these experiences i.e. of trauma and loss and unplanned change, all suffer complex mental health and developmental difficulties and symptoms.

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In addition, as a result of their experiences all of the young people Baobab supports arrived in the UK as unaccompanied asylum-seeking minors. The majority of the young people Baobab supports come from twenty one different countries the largest numbers coming from, Afghanistan, Eritrea and, Ethiopia. These are countries where the civilian populations have been subject to ongoing violence and where individuals, including children, are persecuted, conscripted into insurgent groups and attacked.

In total over the last financial year 2023/2024, Baobab has supported 75 young people. We have provided weekly individual therapy to 72 young people and group therapy to 24 young people. During the year we had 14 young people joining Baobab, and 15 young people who have stopped having regular psychotherapy with us. 46% of those Baobab supports have attended for over 5 years, which is reflective of the fact that many asylum claims can take several years to resolve.

During the year, we again ran residential retreats. In total we accompanied 16 young people to two separate rural settings. Undertaking the residentials in quiet settings, alongside nature gives the young people space and time to reflect. During the residential we undertake workshops which helps the young people to find their voice, and to learn to express their views. The young people we work with all have had experiences that have led them to mistrust, and be suspicious of close relationships and the residentials assist our young people with learning to trust others, to share and co-operate.

Each year we contract for an independent evaluation to be carried out, with the aims of understanding service user needs and experiences and assessing the perceived service impact. This is carried out through a questionnaire, answered during a structured interview process, with translators in attendance where appropriate. All findings are anonymised. The findings for 2023/24 show that participants experience significant and prolonged mental health and psychosocial difficulties, coupled with low levels of resilience. Whilst many participants reported that they did not feel they belonged in the UK, 84% felt they “belonged” to Baobab.

It is our intention to implement recommendations from the evaluation report in order to continue to improve our services. These recommendations include having a larger group of participants; taking a longer period of time to recruit participants and developing shorter questionnaires to encourage young people to participate earlier in their time at Baobab.

## **Financial review**

### **Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

### **Reserves policy**

Our Reserves Policy is carefully considered and reviewed on a regular basis. Baobab receives no statutory funding and is reliant on the generosity of grant givers, and the public in order to provide its services. With limited exception, financial commitments to Baobab tend to be short term in duration, and as such income streams are variable across each year.

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The Trustees have set a reserves policy which requires that reserves be maintained at, at least a level which ensures that the Baobab Centre's core activity can continue during a period of unforeseen difficulty. The Trustees are to hold the charity's reserves at a level which is at least equivalent to six months reduced operational expenditure, currently considered to be £302,510. We also have a commitment to ensuring that we maintain restricted funds at any given point during the year at the level necessary to fulfil the conditions of any grant and the expectations of any funder. Where funding has been received, we guarantee the use of the funds will be spread over the full period of the grant agreement and thereby fulfil any commitment we have made to the funder.

Baobab seeks to hold a reserve that at least meets this minimum position in order;

- To manage risk and buffer unexpected falls in income, allowing time to replace lost income or develop a response to the change;
- To allow the taking of opportunities which may arise; and
- To ensure that the charity can meet its legal obligations in the event of closing down.

The calculation of the required level of reserves is an integral part of Baobab's planning, budgeting and forecasting cycle. It takes into accounts the risks associated with each stream of income and expenditure varying from budget, planned activity level and future commitments.

When unrestricted reserves are low we will manage income shortages by controlling expenditure and will retain in the reserve sufficient funds to meet our legal obligations in the event of closure. On 31st March 2024 the amount carried forward as unrestricted reserves was £545,746. The restricted level of funds carried forward was £174,974 and the level of free reserves held at the year end was £511,464. We have therefore exceeded our targeted free reserve level.

### **Principal risks and uncertainties**

The Trustees regularly review the major risks to which the charity is exposed and systems have been established to mitigate those risks. The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Our 2024/25 budget indicates that we have a funding gap of just over £393,694. The lack of recurrent funding for Baobab means that it is usual for Baobab to have a funding shortfall at the start of each year and as always, we seek to reduce this funding gap during the course of the year. Whilst we are taking a prudent approach, we continue to remain positive that Baobab will successfully navigate the financial challenges, thanks to the generous support of all our funders and the great work of the staff team.

### **Review of 2024**

The Statement of Financial Activities shows total income received for the year to 31 March 2024 of £729,693; (2023 £671,174) with total expenditure for the year of £618,614 (2023 - £527,838), to generate a surplus of £111,079 (2023 - £143,336). The charity began the year with reserves of £609,641 and ended the year with reserves of £720,720, of which £174,974 (2023 - £176,790) was restricted and £545,746 (2023 - £432,851) was unrestricted, including £34,282 of designated reserves (2023 £19,528).

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With thanks for support from;

AB Charitable  
AKO  
Ben and Jerry's  
Children in Need  
City Bridge Trust  
Crucible Foundation  
Garfield Weston foundation  
HT and LB Cadbury Charitable Trust  
Iguano Trust  
London Community Foundation  
Lucille Foundation  
Human Rights Aid  
Orange Tree Trust  
Peter Stebbings Memorial Charity  
Stanley Thomas Johnson Foundation  
The Blue Thread  
The Bromley Trust  
The Henry Smith Charity  
The Leathersellers' Foundation  
The Linbury Trust  
The Lloyds Bank Foundation  
The Mrs Smith and Mount Trust  
The Rayne Foundation  
The Reel Fund  
The Roddick Foundation  
The Samworth Foundation  
The Tudor Trust

As well as other generous funders who wish to remain anonymous.

### **Risk Management**

The Directors have reviewed the risks to which the charity is exposed and have ensured appropriate controls are in place to provide reasonable assurance against fraud and error.

### **Plans for Future periods**

The focus for Baobab is to continue to support as many young people as possible for as long as we are able to. In order to ensure continued financial stability during these challenging economic times we are focused on ensuring that we can obtain multi year grants that support our core work, which will allow our management team to focus on delivery.

### **Structure, Governance and Management**

Baobab is registered as Charitable Company Limited by Guarantee. The management of the Company is the responsibility of the Trustees. Trustees are appointed to Baobab following a review of existing skill sets to ensure that the Board has the requisite skills, experience and community knowledge to support the staff of the organization in their different roles. Prospective Trustees may be identified through personal contacts or events, such as The Big Alliance's Boardmatch. All Trustees are formally



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interviewed prior to appointment by senior staff and by at least three trustees. Once appointed, Trustees are inducted through meetings with senior staff and fellow Trustees. All Trustees are provided with two mentors, the Director and one Trustee, and encouraged to attend Baobab community meetings and other community events where they can meet with staff and young people and discuss their relevant areas of responsibility such as safeguarding, community development, human rights law or fund raising.

The Trustees are responsible for recruiting and appointing the senior staff within the Charity (and the professionally relevant trustee will attend interviews with the director and senior staff), and for setting the pay for each year. The Director is responsible for the day to day management of the Baobab Centre and its activities and the onus is on her to be aware of all staff and young people and engage with each directly and through delegation e.g. of assessments and supervision tasks.

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**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial . 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 Company and of its incoming resources and application of resources, including its 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



**F Dirmeik**  
(Chair of Trustees)

Date: 12/18/2024

## **Independent Examiner's Report to the Trustees**

### **Year ended 31 March 2024**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2024.

### **Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.



**Laura Waycott FCA**

Griffin Chartered Accountants  
Courtenay House  
Pynes Hill  
Exeter  
EX2 5AZ

19/12/24

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
**A Company Limited by Guarantee**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

		Restricted funds	Unrestricted funds	Total funds	Total funds
		2024	2024	2024	2023
	Note	£	£	£	£
<b>Income from:</b>					
Donations & Legacies	4	345,360	383,690	<b>729,050</b>	667,654
Charitable Activities	5	-	-	-	2,797
Other trading activities	6	-	494	<b>494</b>	617
Investments	7	-	149	<b>149</b>	106
<b>Total Income</b>		<b>345,360</b>	<b>384,333</b>	<b>729,693</b>	<b>671,174</b>
<b>Expenditure on:</b>					
Raising Funds	8	30,617	9,313	<b>39,930</b>	34,303
Charitable activities	9	316,559	262,125	<b>578,684</b>	490,634
Other Expenditure	10	-	-	-	2,900
<b>Total Expenditure</b>		<b>347,176</b>	<b>271,438</b>	<b>618,614</b>	<b>527,838</b>
<b>NET INCOME/EXPENDITURE</b>		<b>(1,816)</b>	<b>112,895</b>	<b>111,079</b>	<b>143,336</b>
Total funds brought forward		176,790	432,851	<b>609,641</b>	466,305
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>174,974</b>	<b>545,746</b>	<b>720,720</b>	<b>609,641</b>

The notes on pages 15 to 28 form part of these financial statements

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**Baobab Centre for Young Survivors in Exile**  
**(A Company Limited by Guarantee)**  
**REGISTRATION NUMBER: 6816297**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Total 31-Mar-24 £	Total 31-Mar-23 £
<b>FIXED ASSETS</b>			
Tangible Assets	1	-	-
<b>CURRENT ASSETS</b>			
Debtors and prepayments	16	7,090	8,599
Cash at bank and in hand		<u>735,054</u>	<u>616,092</u>
Total Current Assets		<b>742,144</b>	624,691
 CREDITORS: Amounts falling due within one year	17	<b>21,424</b>	15,050
<b>NET CURRENT ASSETS</b>		<u><b>720,720</b></u>	<u>609,641</u>
<b>NET ASSETS</b>		<u><u><b>720,720</b></u></u>	<u><u><b>609,641</b></u></u>
 <b>REPRESENTED BY:</b>			
Unrestricted funds		<b>511,464</b>	413,323
Designated funds		<b>34,282</b>	19,528
Restricted Funds	18	<u><b>174,974</b></u>	<u>176,790</u>
		<u><u><b>720,720</b></u></u>	<u><u><b>609,641</b></u></u>

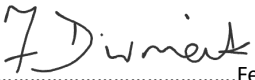
For the year ending 31 March 2024 the company is entitled to exemption from audit under Section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476, of the Companies Act 2006.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements

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

Approved by the Directors on 12/18/2024.....and

Signed on their behalf by  Felicity Dirmeik, Chair of Directors

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	<b>2024</b>	2023
	<b>£</b>	£
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	<b>111,079</b>	<b>143,336</b>
<b>Working capital adjustments</b>		
(Increase)/ decrease in Dividends, interest and rents from investments	(149)	(106)
(Increase)/ decrease in stocks	-	-
(Increase)/decrease in debtors	1,509	(1,401)
Increase/(decrease) in creditors	6,374	(482)
Net cash flows from operating activities	<b>118,813</b>	<b>141,347</b>
<b>Cash flows from investing activities</b>		
Dividends, interest and rents from investments	<b>149</b>	<b>106</b>
Purchase/sale of fixed assets	-	-
Purchase/sale of investments	-	-
Net cash flows from investing activities	<b>149</b>	<b>106</b>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
Net cash flows from financing activities	<b>0</b>	<b>0</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>118,962</b>	<b>141,454</b>
Cash and cash equivalents at the beginning of the year	<b>616,092</b>	<b>474,638</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>735,054</b>	<b>616,092</b>
<b>Analysis of cash and cash equivalents</b>		
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Cash at bank and in hand	<b>735,054</b>	<b>616,092</b>
<b>Total cash and cash equivalents</b>	<b>735,054</b>	<b>616,092</b>

**BAOBAB CENTRE FOR YOUNG SURVIVORS IN EXILE**  
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## **Notes to the Financial Statements**

### **1. General information**

Baobab Centre for Young Survivors in Exile is a charity, limited by guarantee, incorporated in England and Wales. It does not have share capital and each of the Trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation. The registered office address is 6 Manor Gardens, London, N7 6LA.

### **2. Accounting policies**

#### **2.1 Basis of preparation of financial statements**

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

Baobab Centre for Young Survivors in Exile 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.

#### **2.2 Income**

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the Directors are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

#### *Incoming Resources with related expenditure*

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

#### *Grants and Donations*

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.
- When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds receivable.

#### *Tax reclaims on Donations and Gifts*

Incoming resources from tax reclaims are included in the SOFA in the same financial period as the gift to which they relate.



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*Contractual Income and Performance Related Grants*

This is only included in the SOFA once the related goods or services has been delivered.

*Grants*

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued. Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

*Gifts in Kind*

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

*Donated Services and Facilities*

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

*Volunteer Help*

The value of any voluntary help received is not included in the accounts.

*Investment Income*

This is included in the accounts when receivable.

*Investment gains and losses*

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

## **2.3 Expenditure and liabilities**

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

*Governance Costs*

Includes costs of the preparation and examination of statutory accounts, the costs of the Directors' meetings and cost of any legal advice to Directors on governance or constitutional matters.

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*Grants with performance conditions*

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

*Changes in Accounting policies and previous accounts*

There has been no change to the accounting policies (variation rules and methods of accounting) since last year.

*Support Costs*

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

*Assets*

Tangible fixed assets for use by the charity:

*These are* capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at the value to the charity on receipt. The Company has no individual assets costing more than £1,000.

All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

- Office equipment - 33% Straight-line

## **2.4 Debtors**

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

## **2.5 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## **2.6 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts,

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discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

## **2.7 Financial instruments**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## **2.8 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

## **2.9 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

## **3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are no estimates and assumptions within these accounts that are considered to be material in nature.

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**4. Income from donations and legacies**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Grants	341,086	275,430	616,516
Major Individual Donors	4,274	-	4,274
Donations	-	107,478	107,478
Gift Aid Tax Recoverable	-	782	782
	<u>345,360</u>	<u>383,690</u>	<u>729,050</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Grants	312,581	326,915	639,496
Major Individual Donors	6,850	-	6,850
Donations	-	18,961	18,961
Gift Aid Tax Recoverable	-	2,347	2,347
	<u>319,431</u>	<u>348,223</u>	<u>667,654</u>

**5. Income from Charitable activities**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Individual support	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Individual support	-	2,797	2,797
	<u>-</u>	<u>2,797</u>	<u>2,797</u>

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**6. Income from other trading activities**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Training	-	300	300
Resilience book	-	194	194
	<u>-</u>	<u>494</u>	<u>494</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Training	-	360	360
Resilience book	-	257	257
	<u>-</u>	<u>617</u>	<u>617</u>

**7. Investment Income**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Interest receivable on bank deposits	-	149	149
	<u>-</u>	<u>149</u>	<u>149</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Interest receivable on bank deposits	-	106	106
	<u>-</u>	<u>106</u>	<u>106</u>

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**8. Expenditure on raising funds**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>
Fundraising consultant	6,912	9,053	15,965
Events	-	-	-
Staff costs	23,705	260	23,965
	<u>30,617</u>	<u>9,313</u>	<u>39,930</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Fundraising consultant	7,412	8,410	15,822
Events	4,165	50	4,215
Staff costs	12,110	2,157	14,267
	<u>23,687</u>	<u>10,617</u>	<u>34,304</u>

**9. Analysis of expenditure on charitable activities**  
**Summary by fund**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>
Individual support	302,169	244,425	546,594
Wider advocacy	14,390	17,700	32,090
	<u>316,559</u>	<u>262,125</u>	<u>578,684</u>

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Individual support	300,902	159,000	459,901
Wider advocacy	20,394	10,338	30,732
	<u>321,297</u>	<u>169,338</u>	<u>490,633</u>

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**10. Analysis of expenditure on other activities**  
**Summary by activity**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>
Resilience Book	-	-	-
	-	-	-

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>
Resilience Book	-	2,900	2,900
	-	2,900	2,900

**11. Analysis of expenditure on charitable activities**  
**Summary by expenditure type**

	<b>Staff costs 2024 £</b>	<b>Other costs 2024 £</b>	<b>Total 2024 £</b>
Individual support	336,262	210,332	546,594
Wider advocacy	27,275	4,815	32,090
	363,537	215,147	578,684

	<b>Staff costs 2023 £</b>	<b>Other costs 2023 £</b>	<b>Total 2023 £</b>
Individual support	276,596	183,307	459,903
Wider advocacy	26,146	4,587	30,733
	302,742	187,894	490,636

	<b>Direct costs 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>
Individual support	424,070	122,524	546,594
Wider advocacy	25,641	6,449	32,090
	449,711	128,973	578,684

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**11. Analysis of expenditure on charitable activities (continued)**

	<b>Direct costs</b>	<b>Support costs</b>	<b>Total funds</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Individual support	362,430	97,472	459,902
Wider advocacy	25,602	5,131	30,733
	<u>388,032</u>	<u>102,603</u>	<u>490,635</u>

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2024</b>	<b>2024</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Analysis of direct costs			
Staff costs	264,853	23,516	288,369
Direct costs of activities	159,217	2,125	161,342
	<u>424,070</u>	<u>25,641</u>	<u>449,711</u>

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	222,694	23,309	246,003
Direct costs of activities	139,736	2,293	142,029
	<u>362,430</u>	<u>25,602</u>	<u>388,032</u>

**12. Analysis of expenditure by activities**

**Analysis of support costs**

	<b>Individual support</b>	<b>Wider advocacy</b>	<b>Total funds</b>
	<b>2024</b>	<b>2024</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	71,409	3,758	<b>75,167</b>
Rent	10,599	558	<b>11,157</b>
ICT costs	10,985	578	<b>11,563</b>
Insurance	1,475	78	<b>1,553</b>
Legal and professional	3,529	186	<b>3,715</b>
Governance	15,829	833	<b>16,662</b>
Other costs	8,698	458	<b>9,156</b>
	<u>122,524</u>	<u>6,449</u>	<u><b>128,973</b></u>



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**12. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Individual support 2023 £</b>	<b>Wider advocacy 2023 £</b>	<b>Total funds 2023 £</b>
Staff costs	53,902	2,837	<b>56,739</b>
Rent	9,854	519	<b>10,373</b>
ICT costs	7,563	398	<b>7,961</b>
Insurance	1,330	70	<b>1,400</b>
Legal and professional	3,772	199	<b>3,971</b>
Governance	14,694	773	<b>15,467</b>
Other costs	6,357	335	<b>6,692</b>
	<u>97,472</u>	<u>5,130</u>	<u><b>102,603</b></u>

**13. Independent Examiner's fee**

The fee for the independent examination of the accounts was £1,638 (2023 - £1,560)

**14. Staff costs**

	<b>2024 £</b>	<b>2023 £</b>
Wages and salaries	356,848	293,789
Social security costs	26,884	21,417
Pension costs - defined contribution scheme	16,913	14,446
	<u>400,645</u>	<u>329,652</u>

The average full time equivalent of persons employed by the Company during the year was as follows:

	<b>2024 No.</b>	<b>2023 No.</b>
Raising funds	0.8	0.7
Charitable activities	8.5	6.8
Governance	0.3	0.3
	<u>9.6</u>	<u>7.8</u>

There was no employee whose employee benefits exceeded £60,000 (2023- nil)

The key management personnel of the charity consists of the Trustees and the Director.

The total employee benefits of the key management personnel is £56,409 (2023-£53,722)

**15. Trustees remuneration and expenses**

No remuneration or expenses were paid to any Trustee during 2024 (2023-nil)

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**16. Debtors**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Due within one year		
Prepayments and accrued income	7,090	8,599
	<u>7,090</u>	<u>8,599</u>

**17. Creditors: Amounts falling due within one year**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,126	3,221
Other taxation and social security	10,736	8,399
Other creditors	1,638	1,560
Accruals and deferred income	5,924	1,870
	<u>21,424</u>	<u>15,050</u>

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**18. Statement of funds - current year**

<b>Unrestricted funds</b>	<b>Balance at 1st April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	413,323	384,333	271,438	(14,754)	511,464
Designated funds	19,528	-	-	14,754	34,282
	<b>432,851</b>	<b>384,333</b>	<b>271,438</b>	<b>-</b>	<b>545,746</b>

<b>Restricted funds</b>	<b>Balance at 1st April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ben and Jerry's	-	19,933	12,515	-	7,418
Children in Need	408	-	408	-	-
Children in Need Small Grant	9,735	10,000	9,996	-	9,739
Crucible Foundation	-	50,000	15,500	-	34,500
City Bridge Trust	11,239	11,250	7,500	-	14,989
David Kogan	2,217	-	2,217	-	-
Garfield Weston Foundation	-	15,000	15,000	-	-
The Henry Smith Charity	8,333	50,000	40,000	-	18,333
Lloyds Bank Foundation	1,191	-	1,191	-	-
Linbury Trust	35,000	60,000	88,000	-	7,000
Peter Stebbings Memorial Charity	-	5,000	4,500	-	500
Rayne Foundation	-	20,000	20,000	-	-
Samworth Foundation	50,897	40,000	38,795	-	52,102
Stanley Thomas Johnson Foundation	24,952	43,903	66,717	-	2,138
The Mrs Smith & Mount Trust	10,000	15,000	15,000	-	10,000
The Tudor Trust	2,000	-	2,000	-	-
Various Grants above £1,000	-	1,000	-	-	1,000
MAJOR DONORS	20,818	4,274	7,837	-	17,255
<b>Total restricted funds</b>	<b>176,790</b>	<b>345,360</b>	<b>347,176</b>	<b>-</b>	<b>174,974</b>
<b>Total of funds</b>	<b>609,641</b>	<b>729,693</b>	<b>618,614</b>	<b>-</b>	<b>720,720</b>

Baobab is grateful to receive restricted funding, some of which enables support to our community members which otherwise would not be possible, some of which supports development in specific areas of our work such as advocacy, and others contributes to our core work.

- Peter Stebbings Charity and The Mrs Smith & Mount Trust contribute to the cost of our interpreters which are essential to all aspects of our frontline work.
- Children in Need, Lloyds Bank, The Tudor Trust, the Rayne Foundation and Ben and Jerry's contribute to the salaries of our key staff and interpreters as well as volunteer and project costs.
- The Children in Need Small grant contributes towards our essential overhead costs, including rent.
- The Samworth Foundation supports Fundraising costs, enabling us to maintain financial and operational stability.
- Garfield Weston Foundation supports psychosocial activities and residential retreats for our community members.
- City Bridge Trust, the Crucible Foundation, The Henry Smith Charity and Linbury Trust all provide restricted funding towards our core activities.
- Stanley Thomas Johnson Foundation support with contributions towards staff salaries predominantly in our psychotherapy team but also funding our clinical administrator post and other central posts.
- The support from David Kogan has enabled us to continue our fund supporting our community members who are destitute or in extreme financial hardship.

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**19. Statement of funds - prior year**

<b>Unrestricted funds</b>	<b>Balance at 1st April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	250,336	351,743	188,274	(482)	413,323
Designated funds	19,046	-	-	482	19,528
	<b>269,382</b>	<b>351,743</b>	<b>188,274</b>	<b>-</b>	<b>432,851</b>

<b>Restricted funds</b>	<b>Balance at 1st April 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers in/out</b>	<b>Balance at 31 Mar 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Ashworth Charitable Trust	-	-	2,000	-	-
The National Lottery Community Fund					
Awards For All	8,315	-	8,315	-	-
Children in Need	259	30,658	30,509	-	408
Children in Need Small Grant	10,000	10,000	10,265	-	9,735
City Bridge Trust	11,239	45,000	45,000	-	11,239
David Kogan	8,183	6,000	11,966	-	2,217
Evan Cornish Foundation	3,333	-	3,333	-	-
Garfield Weston Foundation	14,271	-	14,271	-	0
The Henry Smith Charity	-	25,000	16,667	-	8,333
Lloyds Bank Foundation	11,745	-	10,554	-	1,191
Linbury Trust	-	70,000	35,000	-	35,000
Network for Social Change Charitable Trust	6,426	-	6,426	-	-
Peter Stebbings Memorial Charity	1,667	-	1,667	-	-
Samworth Foundation	51,198	40,000	40,301	-	50,897
Stanley Thomas Johnson Foundation	29,964	68,923	73,935	-	24,952
The Mrs Smith & Mount Trust	-	15,000	5,000	-	10,000
The Tudor Trust	-	2,000	-	-	2,000
Unbound Philanthropy	8,333	-	8,333	-	-
MAJOR DONORS	29,990	6,850	16,024	-	20,818
<b>Total restricted funds</b>	<b>196,923</b>	<b>319,431</b>	<b>339,564</b>	<b>-</b>	<b>176,790</b>
<b>Total of funds</b>	<b>466,305</b>	<b>671,174</b>	<b>527,838</b>	<b>-</b>	<b>609,641</b>

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**20. Summary of funds - current year**

	Balance at 1st April 2023	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2024
	£	£	£	£	£
General Funds	413,323	384,333	271,438	(14,754)	511,464
Designated Funds	19,528	-	-	14,754	34,282
Restricted funds	176,790	345,360	347,176	-	174,974
	<b>609,641</b>	<b>729,693</b>	<b>618,614</b>	<b>0</b>	<b>720,720</b>

**Summary of funds - prior year**

	Balance at 1st April 2022	Income	Expenditure	Transfers in/out	Balance at 31 Mar 2023
	£	£	£	£	£
General funds	250,336	351,743	188,274	(482)	413,323
Designated funds	19,046	-	-	482	19,528
Restricted funds	196,923	319,431	339,564	-	176,790
	<b>466,305</b>	<b>671,174</b>	<b>527,838</b>	<b>0</b>	<b>609,641</b>

**21. Analysis of net assets between funds**

	Restricted funds	Unrestricted funds	Total funds
Analysis of net assets between funds - current year	2024	2024	2024
	£	£	£
Current assets	183,185	558,959	742,144
Creditors due within one year	(8,211)	(13,213)	(21,424)
Total	174,974	545,746	720,720

	Restricted funds	Unrestricted funds	Total funds
Analysis of net assets between funds - prior year	2023	2023	2023
	£	£	£
Current assets	184,751	440,120	624,691
Creditors due within one year	(7,781)	(7,269)	(15,050)
Total	176,970	432,851	609,641

**22. Related party transactions**

No related party transactions took place in the period.