CARAMEL ROCK

England & Wales · Charity number 1137133

Details

Status	Registered
Legal form	Other
Registered	2010-07-28
Register	View on the Charity Commission register

Contact

Address	Caramel Rock 17-18 Lower Dock Walk London London England E16 2GT
Phone	02074763222
Email	faith.j@caramelrock.com
Website	www.caramelrock.com

Activities

Objects: TO ACE AS A RESOURCE FOR PEOPLE BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:A ADVANCING IN LIFE AND HELPING PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALSB ADVANCING EDUCATIONC RELIEVING UNEMPLOYMENTD PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS

Activities: WE OFFER TRAINING IN FASHION AND ARTS TO YOUTHS AND VULNERABLE ADULTS. OUR CLASSES RANGE FROM; FASHION ILLUSTRATION, PATTERN CUTTING, DESIGN, PRODUCT PRODUCTION AND SEWING. WE WORK TO ENSURE OUR STUDENTS HAVE ENOUGH EXPERIENCE AND KNOWLEDGE TO PROGRESS INTO FURTHER EDUCATION AND FUTURE EMPLOYMENT. WE ALSO OFFER A VOLUNTEER PROGRAM WHICH ENABLES PEOPLE TO GAIN VALUABLE WORK EXPERIENCE.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2024-11-30	£254,892	£174,596	-	-
2023-11-30	£225,501	£186,305	-	-
2022-11-30	£205,571	£198,010	-	-
2021-11-30	£196,605	£202,743	-	-
2020-11-30	£191,585	£146,500	-	-

Trustees

Name	Role	Appointed
Daniel Todaro	Chair	2026-05-18
Alison Jayne Lowe		2025-09-30
Laura Naa-Shormeh Nortey		2026-06-01
Robert Bowles		2020-09-02
Sarah Jane Day		2026-05-18
Sian Roberta Watts		2025-03-07
Syed Ihsan-Ar Rahim		2024-09-09

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CARAMEL ROCK

England & Wales - Charity number 1137133

Accounts

REGISTERED COMPANY NUMBER: 07425286 (England and Wales)
REGISTERED CHARITY NUMBER: 1137133

Report of the Trustees and

Financial Statements for the Year Ended 30 November 2024

for

CARAMEL ROCK LTD

CARAMEL ROCK LTD

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for the Year Ended 30 November 2024

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CARAMEL ROCK LTD

Report of the Trustees
for the Year Ended 30 November 2024

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

INCORPORATION

The charitable company was incorporated on 1 November 2010.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07425286 (England and Wales)

Registered Charity number

1137133

Registered office

17-18
Lower Dock Walk
London
United Kingdom
E16 2GT

Trustees

B Mubiayi
S R Watts (appointed 7.3.25)
L Mahony
R Bowles
R Shum (appointed 15.8.24)
S I Rahim (appointed 9.9.24)
G Forrest (appointed 15.7.25)

Company Secretary

Approved by order of the board of trustees on ***16-09-2025*** and signed on its behalf by:

.....
B Mubiayi - Trustee

The Trustees, who are also the directors for the purposes of company law, present their annual report together with the financial statements of the Charity for the year 1 December 2022 to 30 November 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 31 January 2022) as amended by Update Bulletin 1 (effective January 2022).

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

The Trustees oversee the processes of interaction and decision-making among the actors involved in a collective form that leads to the good practice of execution of all the charities activities with the authority to make decisions.

Caramel Rock charity began as part of Ascension Church running workshops in a local cafe, running shows in a local church starting in 2008. From then, the charity established its own status building track record for its first 2 years gaining charity status in 2010 and has grown not only working with churches, community groups, schools, youth centres, universities and businesses.

We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme, as well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future.

We are an educational charity that provides courses and training to young people and young adults Caramel Rock is a creative arts charity providing training and opportunities, in Newham for local people.

Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry.

Objectives and activities

a. Objectives

Caramel Rock's objectives include supporting young people and their families, providing skills, experience and qualifications, and improving young people's confidence, motivation and ambition in order to help them develop positive opportunities in their lives.

We specifically use fashion as a means to engage with young people because of the interest it holds for so many young people, as well as the fact that it provides significant and relevant opportunities for employment in the London retail sector.

Another key objective for Caramel Rock is changing the relationship that young people have with fashion, encouraging awareness and understanding of 'fast fashion' and how fashion can be more sustainable.

We believe that young people hold the key to change, as they are the next generation of consumers, retailers, and business leaders.

Aims:

Skill Development: Provide participants with opportunities to develop practical skills related to various aspects of fashion design, such as sketching, pattern-making, sewing, garment construction, styling, or textile manipulation.

Creativity and Innovation: Foster creativity and innovation by encouraging participants to explore new ideas, experiment with different materials, and develop their unique design aesthetic.

Experience: As an arts training provider we aim to help young people in disadvantaged circumstances that may not have the right support or guidance and help them to connect with industry professionals, gain experience and receive the qualification they need to achieve their future career.

Support: one to one support for young people and their communities to build self-awareness and confidence to progress on their future journey.

We aim to advance the education for disadvantaged young people in the fashion and creative arts sector to a superior level.

Strategies for achieving objectives.

To achieve these aims Caramel Rock have a strategy to embed Sustainability and awareness of the circular fashion economy. The Sustainability Project builds knowledge of the circular fashion economy to the next generation to work in the sector.

We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme, as well as helping young people, it is also our mission to provide people (children and young adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future.

Our goals are also reached through organising and implementing our own Caramel Rock Fashion Show and other events.

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)'.



Fashion and Creative Arts

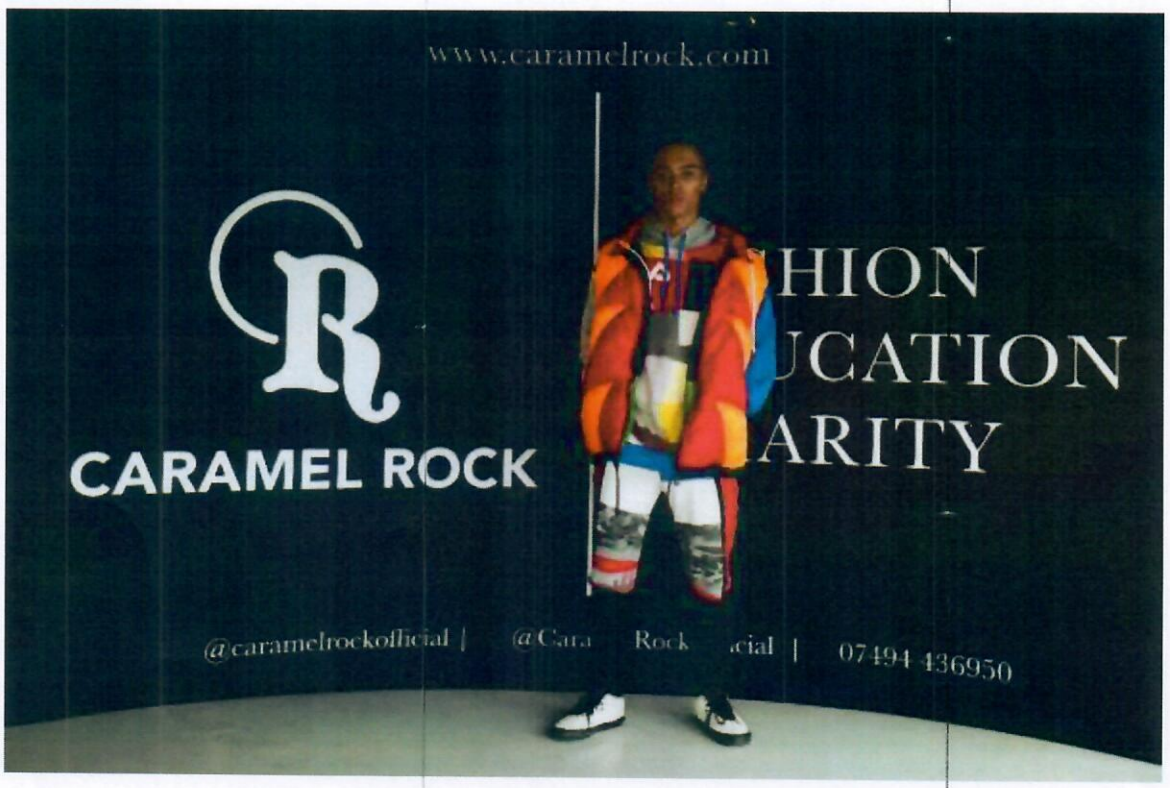


As a fashion and arts charity, we use creative arts as a tool to instil confidence and skills to those that are passionate about pursuing a career in this sector or for those that show true

potential. Not only is fashion a profitable market but also the creative industry builds life skills by encouraging individuals to think creatively and solve problems efficiently. Our academy promotes creative (career?) pathways such as fashion, the arts and dance and develops individuals and local people through opportunities of work experience within the sector.

Caramel Rock delivers our objectives by providing one on one support with young people and their families, an accredited BTEC vocational diploma level 1 and 2 in fashion and clothing, portfolio and CV development and work experience placements.

Education



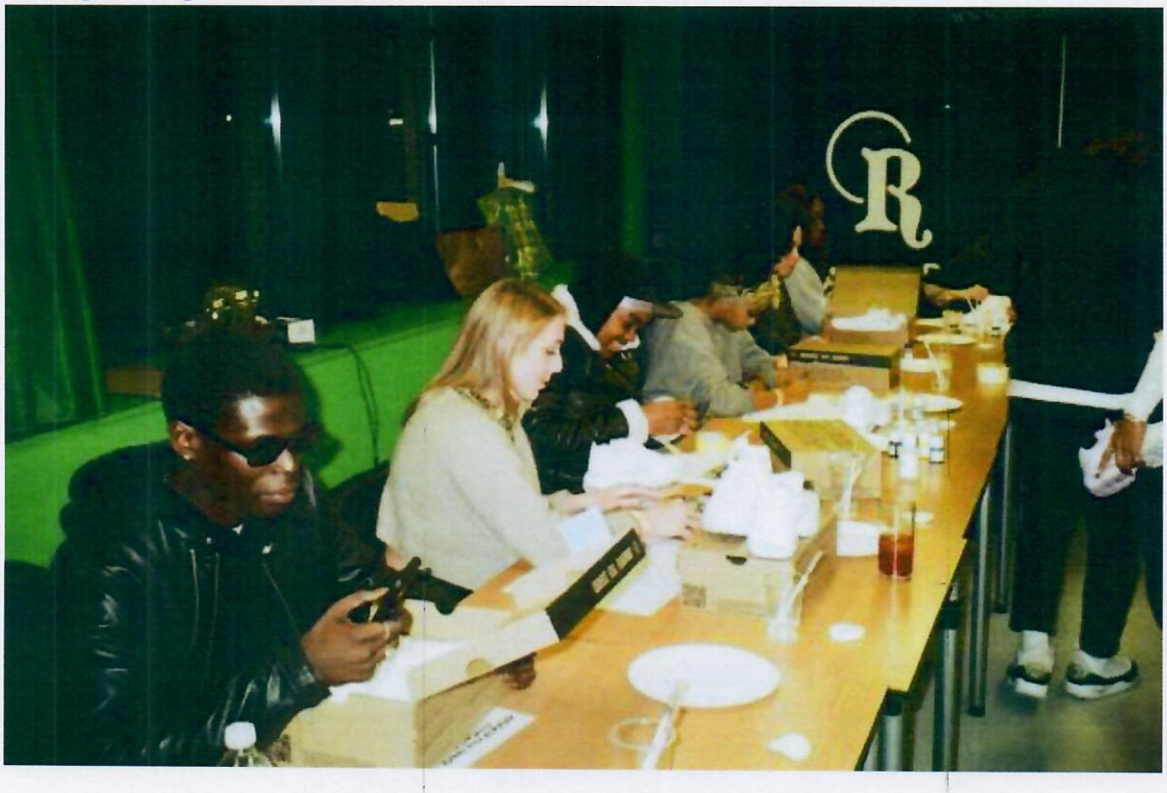
At Caramel Rock we believe that everybody has the right to education. Everybody has the right to be empowered, inspired and given an opportunity to uncover their highest potential in life. For us education is power, it's a tool that can improve and sharpen lives but most importantly we use it to close the fashion technical skills gap in the Fashion sector. Our passion for both educating people and advancing the local community enables us to enrich the lives of individuals and encourage them to come together with a shared vision and one voice to advance their community. Our education programme includes BTEC Vocational Diploma Levels 1 and in fashion and clothing, workshops and events.

Job Training



As a fashion and arts academy, our students are trying to increase future prospects in the fashion and arts sector. We are passionate about seeking ways to increase job training for young people. Fashion is considered a leading industry in terms of employing young people from the age of 18-30 which we are proud of and want to do our part by bringing opportunities to people. Many of our young pupils have successfully completed and have gained further experience and work in the fashion industry. We only aim to further this and provide our services for a wider population of young people without jobs or the right connections to land them into employment within the fashion sector. This is embedded into the delivery of all of our programmes and activities. Job training includes placements and internships with businesses and local fashion brands and businesses.

Strengthening Communities



We believe that the community is at the very heart of what we do. We encourage local people to work together to not only strengthen the community but increase individual engagement and involvement in the lives of others. Much of our work is geared towards inspiring the community to work together and take an interest in what is going on around them. We help to prompt conversation between the young and the elderly. By instigating dialogue between parents and children, teenagers, and elderly we hope to create a bond between local people in the community and increase richness to the community. Activities such as workshops, events, fashion shows, pop up shops cover the scope of our offer in strengthening communities. We promote and celebrate diversity and inclusion within the community, fostering respect, empathy, and understanding across different cultural, ethnic, and socio-economic groups. Our programmes empower by providing leadership development opportunities through our youth committee, enabling community members to take initiative, collaborate effectively, and drive positive change within their neighbourhoods or organisations.

Mentoring and Enrichment



At Caramel Rock we are passionate about seeing this generation work towards their dreams. We are enthusiastic about mentoring and instilling confidence in those that intend to develop their lives, or even start up their own business. We have a keen interest in helping to nurture and prepare individuals into their desired dreams and although we specialise in the creative industries we have mentored people who have gone on to do many other things. Our support is to ensure our beneficiaries gain a better understanding of how they can develop their skills and most importantly how they can contribute to society. We provide monthly mentoring sessions to support the development of each of those aged 30 and below in their career development and aspirations. The mentoring monthly sessions cover skills development and identify areas for improvement or skill development and create learning opportunities such as workshops, training sessions, or hands-on experiences. The programme includes feedback and reflection and provides constructive feedback on mentee's performance, projects, or behaviours, and encourages self-reflection to promote continuous learning and growth.

Objectives and activities

Main activities undertaken to further the Charity's purposes for the public benefit.

Caramel Rock works with industry experts in varied fields to progress its work. We are committed to developing the next generation of creative's by giving people the opportunity to access resources, courses, opportunities, and gain working experience in the creative arts.

We work with young people and adults as well as vulnerable people and help them get back into employment or training by equipping them with the skills they need through the creative arts. We use fashion as a creative means to engage with people. Some students may just want to gain some experience or have a platform to showcase their work within the industry; this is something we also provide.

We also work with young people with disabilities and aim to engage them in our activities , so that they can discover their own passion. We believe that every person has a talent and a purpose, and we set out to show a wide range of people their ability and potential to succeed. We are a Christian organisation that stands on Christian values.

Achievements and performance

a. Review of activities

Caramel Rock is a dynamic youth focused charity that uses the engaging mediums of fashion and creative arts to improve education, employment and social inclusion opportunities for disadvantaged young people living within the London Borough of Newham and neighbouring areas such as Tower Hamlets, the City and Docklands.

Pathways through Education: Formed as a Charity (registration number 1137133) our creative projects look to provide pathways back into education, employment, or training for NEET (not in employment, education or training) young people between the ages of 16 and 24 who are disengaged from formal learning environments. We work with over 250 young people each year through a team of 5 staff and 18 volunteers. Our success and retention rates are as follows:

- 80% achieve full qualification and complete programme engagement.70% progress into employment or training in the 6-month post programme

We follow up with all participants within the 6 months window to confirm they are still engaged within the workplace or further training post the support Caramel Rock has provided.

Engagement and Participation: The youth activities organised under Caramel Rock have successfully engaged young people from diverse backgrounds. Attendance rates have been consistently high,

Review of activities (continued)

indicating strong interest and participation among the target demographic. The interactive nature of the workshops have been particularly effective in capturing the attention of youth participants.

Impact on Youth Development: **Caramel Rock** activities have had a positive impact on the development of young people Participants have reported increased confidence improved teamwork, communication, and problem-solving skills among participants.

Inclusivity and Diversity:. Caramel Rock has actively reached out to underrepresented communities to promote inclusivity and diversity by providing scholarships or subsidies to ensure access for all youth, regardless of socioeconomic background. We role model equity and inclusion through within our staff and volunteers too.

Youth Leadership and Empowerment: Caramel Rock has successfully empowered young people by providing opportunities for leadership and decision-making. Yonug participants have been involved in the planning and organisation of events, as well as in mentoring roles during workshops. This has empowered them to take ownership of their learning and contribute to the success of the program.

Community Engagement and Support: The support from the community, including parents, educators, and local businesses, has been instrumental in the success of youth activities associated with Caramel Rock. Partnerships with schools, youth organisations, and community centres have facilitated outreach and resource-sharing, enhancing the reach and impact of the program.

Long-Term Impact and Sustainability: The youth activities associated with Caramel Rock have demonstrated potential for long-term impact and sustainability

Financial review

a. Reserves policy

Caramel Rock is currently dependent on sub-contract from educational institutions such as colleges and schools as well as grants and trust funding (source of income) to sustain its activities, as earned income alone would not allow Caramel Rock to continue operating.

This means that if there were to be a gap in Caramel Rock (source of debtor) it is likely that Caramel Rock would have to close.

To avoid closure if funding difficulties were to happen the Caramel Rock board has agreed to keep a certain level of financial reserves to ensure that main operations can continue for a period of 3 months.

The main concerns of the board are to ensure:

- that staff can continue working, primarily to secure new funding.
- that members/service users are supported to move on to other services.

Currently funding has been secured until the end of each academic year, but if difficulties were to arise then, it has been calculated those reserves of £30,000 must be built to continue running for at least 3 months.

The calculations include staff salaries, pensions, and payments to HMRC, rent, basic office running costs and other expenses as well as an allowance for redundancy payments to eligible staff should the organisation be forced to close.

If service delivery to vulnerable clients is a key factor, reserves may also take into account costs of moving users on to alternative services or a period of wind-down services over 3 months.

The reserves should be built up from the unrestricted (earned) income. The level of reserves should be calculated and monitored every 3 months by Caramel Rock (staff or board member) This policy should be reviewed yearly and whenever there are significant changes in staff hours or numbers.

b. Deficit

Since relocating to our new premises in 2020 at the beginning of lock down, the Charity has invested significantly in capacity building initiatives aimed at strengthening our operational foundation and increasing our long-term impact. These investments were initially supported by a social investment fund loan awarded in 2019 and later supplemented by a Bounce Back Loan received in 2020. Both sources of funding have been instrumental in enabling us to expand our services and improve infrastructure, though they have also contributed to a cumulative deficit in the Charity's unrestricted reserves.

While the Trustees had originally projected that the deficit would be eliminated by the 2023/24 financial year through increased fundraising and contract income, external challenges and slower-than-anticipated income recovery have delayed this target. The Charity remains in deficit and continues to service the repayment obligations on both the social investment loan and the Bounce Back Loan.

The Trustees are actively reviewing the Charity's financial strategy and remain committed to achieving financial sustainability. Measures currently being implemented include the diversification of income streams, increased emphasis on unrestricted fundraising, and cost efficiency across operations. The improved capacity and reputation the Charity has developed in recent years position it well to secure new funding and partnership opportunities.

Despite the continued deficit, the Trustees are confident that with prudent financial management and ongoing support from stakeholders, the Charity is on a sustainable path toward recovery. The Board continues to monitor the financial position closely and is exploring further funding opportunities to support our mission and meet repayment obligations.

c. Financial results

The net income for the year amounted to £2,920 (2023: £-77,376). No corporation tax is expected to arise on the results for the period.

Structure, governance, and management

a. Constitution.

Caramel Rock is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

b. Methods of appointment or election of Trustees

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

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of 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 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.

Approved by order of the members of the board of Trustees on 16/09/2025 and signed on their behalf by: B Mubiayi

Independent examiner's report to the Trustees of Caramel Rock ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 November 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with-the accounting requirements of section 396 of the 2006 Act other

   than any requirement that the accounts give a 'true and fair' view which is not a matter considered

   as part of an independent examination: or

4. theaccountshavenotbeenpreparedinaccordancewiththemethodsandprinciplesoftheStatement

   of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

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.

Independent Examiner's Report to the Trustees of
CARAMEL ROCK LTD

Independent examiner's report to the trustees of CARAMEL ROCK LTD ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2024.

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

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

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

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

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

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

Cumberland Accountants Ltd
Chartered Certified Accountants
99 Cumberland Road Plaistow
London E13 8LH
Tel: 020 7511 4374
Email: info@cumberlandaccountants.co.uk

Cumberland Accountants Ltd
The Association of Chartered Certified Accountants

Date: 16/9/25

CARAMEL ROCK LTD

Statement of Financial Activities
for the Year Ended 30 November 2024

	Notes	Unrestricted fund £	Restricted fund £	30.11.24 Total funds £	30.11.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		112,421	142,471	254,892	225,501
EXPENDITURE ON					
Raising funds		1,667	-	1,667	8,850
Charitable activities					
Com		163,559	-	163,559	162,443
Other		9,370	-	9,370	15,012
Total		174,596	-	174,596	186,305
NET INCOME/(EXPENDITURE)		(62,175)	142,471	80,296	39,196
Transfers between funds	9	142,471	(142,471)	-	-
Net movement in funds		80,296	-	80,296	39,196
RECONCILIATION OF FUNDS					
Total funds brought forward		(77,376)	-	(77,376)	(116,572)
TOTAL FUNDS CARRIED FORWARD		2,920	-	2,920	(77,376)

The notes form part of these financial statements

CARAMEL ROCK LTD

Balance Sheet
30 November 2024

	Notes	Unrestricted fund £	Restricted fund £	30.11.24 Total funds £	30.11.23 Total funds £
FIXED ASSETS					
Tangible assets	4	-	-	-	82
CURRENT ASSETS					
Debtors	5	138,472	-	138,472	65,263
Cash at bank and in hand		2,029	-	2,029	5,094
		140,501	-	140,501	70,357
CREDITORS					
Amounts falling due within one year	6	(49,007)	-	(49,007)	(72,197)
NET CURRENT ASSETS/(LIABILITIES)		91,494	-	91,494	(1,840)
TOTAL ASSETS LESS CURRENT LIABILITIES		91,494	-	91,494	(1,758)
CREDITORS					
Amounts falling due after more than one year	7	(88,574)	-	(88,574)	(75,618)
NET ASSETS/(LIABILITIES)		2,920	-	2,920	(77,376)
FUNDS	9				
Unrestricted funds				2,920	(77,376)
TOTAL FUNDS				2,920	(77,376)

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 November 2024 in accordance with Section 476 of the Companies Act 2006.

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

The notes form part of these financial statements

continued...

Balance Sheet - continued
30 November 2023

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

The financial statements were approved by the Board of Trustees and authorised for issue on ..... 16/09/25 ..... and were signed on its behalf by:

.....
Trustee B. Mubiayi

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

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

INCOME

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

EXPENDITURE

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

TANGIBLE FIXED ASSETS

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

TAXATION

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

FUND ACCOUNTING

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

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

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

continued...

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 November 2024 nor for the year ended 30 November 2023.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 30 November 2024 nor for the year ended 30 November 2023.

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	69,150	156,351	225,501
EXPENDITURE ON			
Raising funds	8,850	-	8,850
Charitable activities			
Com	162,443	-	162,443
Other	15,012	-	15,012
Total	186,305	-	186,305
NET INCOME/(EXPENDITURE)	(117,155)	156,351	39,196
RECONCILIATION OF FUNDS			
Total funds brought forward	39,779	(156,351)	(116,572)
TOTAL FUNDS CARRIED FORWARD	(77,376)	-	(77,376)

continued...

4. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 December 2023	82
Disposals	(82)
At 30 November 2024	-
NET BOOK VALUE	
At 30 November 2024	-
At 30 November 2023	82

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.11.24 £	30.11.23 £
Trade debtors	138,472	65,263

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.11.24 £	30.11.23 £
Bank loans and overdrafts (see note 8)	16,802	6,249
Other loans (see note 8)	-	8,007
Trade creditors	(1)	23,184
Social security and other taxes	379	30,328
Other creditors	30,072	709
Pension Fund Contribution pa	-	1,965
Accrued expenses	1,755	1,755
	49,007	72,197

continued...

7. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	30.11.24	30.11.23
	£	£
Bank loans (see note 8)	50,000	50,000
Other loans (see note 8)	38,574	25,618
	88,574	75,618

8. LOANS

An analysis of the maturity of loans is given below:

	30.11.24	30.11.23
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	16,802	6,249
Other loans	-	8,007
	16,802	14,256
Amounts falling between one and two years:		
Other loans - 1-2 years	38,574	25,618
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 yr by instal	50,000	50,000

9. MOVEMENT IN FUNDS

	At 1.12.23	Net movement in funds	Transfers between funds	At 30.11.24
	£	£	£	£
Unrestricted funds				
General fund	(77,376)	(62,175)	142,471	2,920
Restricted funds				
RESTRICTED Fund	-	142,471	(142,471)	-
TOTAL FUNDS	(77,376)	80,296	-	2,920

continued...

9. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	112,421	(174,596)	(62,175)
Restricted funds			
RESTRICTED Fund	142,471	-	142,471
TOTAL FUNDS	254,892	(174,596)	80,296

Comparatives for movement in funds

	At 1.12.22 £	Net movement in funds £	At 30.11.23 £
Unrestricted funds			
General fund	39,779	(117,155)	(77,376)
Restricted funds			
RESTRICTED Fund	(156,351)	156,351	-
TOTAL FUNDS	(116,572)	39,196	(77,376)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	69,150	(186,305)	(117,155)
Restricted funds			
RESTRICTED Fund	156,351	-	156,351
TOTAL FUNDS	225,501	(186,305)	39,196

continued...

9. MOVEMENT IN FUNDS - continued

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

	At 1.12.22 £	Net movement in funds £	Transfers between funds £	At 30.11.24 £
Unrestricted funds				
General fund	39,779	(179,330)	142,471	2,920
Restricted funds				
RESTRICTED Fund	(156,351)	298,822	(142,471)	-
TOTAL FUNDS	(116,572)	119,492	-	2,920

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	181,571	(360,901)	(179,330)
Restricted funds			
RESTRICTED Fund	298,822	-	298,822
TOTAL FUNDS	480,393	(360,901)	119,492

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 November 2024.

CARAMEL ROCK LTD

Detailed Statement of Financial Activities
for the Year Ended 30 November 2024

	30.11.24 £	30.11.23 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Gifts	142,471	225,501
Donations	112,421	-
	254,892	225,501
Total incoming resources	254,892	225,501
EXPENDITURE		
Raising donations and legacies		
Postage and stationery	224	486
Sundries	1,443	351
	1,667	837
Other trading activities		
Fixtures and fittings	-	4,549
Charitable activities		
Wages	106,019	107,242
Rates and water	3,082	2,594
Insurance	1,497	1,548
Light and heat	-	7,701
Telephone	2,457	3,346
Postage and stationery	1,088	4,845
Advertising	3,540	2,516
Sundries	7,590	-
Rent	28,830	21,520
	154,103	151,312
Other		
Cleaning	934	2,394
Educational Materials	8,347	12,014
Meals and entertainment	89	604
	9,370	15,012
Support costs		
Finance		
Bank charges	-	4,599

CARAMEL ROCK LTD

Detailed Statement of Financial Activities
for the Year Ended 30 November 2024

	30.11.24 £	30.11.23 £
Finance		
Information technology		
Repairs and renewals	2,179	622
Travel Exp	550	1,518
	2,729	2,140
Human resources		
Software licences	-	2,485
Governance costs		
Accountancy fees	3,952	1,085
Legal fees	218	40
Due and Subscriptions	2,557	4,246
	6,727	5,371
Total resources expended	174,596	186,305
Net income	80,296	39,196

CARAMEL ROCK

England & Wales - Charity number 1137133

Accounts

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COMPANY REGISTRATION NUMBER: 07425286
CHARITY REGISTRATION NUMBER: 1137133

Caramel Rock Limited

Company Limited by Guarantee

Financial Statements

30 November 2023

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Caramel Rock Limited

Financial StatementsYear ended 30 November 2023

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Caramel Rock Limited

Reference and administrative details of the charity, its Trustees and advisers |Year ended 30 November 2023

Trustees	Ben Mubiayi, Chair (appointed 1 September 2019) Karen Butler, Trustee (appointed 19 January 2020) Robert Bowles, Trustee (appointed 2 September 2020) Jyothish Nair, Trustee (appointed 16 June 2021) Olga Gimenez-Zapiola, Trustee (resigned on 29 November 2023) Justine Wright, Trustee (appointed 17 September 2021) Yiran Guo, Trustee (appointed 20 January 2024) (Resigned 2 Aug.2024) Louise Mahony (appointed 01 December 2022)
Charity registration number	1137133
Company registration number	07425286
Principal office	17-18 Lower Dock Walk London E16 2GT
Manager Director	Faith Johnson
Accountants	SAS Consultancy

Caramel Rock Limited

Trustees' Annual Report | Year ended 30 November 2023

The Trustees, who are also the directors for the purposes of company law, present their annual report together with the financial statements of the Charity for the year 1 December 2022 to 30 November 2023. 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 31 January 2022) as amended by Update Bulletin 1 (effective January 2022).

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

The Trustees oversee the processes of interaction and decision-making among the actors involved in a collective form that leads to the good practice of execution of all the charities activities with the authority to make decisions.

Caramel Rock charity began as part of Ascension Church running workshops in a local cafe, running shows in a local church starting in 2008. From then, the charity established its own status building track record for its first 2 years gaining charity status in 2010 and has grown not only working with churches, community groups, schools, youth centres, universities and businesses.

We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme, as well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future.

We are an educational charity that provides courses and training to young people and young adults Caramel Rock is a creative arts charity providing training and opportunities, in Newham for local people.

Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry.

Objectives and activities

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2023

Objectives and activities (continued)

a. Objectives

Caramel Rock's objectives include supporting young people and their families, providing skills, experience and qualifications, and improving young people's confidence, motivation and ambition in order to help them develop positive opportunities in their lives.

We specifically use fashion as a means to engage with young people because of the interest it holds for so many young people, as well as the fact that it provides significant and relevant opportunities for employment in the London retail sector.

Another key objective for Caramel Rock is changing the relationship that young people have with fashion, encouraging awareness and understanding of 'fast fashion' and how fashion can be more sustainable.

We believe that young people hold the key to change, as they are the next generation of consumers, retailers, and business leaders.

Aims:

Skill Development: Provide participants with opportunities to develop practical skills related to various aspects of fashion design, such as sketching, pattern-making, sewing, garment construction, styling, or textile manipulation.

Creativity and Innovation: Foster creativity and innovation by encouraging participants to explore new ideas, experiment with different materials, and develop their unique design aesthetic.

Experience: As an arts training provider we aim to help young people in disadvantaged circumstances that may not have the right support or guidance and help them to connect with industry professionals, gain experience and receive the qualification they need to achieve their future career.

Support: one to one support for young people and their communities to build self-awareness and confidence to progress on their future journey.

We aim to advance the education for disadvantaged young people in the fashion and creative arts sector to a superior level.

b. Strategies for achieving objectives.

To achieve these aims Caramel Rock have a strategy to embed Sustainability and awareness of the circular fashion economy. The Sustainability Project builds knowledge of the circular fashion economy to the next generation to work in the sector.

We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme, as well as helping young people, it is also our mission to provide people (children and young adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future.

Our goals are also reached through organising and implementing our own Caramel Rock Fashion Show and other events.

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)'.

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2023

Objectives and activities (continued)

c. Activities undertaken to achieve objectives. Fashion and Creative Arts

Fashion and Creative Arts

As a fashion and arts charity, we use creative arts as a tool to instil confidence and skills to those that are passionate about pursuing a career in this sector or for those that show true potential. Not only is fashion a profitable market but also the creative industry builds life skills by encouraging individuals to think creatively and solve problems efficiently. Our academy promotes creative (career?) pathways such as fashion, the arts and dance and develops individuals and local people through opportunities of work experience within the sector.

Caramel Rock delivers our objectives by providing one on one support with young people and their families, an accredited BTEC vocational diploma level 1 and 2 in fashion and clothing, portfolio and CV development and work experience placements.

Education

At Caramel Rock we believe that everybody has the right to education. Everybody has the right to be empowered, inspired and given an opportunity to uncover their highest potential in life. For us education is power, it's a tool that can improve and sharpen lives but most importantly we use it to close the fashion technical skills gap in the Fashion sector. Our passion for both educating people and advancing the local community enables us to enrich the lives of individuals and encourage them to come together with a shared vision and one voice to advance their community. Our education programme includes BTEC Vocational Diploma Levels 1 and in fashion and clothing, workshops and events.

Job Training

As a fashion and arts academy, our students are trying to increase future prospects in the fashion and arts sector. We are passionate about seeking ways to increase job training for young people. Fashion is considered a leading industry in terms of employing young people from the age of 18-30 which we are proud of and want to do our part by bringing opportunities to people. Many of our young pupils have successfully completed and have gained further experience and work in the fashion industry. We only aim to further this and provide our services for a wider population of young people without jobs or the right connections to land them into employment within the fashion sector. This is embedded into the delivery of all of our programmes and activities. Job training includes placements and internships with businesses such as ASOS and local fashion brands and businesses.

Strengthening Communities

We believe that the community is at the very heart of what we do. We encourage local people to work together to not only strengthen the community but increase individual engagement and involvement in the lives of others. Much of our work is geared towards inspiring the community to work together and take an interest in what is going on around them. We help to prompt conversation between the young and the elderly. By instigating dialogue between parents and children, teenagers, and elderly we hope to create a bond between local people in the community and increase richness to the community. Activities such as workshops, events, fashion shows, pop up shops cover the scope of our offer in strengthening communities. We promote and celebrate diversity and inclusion within the community, fostering respect, empathy, and understanding across different cultural, ethnic, and socio-economic groups. Our programmes empower by providing leadership development opportunities through our youth committee, enabling community members to take initiative, collaborate effectively, and drive positive change within their neighbourhoods or organisations.

Mentoring and Enrichment

At Caramel Rock we are passionate about seeing this generation work towards their dreams. We are enthusiastic about mentoring and instilling confidence in those that intend to develop their lives, or even start up their own business. We have a keen interest in helping to nurture and prepare individuals into their desired dreams and although we specialise in the creative industries we have mentored people who have gone on to do many other things. Our support is to ensure our beneficiaries gain a better understanding of how they can develop their skills and most importantly how they can contribute to society. We provide monthly mentoring sessions to support the development of each of those aged 30 and below in their career development and aspirations. The mentoring monthly sessions cover skills development and identify areas for improvement or skill development and create learning opportunities such as workshops, training sessions, or hands-on experiences. The programme includes feedback and reflection and provides constructive feedback on mentee's performance, projects, or behaviours, and encourages self-reflection to promote continuous learning and growth.

Objectives and activities

d. Main activities undertaken to further the Charity's purposes for the public benefit.

Caramel Rock works with industry experts in varied fields to progress its work. We are committed to developing the next generation of creative's by giving people the opportunity to access resources, courses, opportunities, and gain working experience in the creative arts.

We work with young people and adults as well as vulnerable people and help them get back into employment or training by equipping them with the skills they need through the creative arts. We use fashion as a creative means to engage with people. Some students may just want to gain some experience or have a platform to showcase their work within the industry; this is something we also provide.

We also work with young people with disabilities and aim to engage them in our activities , so that they can discover their own passion. We believe that every person has a talent and a purpose, and we set out to show a wide range of people their ability and potential to succeed. We are a Christian organisation that stands on Christian values.

Achievements and performance

a. Review of activities

Caramel Rock is a dynamic youth focused charity that uses the engaging mediums of fashion and creative arts to improve education, employment and social inclusion opportunities for disadvantaged young people living within the London Borough of Newham and neighbouring areas such as Tower Hamlets, the City and Docklands.

Pathways through Education: Formed as a Charity (registration number 1137133) our creative projects look to provide pathways back into education, employment, or training for NEET (not in employment, education or training) young people between the ages of 16 and 24 who are disengaged from formal learning environments. We work with over 250 young people each year through a team of 4 staff and 12 volunteers. Our success and retention rates are as follows:

- 80% achieve full qualification and complete programme engagement.70% progress into employment or training in the 6-month post programme

We follow up with all participants within the 6 months window to confirm they are still engaged within the workplace or further training post the support Caramel Rock has provided.

Engagement and Participation: The youth activities organised under Caramel Rock have successfully engaged young people from diverse backgrounds. Attendance rates have been consistently high,

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2023

Review of activities (continued)

indicating strong interest and participation among the target demographic. The interactive nature of the workshops have been particularly effective in capturing the attention of youth participants.

Impact on Youth Development: **Caramel Rock** activities have had a positive impact on the development of young peopleParticipants have reported increased confidence improved teamwork, communication, and problem-solving skills among participants.

Inclusivity and Diversity:. Caramel Rock has actively reached out to underrepresented communities to promote inclusivity and diversity by provideding scholarships or subsidies to ensure access for all youth, regardless of socioeconomic background. We role model equity and inclusion through within our staff and volunteers too.

Youth Leadership and Empowerment: Caramel Rock has successfully empowered young people by providing opportunities for leadership and decision-making. Yonug participants have been involved in the planning and organisation of events, as well as in mentoring roles during workshops. This has empowered them to take ownership of their learning and contribute to the success of the program.

Community Engagement and Support: The support from the community, including parents, educators, and local businesses, has been instrumental in the success of youth activities associated with Caramel Rock. Partnerships with schools, youth organisations, and community centres have facilitated outreach and resource-sharing, enhancing the reach and impact of the program.

Long-Term Impact and Sustainability: The youth activities associated with Caramel Rock have demonstrated potential for long-term impact and sustainability

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2023

Financial review (continued)

a. Reserves policy

Caramel Rock is currently dependent on sub-contract from educational institutions such as colleges and schools as well as grants and trust funding (source of income) to sustain its activities, as earned income alone would not allow Caramel Rock to continue operating.

This means that if there were to be a gap in Caramel Rock (source of debtor) it is likely that Caramel Rock would have to close.

To avoid closure if funding difficulties were to happen the Caramel Rock board has agreed to keep a certain level of financial reserves to ensure that main operations can continue for a period of 3 months.

The main concerns of the board are to ensure:

- that staff can continue working, primarily to secure new funding.
- that members/service users are supported to move on to other services.

Currently funding has been secured until the end of each academic year, but if difficulties were to arise then, it has been calculated those reserves of £30,000 must be built to continue running for at least 3 months.

The calculations include staff salaries, pensions, and payments to HMRC, rent, basic office running costs and other expenses as well as an allowance for redundancy payments to eligible staff should the organisation be forced to close.

If service delivery to vulnerable clients is a key factor, reserves may also take into account costs of moving users on to alternative services or a period of wind-down services over 3 months.

The reserves should be built up from the unrestricted (earned) income. The level of reserves should be calculated and monitored every 3 months by Caramel Rock (staff or board member) This policy should be reviewed yearly and whenever there are significant changes in staff hours or numbers.

b. Deficit

The cumulative deficit in the Charity's unrestricted fund balance is largely attributable to the capacity building activities it has been carrying out since moving to its new premises in 2018. Related expenditures have been mainly financed by a social investment fund loan awarded to the Charity. The Trustees are committed to ensuring the future financial stability of the Charity and plan to leverage the improved capacity to eliminate this deficit by 2023/24 financial year through sustained fundraising activities and attracting additional contract income.

c. Financial results

The net income for the year amounted to £39,196 (2022: £7,561). No corporation tax is expected to arise on the results for the period.

Structure, governance, and management

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2023

Structure, governance and management (continued)

a. Constitution.

Caramel Rock is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

b. Methods of appointment or election of Trustees

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

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of 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 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.

Approved by order of the members of the board of Trustees on 02.09.2024 and signed on their behalf by:



Ben Mubiayi
Chair

Caramel Rock Limited

Independent Examiner's Report to the Trustees of Caramel Rock Limited

Year ended 30 November 2023

Independent examiner's report to the Trustees of Caramel Rock ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 November 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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.

Date: 30.09.2024

SAS Consultancy

Chartered Certified Accountants
220 Wards Roads
Ilford
Essex
IG2 7DY

Caramel Rock Limited

Statement of Financial Activities

Year ended 30 November 2023

	Note	2023 Unrestricted Funds	2023 Restricted Funds	2023 **Total Funds**	2022 Total Funds
Income and endowments					
Grants and other income	**5**	69,150	156,351	**225,501**	205,571
Total income		69,150	156.351	**225,501**	205,571
Expenditure					
Expenditure on charitable activities	**6**	186,305	-	**186,305**	198,010
Total expenditure		186,305	-	**186,305**	198,010
Net expenditure and net movement in fund		(117,155)	156,351	**39,196**	7,561
Reconciliation of funds					
Total funds brought forward				**(116,572)**	(124,133)
Total funds carried forward				**(77,376)**	(116,572)

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

Caramel Rock Limited

Statement of Financial Position

Year ended 30 November 2023

	Note	2023 £	2023 £	2022 £
Fixed assets				
Tangible assets	11		82	4,467
Current assets				
Other debtors	12	65,263		
Cash at bank and in hand	13	5,094	70,357	19,740
Creditors: amounts falling due within one year	**14**		(72,197)	(51,512)
Net current assets			6,168	(39,177)
Total assets less current liabilities			(1,758)	(27,305)
Creditors: amounts falling due after more than one year	**15**		(75,618)	(89,267)
Net liabilities			(77,376)	(116,572)
Funds of the charity				
Unrestricted funds			(77,376)	(116,572)
Total charity funds	**16**		(77,376)	(116,572)

For the year ending 30 November 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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 the 02.09.2024 and are signed on behalf of the board by:



Ben Mubiayi
Trustee

Caramel Rock Limited

Notes to the Financial Statements | Year ended 30 November 2023

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 17-18 Lower Dock Walk, London, E16 2GT.

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.

Going concern

The company's financial statements are prepared on a going concern basis as the directors have secured additional funding to finance the company’s activities in the next 12 months and continue extensive fundraising activities.

The reserve has not been met however the company expects to have sufficient funds in the reserve again by November 2024.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements did not require management to make judgements, estimates or assumptions that affect the amounts reported.

Fund accounting

Unrestricted funds held by the charity are funds that can be used in accordance with the charitable objects at the discretion of the trustees.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies

Incoming resources

All incoming resources are 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 or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

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.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on 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 fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is provided on the following basis:

Furniture and equipment	Straight Line Method

3. Accounting policies *(continued)*

Financial instruments

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

Financial instruments, if any, are initially recognised at the amount receivable or payable.

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

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Contingent liabilities arise as a result of past events when (i) it is not pobable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the company's control.Contingent liabilities are disclosed In the financial statements unless the probability of an outflow of resources is remote.

4. Limited by guarantee. The company is limited by guarantee and does not contain any share capital.

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2023

5. Grants and other income

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Donations	5,163	-	5,163	1,144
Grants		156,351	156,351	187,778
Project Activities and Other Income	63,987	-	63,987	16,649
	69,150	156,351	225,501	160,232

6. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	**Total Funds 2023**	Total Funds 2022
	£	£	£	£
Support costs.	186,305	-	186,305	198,010
	186,305	-	186,305	198,010

7. Expenditure on charitable activities by activity type

	Grant funding of activities	Support costs	**Total funds 2023**	Total fund 2022
	£	£	£	£
Support Cost	-	186,305	186,305	198,010
	-	186,305	186,305	198,010

8. Analysis of support costs

	Analysis of support costs	**Total 2023**	Total 2022
	£	£	£
Staff Cost	99,442	99,442	50,254
Publications	2,100	2,100	3,293
Legal fees and consulting cost	40	40	40
Events and Activities	6,933	6,933	4,461
Volunteers' Cost	-	-	2,216
Rent and Service Charges	20,061	20,061	22,179
Other Expenses	53,180	89,651	109,915
Depreciation charges	4,549	4,549	5,652
	186,305	186,305	198,010

Caramel Rock Limited

Notes to the Financial Statements *(continued),* Year ended 30 November 2023

Annexure - Other Expenses:

	£
Business Licenses and Permits	72
Accountancy fees	960
Testing	234
Bank charges	1,826
Bookkeeping software	444
Business rates	2,594
Cleaning	2,394
Computer and Internet Expenses	290
Continuing Education	5,468
Spark Lab Project Expense	600
Dues and Subscriptions	3,732
Educational Materials	5,719
Websites	416
Utilities	1,441
Heat and Light	6,260
Insurance Expense	1,548
Interest expense	2,773
Meals and entertainment	554
Office Supplies	486
Consultancy	180
Printing and Reproduction	4,845
Professional Fees	125
Purchases	125
Recruitment	102
Repair and maintenance	622
Software expense	1,807
Membership dues	442
Service Charges	1,459
Subcontractor	36,471
Subsistance & food	50
Sundry Expenses	67
Telephone Expense	3,166
Training	866
Travel Expense	1,518
Total Other Expenses	**53,180**

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2023

9. Staff costs

The average head count of employees during the year was 2 (2022: 2)

10. Trustee remuneration and expenses

Trustees remuneration are Nil (2022: Nil) during the year.

11. Tangible fixed assets

	Furniture and Equipment £	Total £
Cost		
At 1 December 2022	35,276	35,276
Additions	164	164
At 30 November 2023	35,440	35,440
Depreciation		
At 1 December 2022	30,809	30,809
Charge for the year	4,549	4,549
At 30 November 2023	35,358	35,358
Net book value		
At 30 November 2023	82	82
At 1 December 2022	4,467	4,467

12. Debtors

£65,263 represent income accrued for 2023 but due after year end.

13. Cash at bank and in hand

	2023 £	2022 £
Savings Account	4,454	-
Other Account	250	250
Petty Cash	390	390
	5,094	640

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2023

14. Creditors: amounts falling due within one year

	2023	2022
	£	£
Creditors	23,184	12,335
Bank Overdraft	6,249	9,987
Director's Current Account	28,006	23,006
Other Taxation and Social Security	2,319	1,636
Other Creditor	709	1,272
Pension Fund Contributions pa	1,965	1,520
Accruals	1,755	1,755
Bounce Back Loan	8,007	
	72,197	51,511

15. Creditors: amounts falling more than one year

	2023	2022
	£	£
Bounce Back Loan	50,000	50,000
Other Loan	25,618	39,267
	75,618	89,267

16. Analysis of charitable funds

Statement of funds

	At 01 Dec 2022	Income	Expenditure	At 30 Nov 2023
	£	£	£	£
General funds	(116,572)	225,501	(186,305)	(77,376)

CARAMEL ROCK

England & Wales - Charity number 1137133

Accounts

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COMPANY REGISTRATION NUMBER: 07425286
CHARITY REGISTRATION NUMBER: 1137133

Caramel Rock Limited

Company Limited by Guarantee

Financial Statements

30 November 2022

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Caramel Rock Limited

Financial Statements

Year ended 30 November 2022

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Caramel Rock Limited

Reference and administrative details of the charity, its Trustees and advisers |Year ended 30 November 2022

Trustees	Ben Mubiayi, Chair (appointed 1 September 2019) Karen Butler, Trustee (appointed 1 January 2020) Robert Bowles, Trustee (appointed 2 September 2020) Jyothish Nair, Trustee (appointed 16 June 2021) Olga Gimenez-Zapiola, Trustee (appointed 01 July 2021) Justine Wright, Trustee (appointed 17 September 2021)
Charity registration number	1137133
Company registration number	07425286
Principal office	17-18 Lower Dock Walk London E16 2GT
Manager Director	Faith Johnson
Accountants	SAS Consultancy

Caramel Rock Limited

Trustees' Annual Report | Year ended 30 November 2022

The Trustees, who are also the directors for the purposes of company law, present their annual report together with the financial statements of the Charity for the year 1 December 2021 to 30 November 2022. 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 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity 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.

The Trustees oversee the processes of interaction and decision-making among the actors involved in a collective form that leads to the good practice of execution of all the charities activities with the authority to make decisions.

Caramel Rock charity began as part of Ascension Church running workshops in a local cafe, running shows in a local church starting in 2008. From then, the charity established its own status building track record for its first 2 years gaining charity status in 2010 and has grown not only working with churches, community groups, schools, youth centres, universities and businesses.

We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme, as well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future.

We are an educational charity that provides courses and training to young people and young adults Caramel Rock is a creative arts charity providing training and opportunities, in Newham for local people.

Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry.

Objectives and activities

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2022

Objectives and activities (continued)

a. Objectives

Caramel Rock's objectives include supporting young people and their families, providing skills, experience and qualifications, and improving young people's confidence, motivation and ambition in order to help them develop positive opportunities in their lives.

We specifically use fashion as a means to engage with young people because of the interest it holds for so many young people, as well as the fact that it provides significant and relevant opportunities for employment in the London retail sector.

Another key objective for Caramel Rock is changing the relationship that young people have with fashion encouraging awareness and understanding of 'fast fashion' and how fashion can be more sustainable.

We believe that young people hold the key to change, as they are the next generation of consumers, retailers, and business leaders.

Aims:

Run in-house training programmes and outreach workshops as well as tackling the skills gap in the fashion industry.

As an arts training provider we aim to help young people in disadvantaged circumstances that may not have the right support or guidance and help them to connect with industry professionals, gain experience and receive the qualification they need to achieve their future career.

We aim to advance the education for disadvantage young people in the fashion and creative arts sector to a superior level.

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)'.

b. Strategies for achieving objectives.

Currently Caramel Rock achieves these objectives by providing one on one support with young people and their families, an accredited BTEC vocational diploma level 1 and 2 in fashion and clothing, portfolio and CV development and work experience placements.

We also aim to achieve these objectives through the development of a Caramel Rock Sustainability Project. The project is to support a circular fashion economy.

We use fashion as a creative means to engage with people. We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme. As well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future. Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry. Our goals are reached through organising and implementing our own Caramel Rock Fashion Show and other events.

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2022

Objectives and activities (continued)

c. Activities undertaken to achieve objectives.

Fashion and Creative Arts

As a fashion and arts charity, we use creative arts as a tool to instil confidence and skills to those that are passionate about pursuing a career in this sector or for those that show true potential. Not only is fashion a profitable market but also the creative industry builds life skills by encouraging individuals to think creatively and solve problems efficiently. Our academy promotes creative pathways such as fashion, the arts and dance and these courses help to develop individuals and provide local people opportunities within the sector.

Education

At Caramel Rock we believe that everybody has the right to education. Everybody has the right to be empowered, inspired and given an opportunity to uncover their highest potential in life. For us education is power it's a tool that can improve and sharpen lives but most importantly we use it to close the skills gap in the Fashion sector. Our passion for both educating people and advancing the local community enables us to enrich the lives of individuals and encourage them to come together with a shared vision and one voice to advance their community.

Job Training

As a fashion and arts academy, a number of our clients are young students who are trying to increase future prospects in the fashion and arts sector. As a result, we are passionate about seeking ways to increase job training for young people. Fashion is considered a leading industry in terms of employing young people from the age of 18-30 which we are proud of and want to do our part by bringing opportunities to people. Many of our young pupils that have worked with us and joined our programmes have successfully completed and have gained further experience and work in the fashion industry. We only aim to further this and provide our services for a wider population of young people without jobs or the right connections to land them into employment within the fashion sector.

Strengthening Communities

We believe that the community is at the very heart of what we do. We encourage local people to work together to not only strengthen the community but increase individual engagement and involvement in the lives of others. Much of our work is geared towards inspiring the community to work together and take an interest in what is going on around them. We help to prompt conversation between the young and the elderly. By instigating dialogue between parents and children, teenagers, and elderly we hope to create a bond between local people in the community and increase richness to the community.

Mentoring and Enrichment

At Caramel Rock we are passionate about seeing this generation work towards their dreams. We are enthusiastic about mentoring and instilling confidence to those that intend to develop their lives, or even start up their own business. We have a keen interest in helping to nurture and prepare individuals into their desired dreams and although we specialise in the creative industries we have mentored people who have gone on to do many other things. Our support is to ensure our beneficiaries gain a better understanding of how they can develop their skills and most importantly how they can contribute to society.

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2022

Objectives and activities (continued)

d. Main activities undertaken to further the Charity's purposes for the public benefit.

Caramel Rock works with industry experts in varied fields to progress its work. We are committed to developing the next generation of creative's by giving people the opportunity to access resources, courses, opportunities, and gain working experience in the creative arts.

We work with young people and adults as well as vulnerable people and help them get back into employment or training by equipping them with the skills they need through the creative arts. We use fashion as a creative means to engage with people. Some students may just want to gain some experience or have a platform to showcase their work within the industry; this is something we also provide.

We also work with young people with disabilities and aim to engage them in our activities , so that they can discover their own passion. We believe that every person has a talent and a purpose, and we set out to show a wide range of people their ability and potential to succeed. We are a Christian organisation that stands on Christian values.

Achievements and performance

a. Review of activities

Caramel Rock is a dynamic youth focused charity that uses the engaging mediums of fashion and creative arts to improve education, employment and social inclusion opportunities for disadvantaged young people living within the London Borough of Newham and neighbouring areas such as Tower Hamlets, the City and Docklands. Formed as a Charity (registration number 1137133) our creative projects look to provide pathways back into education, employment, or training for NEET (not in employment, education or training) young people between the ages of 16 and 24 who are disengaged from formal learning environments. We work with over 250 young people each year through a team of 4 staff and 12 volunteers. Our success and retention rates are as follows:

80% achieve full qualification and complete programme engagement.
70% progress into employment or training
6-month post programme we follow up with all participants within the 6 months window to confirm they are still engaged within the workplace or further training post the support Caramel Rock has provided.

Financial review

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2022

Financial review (continued)

a. Reserves policy

Caramel Rock is currently dependent on sub-contract from educational institutions such as colleges and schools as well as grants and trust funding (source of income) to sustain its activities, as earned income alone would not allow Caramel Rock to continue operating.

This means that if there were to be a gap in Caramel Rock (source of income) it is likely that Caramel Rock would have to close.

To avoid closure if funding difficulties were to happen the Caramel Rock board has agreed to keep a certain level of financial reserves to ensure that main operations can continue for a period of 3 months.

The main concerns of the board are to ensure:

- that staff can continue working, primarily to secure new funding.
- that members/service users are supported to move on to other services.

Currently funding has been secured until the end of each academic year, but if difficulties were to arise then, it has been calculated those reserves of £30,000 must be built to continue running for at least 3 months.

The calculations include staff salaries, pensions, and payments to HMRC, rent, basic office running costs and other expenses as well as an allowance for redundancy payments to eligible staff should the organisation be forced to close.

If service delivery to vulnerable clients is a key factor, reserves may also take into account costs of moving users on to alternative services or a period of wind-down services over 3 months.

The reserves should be built up from the unrestricted (earned) income. The level of reserves should be calculated and monitored every 3 months by Caramel Rock (staff or board member) This policy should be reviewed yearly and whenever there are significant changes in staff hours or numbers.

b. Deficit

The cumulative deficit in the Charity's unrestricted fund balance is largely attributable to the capacity building activities it has been carrying out since moving to its new premises in 2018. Related expenditures have been mainly financed by a social investment fund loan awarded to the Charity. The Trustees are committed to ensuring the future financial stability of the Charity and plan to leverage the improved capacity to eliminate this deficit by 2022/23 financial year through sustained fundraising activities and attracting additional contract income.

c. Financial results

The net profit for the year amounted to £7,561 (2021: £13,671 net loss). No corporation tax is expected to arise on the results for the period.

Structure, governance, and management

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2022

Structure, governance and management (continued)

a. Constitution.

Caramel Rock is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

b. Methods of appointment or election of Trustees

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

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of 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 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.

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

Ben Mubiayi
Chair



Caramel Rock Limited

Independent Examiner’s Report to the Trustees of Caramel Rock Limited

Year ended 30 November 2022

Independent examiner's report to the Trustees of Caramel Rock ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 November 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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.

Signed: Date:

SAS Consultancy

Chartered Certified Accountants
220 Wards Roads
Ilford
Essex
IG2 7DY

Caramel Rock Limited

Statement of Financial Activities

Year ended 30 November 2022

	Note	2022 Unrestricted Funds	2022 Restricted Funds	2022 **Total Funds**	2021 Total Funds
Income and endowments					
Donations and legacies	**5**	17,793	187,778	**205,571**	192,205
Total income		17,793	187,778	**205,571**	192,205
Expenditure					
Expenditure on charitable activities	**6**	198,010	-	**198,010**	205,876
Other charges		-	-	-	-
Total expenditure		198,010	-	**198,010**	205,876
Net expenditure and net movement in fund		(180,217)	187,778	**7,561**	(13,671)
Reconciliation of funds					
Total funds brought forward				**(124,133)**	(110,462)
Total funds carried forward				**(116,572)**	(124,133)

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

Caramel Rock Limited

Statement of Financial Position

Year ended 30 November 2022

	Note	2022 £	2022 £	2021 £
Fixed assets				
Tangible assets	11		4,467	1,185
Current assets				
Other debtors	12	19,100		
Cash at bank and in hand	13	640	19,740	41,914
Creditors: amounts falling due within one year	**14**		(51,512)	(55,397)
Net current assets			(39,177)	(13,483)
Total assets less current liabilities			(27,305)	(12,298)
Accruals and deferred income			-	-
Creditors: amounts falling due after more than one year	**15**		(89,267)	(111,835)
Net assets			(116,572)	(124,133)
Funds of the charity			(116,572)	(124,133)
Unrestricted funds				
Total charity funds	**16**		(116,572)	(124,133)

For the year ending 30 November 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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 the _____ and are signed on behalf of the board by:

Ben Mubiayi
Trustee



Caramel Rock Limited

Notes to the Financial Statements | Year ended 30 November 2022

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 17-18 Lower Dock Walk, London, E16 2GT.

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.

Going concern

The company's financial statements are prepared on a going concern basis as the directors have secured additional funding to finance the company’s activities in the next 12 months and continue extensive fundraising activities.

The reserve has not been met however the company expects to have sufficient funds in the reserve again by November 2023.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements did not require management to make judgements, estimates or assumptions that affect the amounts reported.

Fund accounting

Unrestricted funds held by the charity are funds that can be used in accordance with the charitable objects at the discretion of the trustees.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies

Incoming resources

All incoming resources are 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 or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

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.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on 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 fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is provided on the following basis:

Furniture and equipment	Straight Line Method

3. Accounting policies *(continued)*

Financial instruments

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

Financial instruments, if any, are initially recognised at the amount receivable or payable.

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

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee. The company is limited by guarantee and does not contain any share capital.

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Donations				
Donations	1,144	-	1,144	5,000
Grants	-	187,778	187,778	167,514
Discounts/Refunds Given	-	-	-	-
Other Income	16,649	-	16,649	19,691
	17,793	187,778	205,571	192,205

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2022

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2022 £**	Total Funds 2021 £
Charitable grants.	-	-	-	-
Support costs.	198,010	-	198,010	205,876
Gain / loss on disp of invest property	-	-	-	-
	198,010	-	198,010	205,876

7. Expenditure on charitable activities by activity type

	Grant funding of activities £	Support costs £	**Total funds 2022 £**	Total fund 2021 £
Support Cost	-	198,010	198,010	205,876
Charitable grants	-	-	-	-
	-	198,010	198,010	205,876

8. Analysis of support costs

	Analysis of support costs £	**Total 2022 £**	Total 2021 £
Staff Cost	50,254	50,254	62,754
Publications	3,293	3,293	7,078
Legal fees and consulting cost	40	40	274
Events and Activities	4,461	4,461	4,000
Volunteers' Cost	2,216	2,216	2,487
Rent and Service Charges	22,179	22,179	16,675
Other Expenses	109,915	109,915	109,453
Depreciation charges	5,652	5,652	3,155
	198,010	198,010	205,876

Annexure - Other Expenses:

	£
Equipment	410
Accountancy fees	890
Spark Lab Project	1,400
Bank charges	1,862
Bookkeeping software	144
Business rates	3,848
Cleaning	1,266
Computer and Internet Expenses	2,388
Continuing Education	1,594
Equipment maintenance	228

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2022

Dues and Subscriptions	3,077
Educational Materials	16,914
Websites	1,057
Insurance Expense	1,478
Interest expense	402
Meals and entertainment	3,266
Office Supplies	5,617
Postage and Delivery	55
Printing and Reproduction	4,571
Professional Fees	2,352
Purchases	1,901
Recruitment	829
Repair and maintenance	2,274
Software expense	2,391
Membership dues	78
Welfare	482
Subcontractor	42,128
Subistance & food	313
Sundry Expenses	2,459
Telephone Expense	900
Training	72
Travel Expense	2,715
Student travel & other expense	555
Total Other Expenses	**109,915**

9. Staff costs

The average head count of employees during the year was 2 (2021: 2)

10. Trustee remuneration and expenses

Trustees remuneration are Nil (2021: Nil) during the year.

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2022

11. Tangible fixed assets

	Furniture and Equipment £	Total £
Cost		
At 1 December 2021	26,342	26,342
Additions	8,934	8,934
At 30 November 2022	35,276	35,276
Depreciation		
At 1 December 2021	25,157	25,157
Charge for the year	5,652	5,652
At 30 November 2022	30,809	30,809
Net book value		
At 30 November 2022	4,467	4,467
At 1 December 2021	1,185	1,185

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2022

12. Debtors

£19,100 represents income accrued for 2022 but due after year end.

13. Cash at bank and in hand

	2022	2021
	£	£
Current Account	-	-
Savings Account	-	1064
Other Account	250	250
Petty Cash	390	-
	640	1,314

14. Creditors: amounts falling due within one year

	2022	2021
	£	£
Creditors	12,335	3,393
Bank Overdraft	9,987	15,409
Director's Current Account	23,006	26,073
Other Taxation and Social Security	1,636	5,699
Other Creditor	1,272	1,319
Pension Fund Contributions pa	1,520	2,549
Accruals	1,755	955
	51,511	55,397

15. Creditors: amounts falling more than one year

	2022	2021
	£	£
Bounce Back Loan	50,000	50,000
Other Loan	39,267	61,835
	89,267	111,835

16. Analysis of charitable funds

Statement of funds

	At 01 Dec 2021	Income	Expenditure	**At 30 Nov 2022**
	£	£	£	£
General funds	(124,133)	205,571	(198,010)	(116,572)

CARAMEL ROCK

England & Wales - Charity number 1137133

Accounts

COMPANY REGISTRATION NUMBER: 07425286
CHARITY REGISTRATION NUMBER: 1137133

Caramel Rock Limited

Company Limited by Guarantee

Financial Statements

30 Novemberber 2021

Caramel Rock Limited

Financial Statements

Year ended 30 November 2021

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Statement of financial position	10
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Caramel Rock Limited

Reference and administrative details of the charity, its Trustees and advisers | Year ended 30 November 2021

Trustees	Ben Mubiayi, Chair (appointed 1 September 2019) Karen Butler, Trustee (appointed 1 January 2020) Robert Bowles, Trustee (appointed 2 September 2020) Jyothish Nair, Trustee (appointed 16 June 2021) Olga Gimenez-Zapiola, Trustee (appointed 01 July 2021) Justine Wright, Trustee (appointed 17 September 2021)
Charity registration number	1137133
Company registration number	07425286
Principal office	17-18 Lower Dock Walk London E16 2GT
Manager Director	Faith Johnson
Accountants	SAS Consultancy Chartered Certified Accountants 220 Wards Road, Ilford – Essex IG2 7DY

Caramel Rock Limited

Trustees' Annual Report | Year ended 30 November 2021

The Trustees, who are also the directors for the purposes of company law, present their annual report together with the financial statements of the Charity for the year 1 December 2020 to 30 November 2021. 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 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity 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.

The Trustees oversee the processes of interaction and decision-making among the actors involved in a collective form that leads to the good practice of execution of all the charities activities with the authority to make decisions.

Caramel Rock charity began as part of Ascension Church running workshops in a local cafe, running shows in a local church starting in 2008. From then, the charity established its own status building track record for its first 2 years gaining charity status in 2010 and has grown not only working with churches, community groups, schools, youth centres, universities and businesses.

We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme, as well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future.

We are an educational charity that provides courses and training to young people and young adults Caramel Rock is a creative arts charity providing training and opportunities, in Newham for local people.

Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry.

Objectives and activities

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2021

Objectives and activities (continued)

a. Objectives

Caramel Rock's objectives include supporting young people and their families, providing skills, experience and qualifications, and improving young people's confidence, motivation and ambition in order to help them develop positive opportunities in their lives.

We specifically use fashion as a means to engage with young people because of the interest it holds for so many young people, as well as the fact that it provides significant and relevant opportunities for employment in the London retail sector.

Another key objective for Caramel Rock is changing the relationship that young people have with fashion encouraging awareness and understanding of 'fast fashion' and how fashion can be more sustainable.

We believe that young people hold the key to change, as they are the next generation of consumers, retailers, and business leaders.

Aims:

Run in-house training programmes and outreach workshops as well as tackling the skills gap in the fashion industry.

As an arts training provider we aim to help young people in disadvantaged circumstances that may not have the right support or guidance and help them to connect with industry professionals, gain experience and receive the qualification they need to achieve their future career.

We aim to advance the education for disadvantage young people in the fashion and creative arts sector to a superior level.

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)'.

b. Strategies for achieving objectives.

Currently Caramel Rock achieves these objectives by providing one on one support with young people and their families, an accredited BTEC vocational diploma level 1 and 2 in fashion and clothing, portfolio and CV development and work experience placements.

We also aim to achieve these objectives through the development of a Caramel Rock Sustainability Project. The project is to support a circular fashion economy.

We use fashion as a creative means to engage with people. We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme. As well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future. Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry. Our goals are reached through organising and implementing our own Caramel Rock Fashion Show and other events.

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2021

Objectives and activities (continued)

c. Activities undertaken to achieve objectives.

Fashion and Creative Arts

As a fashion and arts charity, we use creative arts as a tool to instil confidence and skills to those that are passionate about pursuing a career in this sector or for those that show true potential. Not only is fashion a profitable market but also the creative industry builds life skills by encouraging individuals to think creatively and solve problems efficiently. Our academy promotes creative pathways such as fashion, the arts and dance and these courses help to develop individuals and provide local people opportunities within the sector.

Education

At Caramel Rock we believe that everybody has the right to education. Everybody has the right to be empowered, inspired and given an opportunity to uncover their highest potential in life. For us education is power it's a tool that can improve and sharpen lives but most importantly we use it to close the skills gap in the Fashion sector. Our passion for both educating people and advancing the local community enables us to enrich the lives of individuals and encourage them to come together with a shared vision and one voice to advance their community.

Job Training

As a fashion and arts academy, a number of our clients are young students who are trying to increase future prospects in the fashion and arts sector. As a result, we are passionate about seeking ways to increase job training for young people. Fashion is considered a leading industry in terms of employing young people from the age of 18-30 which we are proud of and want to do our part by bringing opportunities to people. Many of our young pupils that have worked with us and joined our programmes have successfully completed and have gained further experience and work in the fashion industry. We only aim to further this and provide our services for a wider population of young people without jobs or the right connections to land them into employment within the fashion sector.

Strengthening Communities

We believe that the community is at the very heart of what we do. We encourage local people to work together to not only strengthen the community but increase individual engagement and involvement in the lives of others. Much of our work is geared towards inspiring the community to work together and take an interest in what is going on around them. We help to prompt conversation between the young and the elderly. By instigating dialogue between parents and children, teenagers, and elderly we hope to create a bond between local people in the community and increase richness to the community.

Mentoring and Enrichment

At Caramel Rock we are passionate about seeing this generation work towards their dreams. We are enthusiastic about mentoring and instilling confidence to those that intend to develop their lives, or even start up their own business. We have a keen interest in helping to nurture and prepare individuals into their desired dreams and although we specialise in the creative industries we have mentored people who have gone on to do many other things. Our support is to ensure our beneficiaries gain a better understanding of how they can develop their skills and most importantly how they can contribute to society.

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2021

Objectives and activities (continued)

d. Main activities undertaken to further the Charity's purposes for the public benefit.

Caramel Rock works with industry experts in varied fields to progress its work. We are committed to developing the next generation of creative's by giving people the opportunity to access resources, courses, opportunities, and gain working experience in the creative arts.

We work with young people and adults as well as vulnerable people and help them get back into employment or training by equipping them with the skills they need through the creative arts. We use fashion as a creative means to engage with people. Some students may just want to gain some experience or have a platform to showcase their work within the industry; this is something we also provide.

We also work with young people with disabilities and aim to engage them in our activities , so that they can discover their own passion. We believe that every person has a talent and a purpose, and we set out to show a wide range of people their ability and potential to succeed. We are a Christian organisation that stands on Christian values.

Achievements and performance

a. Review of activities

Caramel Rock is a dynamic youth focused charity that uses the engaging mediums of fashion and creative arts to improve education, employment and social inclusion opportunities for disadvantaged young people living within the London Borough of Newham and neighbouring areas such as Tower Hamlets, the City and Docklands. Formed as a Charity (registration number 1137133) our creative projects look to provide pathways back into education, employment, or training for NEET (not in employment, education or training) young people between the ages of 16 and 24 who are disengaged from formal learning environments. We work with over 250 young people each year through a team of 4 staff and 12 volunteers. Our success and retention rates are as follows:

80% achieve full qualification and complete programme engagement.
70% progress into employment or training
6-month post programme we follow up with all participants within the 6 months window to confirm they are still engaged within the workplace or further training post the support Caramel Rock has provided.

Financial review

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2021

Financial review (continued)

a. Reserves policy

Caramel Rock is currently dependent on sub-contract from educational institutions such as colleges and schools as well as grants and trust funding (source of income) to sustain its activities, as earned income alone would not allow Caramel Rock to continue operating.

This means that if there were to be a gap in Caramel Rock (source of income) it is likely that Caramel Rock would have to close.

To avoid closure if funding difficulties were to happen the Caramel Rock board has agreed to keep a certain level of financial reserves to ensure that main operations can continue for a period of 3 months.

The main concerns of the board are to ensure:

- that staff can continue working, primarily to secure new funding.
- that members/service users are supported to move on to other services.

Currently funding has been secured until the end of each academic year, but if difficulties were to arise then, it has been calculated those reserves of £30,000 must be built to continue running for at least 3 months.

The calculations include staff salaries, pensions, and payments to HMRC, rent, basic office running costs and other expenses as well as an allowance for redundancy payments to eligible staff should the organisation be forced to close.

If service delivery to vulnerable clients is a key factor, reserves may also take into account costs of moving users on to alternative services or a period of wind-down services over 3 months.

The reserves should be built up from the unrestricted (earned) income. The level of reserves should be calculated and monitored every 3 months by Caramel Rock (staff or board member) This policy should be reviewed yearly and whenever there are significant changes in staff hours or numbers.

b. Deficit

The cumulative deficit in the Charity's unrestricted fund balance is largely attributable to the capacity building activities it has been carrying out since moving to its new premises in 2018. Related expenditures have been mainly financed by a social investment fund loan awarded to the Charity. The Trustees are committed to ensuring the future financial stability of the Charity and plan to leverage the improved capacity to eliminate this deficit by 2022/23 financial year through sustained fundraising activities and attracting additional contract income.

c. Financial results

The net expenditure for the year amounted to £13,671 (2020: £45,087 net income). No corporation tax is expected to arise on the results for the period.

Structure, governance, and management

Caramel Rock Limited

Trustees' Annual Report *(continued)* Year ended 30 November 2021

Structure, governance and management (continued)

a. Constitution.

Caramel Rock is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

b. Methods of appointment or election of Trustees

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

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of 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 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.

Approved by order of the members of the board of Trustees on 30 June 2022 and signed on their behalf by:

Ben Mubiayi
Chair



Caramel Rock Limited

Independent Examiner's Report to the Trustees of Caramel Rock Limited

Year ended 30 November 2021

Independent examiner's report to the Trustees of Caramel Rock ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 November 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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.

Signed: Date: 3.11.2022

SAS Consultancy

Chartered Certified Accountants
220 Wards Roads
Ilford
Essex
IG2 7DY

Caramel Rock Limited

Statement of Financial Activities

Year ended 30 November 2021

	Note	2021 Unrestricted Funds	2021 Restricted Funds	2021 **Total Funds**	2020 Total Funds
Income and endowments					
Donations and legacies	**5**	24,691	167,514	**192,205**	191,587
Total income		24,691	167,514	**192,205**	191,587
Expenditure					
Expenditure on charitable activities	**6**	205,876	-	**205,876**	146,500
Other charges		-	-	-	-
Total expenditure		205,876	-	**205,876**	146,500
Net expenditure and net movement in fund		(181,185)	167,514	**(13,671)**	45,087
Reconciliation of funds					
Total funds brought forward				**(110,462)**	(155,549)
Total funds carried forward				**(124,133)**	(110,462)

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

Caramel Rock Limited

Statement of Financial Position

Year ended 30 November 2021

	Note	2021 £	2021 £	2020 £
Fixed assets				
Tangible assets	11		**1,185**	**1,970**
Current assets				
Other debtors	12	40,600		-
Cash at bank and in hand	13	1,314	**41,914**	30,618
Creditors: amounts falling due within one year	**14**		**(55,397)**	(68,051)
Net current assets			**(13,483)**	(37,433)
Total assets less current liabilities			**(12,298)**	(35,462)
Accruals and deferred income			-	-
Creditors: amounts falling due after more than one year	**15**		**(111,835)**	(75,000)
Net assets			**(124,133)**	(110,462)
Funds of the charity			**(124,133)**	(110,462)
Unrestricted funds				
Total charity funds	**16**		**(124,133)**	(110,462)

For the year ending 30 November 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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 the 28/10/22 and are signed on behalf of the board by:

Ben Mubiayi
Trustee

Caramel Rock Limited

Notes to the Financial Statements | Year ended 30 November 2021

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 17-18 Lower Dock Walk, London, E16 2GT.

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.

Going concern

The company's financial statements are prepared on a going concern basis as the directors have secured additional funding to finance the company's activities in the next 12 months and continue extensive fundraising activities.

The reserve has not been met however the company expects to have sufficient funds in the reserve again by November 2022.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements did not require management to make judgements, estimates or assumptions that affect the amounts reported.

Fund accounting

Unrestricted funds held by the charity are funds that can be used in accordance with the charitable objects at the discretion of the trustees.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

3. Accounting policies

Incoming resources

All incoming resources are 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 or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

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.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on 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 fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is provided on the following basis:

Fixtures, furniture and equipment	Straight Line Method

3. Accounting policies *(continued)*

Financial instruments

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

Financial instruments, if any, are initially recognised at the amount receivable or payable.

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

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee. The company is limited by guarantee and does not contain any share capital.

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Donations				
Donations	5,000	-	5,000	20,009
Grants	-	167,514	167,514	171,456
Discounts/Refunds Given	-	-	-	120
Other Income	19,691	-	19,691	-
	24,691	167,514	192,205	191,585

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2021

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	**Total Funds 2021 £**	Total Funds 2020 £
Charitable grants.	-	-	-	-
Support costs.	205,876	-	205,876	146,500
Gain / loss on disp of invest property	-	-	-	-
	205,876	-	205,876	146,500

7. Expenditure on charitable activities by activity type

	Grant funding of activities £	Support costs £	**Total funds 2021 £**	Total fund 2020 £
Support Cost	-	205,876	205,876	146,500
Charitable grants	-	-	-	-
	-	205,876	205,876	146,500

8. Analysis of support costs

	Analysis of support costs £	**Total 2021 £**	Total 2020 £
Staff Cost	62,754	62,754	51,646
Publications	7,078	7,078	2,171
Legal fees and consulting cost	274	274	7,941
Events and Activities	4,000	4,000	1,920
Volunteers' Cost	2,487	2,487	732
Rent and Service Charges	16,675	16,675	19,362
Other Expenses	109,453	109,453	60,758
Depreciation charges	3,155	3,155	1,970
	205,876	205,876	146,500

Annexure - Other Expenses:

	£
Design Charges	50
Accountancy fees	955
Bank charges	974
Bookkeeping software	324
Cleaning	1,988
Computer and Internet Expenses	1,586
Course equipment	200
Dues and Subscriptions	3,143
Educational Materials	6,340

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2021

	£
Heat & Light	45
Insurance Expense	1,737
Interest expense	2,969
Meals and entertainment	201
Office Supplies	5,326
Postage and Delivery	296
Printing and Reproduction	263
Professional Fees	6,805
Purchases	254
Rates & Taxes	8
Recruitment	2,940
Repair and maintenance	1,914
Service Charges	150
software expense	726
Welfare	810
Subcontractor	60,327
subistance & food	89
Sundry Expenses	584
Telephone Expense	1,511
Training	380
Travel Expense	2,483
Utilities	413
Websites	2,775
Newham Project fee	890
Total Other Expenses	**109,453**

9. Staff costs

The average head count of employees during the year was 2 (2020: 2)

10. Trustee remuneration and expenses

Trustees remuneration are nil (2020: Nil) during the year.

Caramel Rock Limited

Notes to the Financial Statements *(continued)*, Year ended 30 November 2021

11. Tangible fixed assets

	Furniture and Equipment £	Total £
Cost		
At 1 December 2020	23,972	23,972
Additions	2,370	2,370
At 30 November 2021	26,342	26,342
Depreciation		
At 1 December 2020	22,002	22,002
Charge for the year	3,155	3,155
At 30 November 2021	25,157	25,157
Net book value		
At 30 November 2021	1,185	1,185
At 1 December 2020	1,970	1,970

12. Other debtors

£40,600 represents Income, related to 2021, received after year end.

13. Cash at bank and in hand

	2021	2020
	£	£
Current Account	-	1,867
Savings Account	1064	28,501
Other Account	250	250
	1,314	30,618

14. Creditors: amounts falling due within one year

	2021	2020
	£	£
Creditors	3,393	-
Bank Overdraft	15,409	-
Director's Current Account	26,073	-
Other Taxation and Social Security	5,699	13,000
Other Creditor	1,319	5,449
Pension Fund Contributions pa	2,549	255
Accruals and Deffered Income	955	49,347
	55,397	68,051

15. Creditors: amounts falling more than one year

	2021	2020
	£	£
Bounce Back Loan	50,000	-
Other Loan	61,835	75,000
	111,835	75,000

16. Analysis of charitable funds

Statement of funds

	At 01 Dec 2020	Income	Expenditure	At 30 Nov 2021
	£	£	£	£
General funds	(110,462)	192,205	(205,876)	(124,133)

CARAMEL ROCK

England & Wales - Charity number 1137133

Accounts

Registered number: 07425286
Charity number: 1137133

CARAMEL ROCK

(A company limited by guarantee)

REPORT OF THE TRUSTEES AND FINANCIAL

STATEMENTSFOR THE YEAR ENDED 30 NOVEMBER 2020

CARAMEL ROCK
(A company limited by guarantee)

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CARAMEL ROCK
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 NOVEMBER 2020

Trustees	Ben Mubiayi, Chair (appointed 1 September 2019) Karen Butler, Trustee (appointed 1 January 2020) Robert Bowles, Trustee (appointed 2 September 2020) Stephen Bamabis, Trustee (appointed 28 January 2019) Lennox Addo, Trustee (appointed 1 January 2020) Mauva Leonie, Trustee (resigned 21 January 2019) Sidney Clifford Cordle, Trustee (appointed 4 March 2019, resigned 23 April 2020) Vi
Company registered number	07425286
Charity registered number	1137133
Registered office	17-18 Lower Dock Walk London E162GT
Managing Director	Faith Johnson
Accountants	Audita Ltd

TRUSTEES'REPORT
FOR THE YEAR ENDED 30 NOVEMBER 2020

The Trustees, who are also the directors for the purposes of company law, present their annual report together with the financial statements of the Charity for the year 1 December 2019 to 30 November 2020. 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 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity 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.

The Trustees oversee the processes of interaction and decision-making among the actors involved in a collective form that leads to the good practice of execution of all the charities activities with the authority to make decisions.

Caramel Rock charity began as part of Ascension Church running workshops in a local cafe, running shows in a local church starting in 2008. From then, the charity established its own status building track record for its first 2 years gaining charity status in 2010 and has grown not only working with churches, community groups, schools, youth centers, universities and businesses.

We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme, as well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future.

We are an educational charity that provides courses and training to young people and young adults Caramel Rock is a creative arts charity providing training and opportunities, in Newham for local people.

Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry.

Objectives and activities

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 NOVEMBER 2020

Objectives and activities (continued)

a. Objectives

Caramel Rock's objectives include supporting young people and their families, providing skills, experience and qualifications, and improving young people's confidence, motivation and ambition in order to help them develop positive opportunities in their lives.

We specifically use fashion as a means to engage with young people because of the interest it holds for so many young people, as well as the fact that it provides significant and relevant opportunities for employment in the London retail sector.

Another key objective for Caramel Rock is changing the relationship that young people have with fashion , encouraging awareness and understanding of 'fast fashion' and how fashion can be more sustainable.

We believe that young people hold the key to change, as they are the next generation of consumers, retailers, and business leaders.

Aims:

Run in-house training programmes and outreach workshops as well as tackling the skills gap in the fashion industry.

As an arts training provider we aim to help young people in disadvantaged circumstances that may not have the right support or guidance and help them to connect with industry professionals , gain experience and receive the qualification they need to achieve their future career.

We aim to advance the education for disadvantage young people in the fashion and creative arts sector to a superior level.

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)'.

b. Strategies for achieving objectives.

Currently Caramel Rock achieves these objectives by providing one on one support with young people and their families, an accredited BTEC vocational diploma level 1 and 2 in fashion and clothing, portfolio and CV development and work experience placements.

We also aim to achieve these objectives through the development of a Caramel Rock Sustainability Project. The project is to support a circular fashion economy.

We use fashion as a creative means to engage with people. We have a strong belief in shaping our future leaders and therefore we offer, in every course, a personal development scheme. As well as helping young people, it is also our mission to provide people (children and adults) with the knowledge and expertise of the fashion industry, to help them form a solid foundation for a brighter future. Additionally, Caramel Rock guides young people to achieve both their short and long-term goals. This is accomplished through improving their skills and giving them work experience within the fashion industry. Our goals are reached through organising and implementing our own Caramel Rock Fashion Show and other events.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 NOVEMBER 2020

Objectives and activities (continued)

c. Activities undertaken to achieve objectives.

Fashion and Creative Arts

As a fashion and arts charity, we use creative arts as a tool to instill confidence and skills to those that are passionate about pursuing a career in this sector or for those that show true potential. Not only is fashion a profitable market but also the creative industry builds life skills by encouraging individuals to think creatively and solve problems efficiently. Our academy promotes creative pathways such as fashion, the arts and dance and these courses help to develop individuals and provide local people opportunities within the sector.

Education

At Caramel Rock we believe that everybody has the right to education. Everybody has the right to be empowered, inspired and given an opportunity to uncover their highest potential in life. For us education is power it's a tool that can improve and sharpen lives but most importantly we use it to close the skills gap in the Fashion sector. Our passion for both educating people and advancing the local community enables us to enrich the lives of individuals and encourage them to come together with a shared vision and one voice to advance their community.

Job Training

As a fashion and arts academy, a number of our clients are young students who are trying to increase future prospects in the fashion and arts sector. As a result, we are passionate about seeking ways to increase job training for young people. Fashion is considered a leading industry in terms of employing young people from the age of 18-30 which we are proud of and want to do our part by bringing opportunities to people. Many of our young pupils that have worked with us and joined our programmes have successfully completed and have gained further experience and work in the fashion industry. We only aim to further this and provide our services for a wider population of young people without jobs or the right connections to land them into employment within the fashion sector.

Strengthening Communities

We believe that the community is at the very heart of what we do. We encourage local people to work together to not only strengthen the community but increase individual engagement and involvement in the lives of others. Much of our work is geared towards inspiring the community to work together and take an interest in what is going on around them. We help to prompt conversation between the young and the elderly. By instigating dialogue between parents and children, teenagers, and elderly we hope to to create a bond between local people in the community and increase richness to the community.

Mentoring and Enrichment

At Caramel Rock we are passionate about seeing this generation work towards their dreams. We are enthusiastic about mentoring and instilling confidence to those that intend to develop their lives, or even start up their own business. We have a keen interest in helping to nurture and prepare individuals into their desired dreams and although we specialise in the creative industries we have mentored people who have gone on to do many other things. Our support is to ensure our beneficiaries gain a better understanding of how they can develop their skills and most importantly how they can contribute to society.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 NOVEMBER 2020

Objectives and activities (continued)

d. Main activities undertaken to further the Charity's purposes for the public benefit.

Caramel Rock works with industry experts in varied fields to progress its work. We are committed to developing the next generation of creative's by giving people the opportunity to access resources, courses, opportunities, and gain working experience in the creative arts.

We work with young people and adults as well as vulnerable people and help them get back into employment or training by equipping them with the skills they need through the creative arts. We use fashion as a creative means to engage with people. Some students may just want to gain some experience or have a platform to showcase their work within the industry; this is something we also provide.

We also work with young people with disabilities and aim to engage them in our activities , so that they can discover their own passion. We believe that every person has a talent and a purpose, and we set out to show a wide range of people their ability and potential to succeed. We are a Christian organisation that stands on Christian values.

Achievements and performance

a. Review of activities

Caramel Rock is a dynamic youth focused charity that uses the engaging mediums of fashion and creative arts to improve education, employment and social inclusion opportunities for disadvantaged young people living within the London Borough of Newham and neighbouring areas such as Tower Hamlets, the City and Docklands. Formed as a Charity (registration number 1137133) our creative projects look to provide pathways back into education, employment, or training for **NEET** (not in employment, education or training) young people between the ages of 16 and 24 who are disengaged from formal learning environments. We work with over 250 young people each year through a team of 4 staff and 12 volunteers . Our success and retention rates are as follows:

80% achieve full qualification and complete programme engagement.
70% progress into employment or training
6-month post programme we follow up with all participants within the 6 months window to confirm they are still engaged within the workplace or further training post the support Caramel Rock has provided.

Financial review

Financial review (continued)

a. Reserves policy

Caramel Rock is currently dependent on sub-contract from educational institutions such as colleges and schools as well as grants and trust funding (source of income) to sustain its activities, as earned income alone would not allow Caramel Rock to continue operating.

This means that if there were to be a gap in Caramel Rock (source of income) it is likely that Caramel Rock would have to close.

To avoid closure if funding difficulties were to happen the Caramel Rock board has agreed to keep a certa in level of financial reserves to ensure that main operations can continue for a period of 3 months.

The main concerns of the board are to ensure:
- that staff can continue working, primarily to secure new funding.
- that members/service users are supported to move on to other services.

Currently funding has been secured until the end of each academic year, but if difficulties were to arise then, it has been calculated those reserves of £30,000 must be built to continue running for at least 3 months.

The calculations include staff salaries, pensions, and payments to HMRC, rent, basic office running costs and other expenses as well as an allowance for redundancy payments to eligible staff should the organisation be forced to close.

If service delivery to vulnerable clients is a key factor, reserves may also take into account costs of moving users on to alternative services or a period of wind-down services over 3 months.

The reserves should be built up from the unrestricted (earned) income. The level of reserves should be calculated and monitored every 3 months by Caramel Rock (staff or board member) This policy should be reviewed yearly and whenever there are significant changes in staff hours or numbers.

b. Deficit

The cumulative deficit in the Charity's unrestricted fund balance is largely attributable to the capacity building activities it has been carrying out since moving to its new premises in 2018. Related expenditures have been mainly financed by a social investment fund loan awarded to the Charity. The Trustees are committed to ensuring the future financial stability of the Charity and plan to leverage the improved capacity to eliminate this deficit by 2021/22 financial year through sustained fundraising activities and attracting additional contract income.

c. Financial results

The net income for the year amounted to £45,087 (2019: £99,289 net expenditure}. No corporation tax is expected to arise on the results for the period (2019: £nil).

Structure, governance, and management

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 NOVEMBER 2020

Structure, governance and management (continued)

a. Constitution.

Caramel Rock is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

b. Methods of appointment or election of Trustees

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

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of 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 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.

Approved by order of the members of the board of Trustees on 20 August 2021 and signed on their behalfby:

Ben Mubiayi
Chair



CARAMEL ROCK
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 30 NOVEMBER 2020

Independent examiner's report to the Trustees of Caramel Rock ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 November 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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.

Signed:

Dated: 20 August 2021

Hasseb UL Hassan (ACCA)
Audita Ltd
11 Cundy Road, Custom House, London, E16 3DJ

CARAMEL ROCK
(A company limited by guarantee)

CARAMEL ROCK
(A company limited by guarantee)

Statement of Financial Activities (Including Income and Expenditure)
for the year ended 30 November 2020

	Note	Unrestricted 2020 £	Restricted 2020 £	Total 2020 £	Total 2019 £
Incoming Resources	3				
Income from:					
Grants, Donations and Sponsorship		45,085	146,500	191,585	25,805
Charitable activities					2,893
Other sources					
Investments		2		2	6
TOTAL INCOMING RESOURCES		**45,087**	**146,500**	**191,587**	**28,704**
Resources expended	4				
Expenditure on:					
Generating voluntary income					
Charitable activities			146,500	146,500	127,993
Governance costs					
TOTAL RESOURCES EXPENDED			**146,500**	**146,500**	**127,993**
Net movment in funds		**45,087**	**0**	**45,087**	**(99,289)**
Reconciliation of funds:					
Total funds brought forward		(155,549)		(155,549)	(56,260)
Net movement in funds		45,087	0	45,087	(99,289)
Balances carried forward		(110,462)	0	(110,462)	(155,549)

All activities of the charity are classified as continuing.

CARAMEL ROCK
(A company limited by guarantee)

CARAMEL ROCK
(A company limited by guarantee)

BALANCE SHEET
year ended 30 November 2020

	Note	2020	2019
		£	£
Fixed Assets			
Tangible assets	5	1,970	3,940
		1,970	3,940
Current Assets			
Debtors	6	-	5,274
Cash at bank and in hand	7	30,618	-
		30,618	5,274
Current Liabilities			
Creditors: Amounts falling due within one year	8	68,051	77,196
Creditors: Amounts falling more than one year	8	75,000	87,567
		143,051	164,763
Net current assets		(112,433)	(159,489)
TOTAL NET ASSETS		(110,462)	(155,549)
The funds of the charity			
Restricted income funds			-
Unrestricted income funds		(110,462)	(155,549)
TOTAL FUNDS		(110,462)	(155,549)

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

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

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

REGISTERED NUMBER: 07425286

BALANCE SHEET (CONTINUED)
AS AT 30 NOVEMBER 2020

The financial statements were approved and authorised for issue by the Trustees on 20 August 2021 and signed on their behalf by:

Benjamin Mubiaji

Chair

The notes on pages 12 to 19 form part of these financial statements.

NOTES TO THE FINANCIAi- STATEMENTS FOR THE YEAR ENDED 30 NOVEMBER 2020

1. General information

Caramel Rock is a company limited by guarantee registered in England and Wales with charitable status. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The address of the registered office is given in the Charity information on page 1.

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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Caramel Rock 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

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

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.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is 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 Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2. Accounting policies (continued)

2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. 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, on a reducing balance basis.

Depreciation is provided on the following basis:

Fixtures, furniture and equipment	Straight Line Method

2.6 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

2.7 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.

2.8 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 Charity 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, 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.

2.9 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity 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 Caramel Rock accounting policies. Caramel Rock was awarded social investment in order to grow the charity capacity.

2.10 Financial Instruments

Financial assets that are debt instruments measured at amortised cost comprise of accounts receivable.

Financial liabilities measured at amortised cost comprise of borrowings, trade and other payables and accrual.

3 Incoming Resources	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Total Funds 2019
	£	£	£	£
Voluntary Income - Grants, Donations and Sponsorship				
Discounts/Refunds Given	120		120	
Donations	20,009		20,009	995
Grants	24,956	146,500	171,456	24,810
	45,085	**146,500**	**191,585**	**25,805**
Incoming resources from charitable activities				
Consultancy and event fees				
Education and Training				2,893
Research and Public Speaking				
Other Activitie s				
				2,893
Other Incoming resources				
Miscellaneous				
Investment Income				
Bank interest receivable	2			6
Total Incoming Resources	**45,087**	**146,500**	**191,587**	**28,704**

4 Resources Expended	Costs of Generating Funds	Costs of Charitable Activities	Governance Costs	Total 2020	Total 2019
	£	£	£	£	£
Staff Costs		51,646		51,646	47,336
Publications		2,171		2,171	4,005
Legal Fees and Consulting Costs		7,941		7,941	1,145
Events and Activities		1,920		1,920	1,654
Volunteers' costs		732		732	1,019
Rent and service charges		19,362		19,362	1,828
Other expenses		60,758		60,758	70,806
Depreciation charges		1,970		1,970	200
Total Resources Expended		**146,500**		**146,500**	**127,993**
Unrestricted expenditure					127,993
Restricted expenditure		146,500		146,500	
Total Resources Expended		**146,500**		**146,500**	**127,993**

	2020	2019
	£	£
Net outgoing resources for the year		
This is stated after charging:		
Independent Examination		
Depreciation	1,970	200
Staff costs include:		
Salaries	50,621	45,727
Social security costs	915	846
Pensions (defined contribution scheme, no prepaid contributions)	109	763
	51,646	47,336
	No.	**No.**
The average number of full time equivalent employees during the year (all substantially for charitable activities).	2.0	2.0

No employee recieved remuneration amounting to more than £60,000 in either year.

Trustee remuneration and expenses

During the year, no Truestees received and remuneration or other benefits (2019 - Nil)

During the year eneded 30 November 2020, no Truestee expenses have been incurred (2020 - Nil)

6 Debtors and Prepayments	2020	2019
	£	£
Grant debtors		
Prepayments		
Other debtors		5,274
		5,274

7 Cash at bank and in hand	2020	2019
	£	£
Current Accounts	1,868	
Saving Accounts	28,501	
Other Accounts	250	
Cash		
	30,618	

8 Creditors: amounts falling dw	2020	2019
	£	£
Bnk overdraft		2,680
Other loans		2,649
Other taxation and social secu	13,000	21,684
Pension fund contributions pa	255	1,628
Other creditors	5,449	11,905
Accruals and defferred income	49,347	36,650
	68,051	77,196

8 Creditors: amounts falling dw	2020	2019
	£	£
Other loans	75,000	87,567
	75,000	87,567

9 Statement of funds - Current year

	Balance at 1 December 2019	Income	Expenditure	Balance at 30 November 2020
	£	£	£	£
Unrestricted Funds				
General Funds - all funds	(155,549)	191,587	(146,500)	(110,462)
	(155,549)	**191,587**	**(146,500)**	**(110,462)**

Statement of funds - Prior year

	Balance at 1 December 2018	Income	Expenditure	Balance at 30 November 2019
	£	£	£	£
Unrestricted Funds				
General Funds - all funds	(56,260)	28,704	(127,993)	(155,549)
	(56,260)	**28,704**	**(127,993)**	**(155,549)**

10 Analysis of Net Assets between Funds

	Unrestricted Funds	Restricted Funds	2020 Total	2019 Total
	£	£	£	£
Fund balances are represented by:				
Tangible fixed assets	1,970		1,970	3,940
Current Assets	30,618		30,618	5,274
Creditors due within one year	(68,051)		(68,051)	(77,196)
Creditors due in more than one year	(75,000)		(75,000)	(87,567)
	(110,463)		**(110,463)**	**(155,549)**

9 Statement of funds - Current year

	Balance at 1 December 2019	Income	Expenditure	Balance at 30 November 2020
	£	£	£	£
Unrestricted Funds				
General Funds - all funds	(155,549)	191,587	(146,500)	(110,462)
	(155,549)	191,587	(146,500)	(110,462)

Statement of funds - Prior year

	Balance at 1 December 2018	Income	Expenditure	Balance at 30 November 2019
	£	£	£	£
Unrestricted Funds				
General Funds - all funds	(56,260)	28,704	(127,993)	(155,549)
	(56,260)	28,704	(127,993)	(155,549)

10 Analysis of Net Assets between Funds

	Unrestricted Funds	Restricted Funds	2020 Total	2019 Total
	£	£	£	£
Fund balances are represented by:				
Tangible fixed assets	1,970	1,970	3,940	
Current Assets	30,618	30,618	5,274	
Creditors due within one year	(68,051)	(68,051)	(77,196)	
Creditors due in more than one year	(75,000)	(75,000)	(87,587)	
	(110,463)	(110,463)	(155,549)	