

REACHING HIGHER

England & Wales · Charity number 1137915

Details

Other names	REACHIN HIGHER
Status	Registered
Legal form	Charitable company
Company number	07266483
Registered	2010-09-09
Register	View on the Charity Commission register

Contact

Address	Samuel Coleridge Taylor Centre 194 Selhurst Road London SE25 6XX
Phone	02089455560
Email	info@reachinghigher.org.uk
Website	www.reachinghigher.org.uk

Activities

Objects: 1 THE PREVENTION AND RELIEF OF POVERTY, 2 THE ADVANCEMENT OF EDUCATION, 3 THE ADVANCEMENT OF CITIZENSHIP BY OFFERING CHILDREN AND YOUNG PEOPLE LEARNING AND OTHER OPPORTUNITIES TO DEVELOP AS RESPONSIBLE CITIZENS AND MEMBERS OF THEIR COMMUNITIES, 4 THE RELIEF OF THOSE IN NEED BY REASON OF YOUTH, ILL HEALTH, DISABILITY OR SOCIAL OR ECONOMIC DISADVANTAGES SUCH OBJECTS TO BE ADVANCED IN ACCORDANCE WITH THE VALUES AND PRINCIPLES OF THE CHRISTIAN FAITH

Activities: Reaching Higher is an organisation dedicated to engaging and inspiring young people across Croydon and South London. Every week we work with hundreds of young people in schools and the community. We do this through leadership programmes, sports and creative arts activities, mentoring programmes and holiday schemes.

Classification

- **How:** Provides Services
- **What:** Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport
- **Who:** Children/young People

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL
- Bromley
- Croydon
- Lambeth
- Lewisham
- Merton
- Southwark
- Sutton
- Wandsworth

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,222,077	£1,132,449	£756,815	20
2023-12-31	£957,475	£877,781	£667,187	18
2022-12-31	£781,046	£625,102	£587,492	17
2021-12-31	£625,893	£449,837	£431,548	12
2020-12-31	£439,421	£352,294	-	-

Trustees

Name	Role	Appointed
TREVOR LLOYD MCCLYMONT	Chair	2023-12-12
Dwayne Gibson-White		2023-08-03
Emma Barlow		2020-03-12
Lara Ann Crew		2025-07-09
Robert Alexander Davis		2024-05-28

Accounts

REGISTERED COMPANY NUMBER: 07266483 (England and Wales)
REGISTERED CHARITY NUMBER: 1137915

**Report of the Trustees and
Financial Statements
for the Year Ended 31 December 2024
for
Reaching Higher**

**Williams & Co Epsom LLP
Statutory Auditors
8-10 South Street
Epsom
Surrey
KT18 7PF**

Reaching Higher

**Contents of the Financial Statements
for the Year Ended 31 December 2024**

	Page
Report of the Trustees	1 to 8
Report of the Independent Auditors	9 to 11
Statement of Financial Activities	12
Balance Sheet	13
Cash Flow Statement	14
Notes to the Cash Flow Statement	15
Notes to the Financial Statements	16 to 24

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

Chair of Trustees

On behalf of the Board of Trustees, I am delighted to present Reaching Higher's Annual Report and Accounts for the year ending 31 December 2024. This has been a year of growth, development, and continued impact for the young people, families, and communities we serve.

We are proud to report that, despite operating in a challenging funding environment, the charity has maintained a strong financial position. Key highlights include:

Incoming resources of £1,222,077 invested in delivering high-quality programmes.

Bank balance of £785,752, with confirmed funding in place for the next 12 months, ensuring continuity and resilience.

Healthy reserves of £756,815, with unrestricted funds of £433,951 covering 4.6 months of charitable expenditure.

Strong public benefit impact, with young people, parents, and partners reporting that Reaching Higher provides safe spaces, trusted relationships, and opportunities to grow and thrive.

The Trustees are committed to maintaining financial sustainability while continuing to expand mentoring, youth leadership, and programme development. We remain focused on building strong partnerships with funders and local community partners, investing in our people, and ensuring Reaching Higher remains a reliable and positive presence in the lives of young people in our community.

Looking ahead, we are committed to deepening our impact — empowering more young people to lead, serve, and transform their communities. With a robust balance sheet, a clear strategy, and a passionate team, we move into the next year with confidence, purpose, and a shared belief in the potential of every young person to become a leader of change.

Chair of Trustees

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

Trustees Report for the year ended 31st December 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).

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.

Charity constitution

The Charity was established under a Memorandum of Association and is governed under its Articles of Association. The Articles were amended on 25 November 2013 to change the charity name to Reaching Higher (previously 'Reachin' Higher').

Organisational structure

The organisation is ultimately managed by the Board of Trustees which oversees the work of Reaching Higher. All major operational and strategic decisions are made by the Board who met five times during the year, either in person or via online conferencing.

Under the Articles, new Trustees are appointed by the Trustee Board and one-third of the members of the Trustee Board (the longest serving) retire at each AGM but are eligible to be re-appointed if they still qualify.

The Managing Director oversees the financial and practical running of the Charity, reporting to the Trustees.

Trustees

Trustees, who are all Directors of the company, were recruited based on their broad range of skills and experience. They bring a wide range of experience in working with young people on a professional and/or voluntary basis. 28% of the Board identify as female and 85% identify as coming from Black or other global majority heritage.

The Trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when planning their objectives and activities for the year.

Risk Review

The Trustees consider all the major risks the charity is exposed to on an ongoing basis which are held on a risk register. Specifically of note, the Trustees have developed:

A funding strategy which seeks to avoid overreliance on any one source of funding. Reaching Higher is developing diverse funding streams through a range of trusts, government agencies, corporate and personal donors, as well as paid training and delivery contracts.

A Safeguarding policy has been developed to protect the Charities' beneficiaries as well as the Charity's volunteers. This policy ensures all volunteers and staff receive safeguarding training and are subject to an enhanced DBS disclosure check.

Reaching Higher Strategic Report

Overview and Context

Reaching Higher is a youth charity with a Christian ethos, focused on serving young people of any or no faith, and challenging them to be leaders of their own lives.

Reaching Higher has worked with young people with complex unmet needs in Croydon aged 10-18 since 2004 and registered as a charity and company in 2010. The organisation was established in response to the range of challenges faced by young people growing up in Croydon Borough, including intergenerational poverty, violence, low educational outcomes, and social isolation.

Like many areas of social disadvantage, Croydon is known for its prevalence of gangs, violence, and anti-social behaviour. Young people with complex unmet needs are at increased risk of violence and exploitation as a result of their experiences of trauma and of household poverty, especially if their school attendance is irregular or if they have already been excluded from school. This is exacerbated by underfunded statutory networks and ongoing reductions in youth services.

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

Areas Of Work

Reaching Higher has two complementary areas of work:

Building strong trusting relationships with young people aged 10-18 who live and/or attend school in Croydon, through school and community-based activities. Across our activities we seek to offer platforms where young people can make an impact and have their voices heard in their community, as well as prioritising strong intergenerational relationships and learning.

In 2024 Reaching Higher worked with seven secondary and three primary schools to provide a range of opportunities for young people to develop their skills and improve their mental well-being. These included in-school transferable skills workshops, after-school clubs and group and individual mentoring schemes.

Our schools-based work is designed as a platform from which to signpost young people to Reaching Higher's community-based programmes, and we have continued to see young people attending our evening and school holiday activities after initially encountering Reaching Higher in their schools.

Reaching Higher's community-based work encompasses four weekly youth hubs and three open-access sports sessions. We also deliver all-day provision in the February and October half terms and the August school holidays.

Building intentional partnerships with a range of other organisations in Croydon working with young people, including schools, alternative provision centres, Social Services, Youth Justice teams and other voluntary and community organisations. We call this our 'contextual youth work' approach. Our intention is to promote better understanding across partnerships of young people's lived experiences and to challenge assumptions that are made about young people's needs. We support young people to articulate these needs themselves to improve the synergy between service providers and community groups in Croydon. We aim to share learning, build capacity and improve practice so larger numbers of young people are sustainably engaged across multiple organisations.

Vision, Mission, and Commitment to Young People

Vision

Reaching Higher's vision is to see wider communities working together to champion young people to become leaders of change.

Mission

We are here to challenge young people to be leaders of their own lives within their place of influence. We do this by adopting an asset-based approach, helping young people discover the transferable skills they have developed as a result of their lived experience.

Our commitment to young people

At Reaching Higher we are committed to playing our part but recognise that we can't do this in isolation. We believe in building strong and long-lasting relationships with young people to set firm foundations in the years to come via our relational approach. With this in mind, we must collaborate well and establish a united front with everyone who cares for young people and the communities they live in.

Quality Mark Status

We believe in the importance of holding credible quality marks to ensure that our standards of service both reflect best practice and are widely recognised by others. We hold a Gold Status Trauma-Informed Quality Mark. London Youth recently reviewed their Quality Mark processes and we renewed our Bronze level award in 2023.

Growth In Leadership

Reaching Higher was established by Mark and Sherise Hobbs in 2004 as a small voluntary community project. Mark continued to lead the organisation in a voluntary capacity as Reaching Higher grew over the following 18 years. When Mark stepped down as voluntary CEO in 2022, Jordan Ignatius, our previous Head of Strategy & Operations, was appointed by the Trustees into the new role of Managing Director. Jordan initially came to Reaching Higher as a young person, becoming first a volunteer and then a staff member over a ten year period.

More than half of our staff and volunteer team are now Reaching Higher alumni, modelling our desire to empower young people to be changemakers in their own community.

In 2024 Reaching Higher appointed a part-time Director of Services to lead on quality assurance of our services and a part-time Director of Partnerships to lead on establishing and managing partner relationships. Both these roles have continued to release the Managing Director's time to focus on strategic growth and partnerships.

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

Key Highlights from 2024

Reaching Higher continued to experience rapid growth in 2024, with demand for young people's services continuing to rise across Croydon. We have continued to expand the scope of activities we offer, as well as establishing new statutory and community partnerships.

Activities

We have continued to run our drop-in Youth Hubs on Thursday evenings, with a new venue at #MerkyFC HQ in Selhurst and a new STEM-focused project for young women which involved learning 3-D printing skills. We have also continued our Friday Youth Hub in partnership with Woodside Baptist Church.

Our youth-led café, delivered in partnership with South Norwood Community Kitchen (SNCK), moved to a Wednesday evening. Teams of young people from our youth-led café also helped to cook and serve meals for their peers at our holiday provision.

Our after-school creative arts clubs were adapted in 2024 to focus on transition support for Year 6 students, preparing them for progressing to Year 7. We also continued our popular multi-sports, basketball, football and boxercise after-school clubs.

We established partnerships with a further three local youth organisations to increase the number of young people mentored across Croydon, under the Mayor of London's New Deal and Propel programmes, in addition to continuing to mentor young women in partnership with Active Communities Network. 369 young people were mentored in total across these partnerships.

Reaching Higher joined Croydon Youth Consortium's 'New Era MyEnds 2.0' programme, expanding provision for young people at risk of violence and criminal exploitation, and delivered training for other members of the New Era programme on establishing a Youth Voice framework.

We held our Easter residential camp once again at White Moor Lakes centre in Litchfield, in partnership with three Croydon churches.

We ran a two-week work experience scheme in July 2024 for 14 young people from three local schools.

We ran our school holiday provision 'RH Hangouts' in February and October half terms and for four weeks in the summer holidays, engaging more than 350 young people. During the summer we were able to offer paid work experience to fifteen of our older young people who supported the various activities each day.

Reaching Higher held our second Community Meal in December 2024 which was attended by over 75 people.

The direction of our work has not changed, but we have begun to scale up our training and influencing, alongside prioritising excellent delivery with and for young people. We are experiencing growing demand for our training and expertise from both statutory and community organisations, and we were delighted to deliver the first ever Contextual Youthwork & Safeguarding Children's Conference with Croydon Safeguarding Children's Partnership, which was attended by over 100 cross-sector professionals, including attendees from the NHS, the Metropolitan Police, Youth Justice Service, Social Services and a range of community organisations.

We also undertook our first pilot research project in partnership with the Croydon Council Directorate and a senior researcher from the University of Greenwich.

Over the past year at Reaching Higher we have strengthened our Youth Board which has continued to meet monthly. The Youth Board have worked alongside Reaching Higher staff to develop a Youth Voice Framework training package, which they delivered to eight external organisations with support from our team.

Team Growth

Our team grew to 21 staff in 2024, including the creation of an internship role for which a former service user successfully applied.

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

Our Reach in 2024

Number of sessions in schools - 782
Number of sessions in the community – 1712
Number of contact hours in schools - 10765
Number of contact hours in the community - 34789
Number of unique young people engaged through schools - 962
Number of unique young people engaged through community - 804

Embedding Trauma-Informed Practice

Reaching Higher has continued to prioritize training in trauma-informed practice and safeguarding for our team, in addition to holding weekly reflective practice spaces and facilitating clinical supervision with a trained counsellor.

At the start of 2024 our team were trained by the Anna Freud Centre in Adaptive Mentalization Based Integrative Treatment (AMBIT), which is a model used in multi-agency support for young people with high safeguarding risks.

Our safeguarding approach has continued to develop over the last year in response to increasing levels of need, in particular the increase in contextual safeguarding risks.

We have developed training in Contextual Youth Work and designed a Wellbeing Audit which is being piloted in one of our partner schools.

Public Benefit Statement

Reaching Higher exists to support young people to realise their potential, build confidence, and create positive futures. The Trustees confirm that they have complied with their duty under the Charities Act to have due regard to the Charity Commission's guidance on public benefit when planning and delivering the charity's objectives.

The impact of Reaching Higher's work is best reflected in the words of those we serve:

A young person shared:

"The project is good because it is fun, and I get to spend time with everyone and make new friends. I have been able to talk more, especially with people my own age, and I've learnt I can make friends anywhere."

A school partner highlighted:

"Through the connection with Reaching Higher, I hope to give young people opportunities to have trusted adults... spaces where young people feel comfortable, calm, safe and relaxed, and that they own the space. A lot of people that work at Reaching Higher grew up in Croydon and are optimistic, positive, hopeful... hopefully it can be an example to young people of how they can contribute to their community."

A parent reflected:

"Reaching Higher allows the young people to feel valued. It allows the young people to be heard, and I think this is very important... everything they do with the young people in my community really makes a difference. I wish every London Borough could have a Reaching Higher like we do in Croydon."

These voices show clearly that Reaching Higher delivers a significant public benefit by providing young people with trusted relationships, safe spaces, opportunities to build skills, and positive role models from their own communities. The charity's mentoring and youth programmes directly contribute to improving wellbeing, confidence, and community engagement among young people in Croydon.

Remuneration Policy

We place great value on our highly talented, dedicated, and passionate staff team, without whom we could not deliver against our vision, mission, and goals. Our remuneration policy is aimed at ensuring that pay is competitive within our sector, rewards staff fairly, and enables the staff team to feel valued.

The Trustees of Reaching Higher are responsible for setting the policy on staff remuneration. The charity aims to ensure that pay and benefits are fair, transparent, and sufficient to attract, retain, and motivate suitably qualified staff to deliver its charitable objectives.

Our principle is to reward staff equitably, irrespective of seniority, informed by the following key factors:

Fairness: Remuneration is free from discrimination and aligned, where available, to non-profit sector benchmarking data in the UK.

Differentiation: Pay reflects both what is achieved and the way in which it is achieved.

Compliance: All remuneration arrangements meet HMRC regulatory requirements.

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

Affordability: Salaries are set with good stewardship of the charity's financial resources.

Living Wage Commitment: Salaries are set in line with at least the London Living Wage.

Salaries are reviewed periodically, taking these principles into account, as well as the responsibilities of the role and the charity's overall financial position.

This policy provides a transparent and equitable framework for remuneration, ensuring that the charity's resources are used effectively while supporting the well-being, motivation, and recognition of all staff.

Financial Review

This year, Reaching Higher received £1,222,077 in income and invested £1,132,449 into delivering and expanding our youth and community programmes. This resulted in a surplus of £89,628 for the year ending 2024.

The financial position of the charity remains strong. We closed the year with a healthy bank balance of £785,752, alongside confirmed funding already secured for the next 12 months. Our reserves of £756,815 provide a solid and secure foundation that demonstrates both financial resilience and sustainability. Together, these resources enable us to plan confidently for the future, continue expanding our impact, and remain agile in responding to new opportunities.

We are deeply grateful to our funders, partners, and supporters for their ongoing trust and commitment. Your generosity enables us not only to sustain but to strengthen the reach and quality of our work.

We would also like to express our sincere thanks to Croydon Council for their continued support in providing us with office space at the Samuel Coleridge-Taylor Centre. Their generosity helps ensure that we can operate effectively and direct more resources towards the young people and communities we serve.

With strong reserves, a positive cash position, and secured income for the year ahead, we move forward with confidence, ambition, and a shared vision to empower young people to become leaders of change.

Reserves Policy

The Trustees' policy is to maintain a level of unrestricted reserves that provides financial resilience and stability, enabling the charity to continue delivering its mission in a sustainable way. In line with best practice, the Trustees aim to hold unrestricted reserves equivalent to three to six months of total expenditure. This level is considered appropriate to safeguard against fluctuations in income and to ensure that Reaching Higher can meet its ongoing commitments.

At year end, unrestricted funds stood at £433,951, which is equivalent to 4.6 months of charitable expenditure. This sits comfortably within the reserves policy range and provides a strong financial foundation for the year ahead.

The Trustees recognise that many of our beneficiary's experience inconsistency and disruption in their lives, and that sudden gaps in provision can have a profound impact. Our ambition is to be a consistent, reliable presence and voice of hope for those we serve. For this reason, the reserves policy is not simply about financial prudence but about protecting the continuity of life-changing programmes we run as a charity.

To manage this risk, the Trustees seek to ensure that sufficient unrestricted reserves are available to sustain core projects through any periods of funding uncertainty. At the same time, the charity is actively securing new streams of funding and building long-term partnerships to strengthen the stability of its programmes. This approach provides both the flexibility to adapt to challenges and the confidence to invest in the growth and development of our work.

Trustees' Responsibilities

The Trustees, who are also the directors of the charitable company, are responsible for preparing the financial statements for each financial year that give a true and fair view of the charity's financial position at the year end and of its surplus or deficit for that period.

In preparing these financial statements, the Trustees must:

- select suitable accounting policies and apply them consistently;
- comply with applicable accounting standards, including FRS 102, subject to any material departures being disclosed and explained in the financial statements;
- state whether the Charities Statement of Recommended Practice (SORP) has been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgements and estimates that are reasonable and prudent; and

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

- prepare the financial statements on a going concern basis, unless it is inappropriate to assume that the charity will continue its operations.

The Trustees are responsible for maintaining proper accounting records which accurately reflect the financial position of the charity at any given time and ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006, as amended by the Charities Accounts (Scotland) Amendment (No. 2) Regulations 2014.

They are also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent and detect fraud and other irregularities.

In so far as the trustees are aware:

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

Risk Management

The Trustees have reviewed the financial position of the charity and are satisfied that Reaching Higher remains a going concern. At year end, the charity held a bank balance of £785,752, with confirmed funding in place for the next 12 months. In addition, unrestricted funds of £433,951 provide cover for approximately 4.6 months of charitable expenditure, which falls comfortably within our reserves policy of three to six months. This ensures that the charity is well positioned to manage its commitments and maintain delivery of its programmes.

The Trustees are mindful of the potential risks associated with funding dependency. In the event that a major funder were to withdraw, the charity's strong reserves and healthy cash balance provide sufficient resilience to sustain core operations while alternative funding is secured. Alongside this, Reaching Higher continues to broaden and diversify its income base, actively building long-term partnerships and exploring new funding opportunities. This reduces reliance on any single source and strengthens the long-term sustainability of the organisation.

The Trustees are confident that Reaching Higher's strong balance sheet, prudent financial management, and proactive fundraising approach provide a secure platform for the future. With healthy reserves, robust cash cover, and confirmed income for the year ahead, the charity is well positioned not only to sustain consistent, high-quality programmes for young people, but also to pursue its ambitions for growth and greater impact.

Plans for Future Periods

Looking ahead to 2025 and beyond, Reaching Higher is committed to building on strong foundations while continuing to grow the scale and depth of our impact. Our priorities for the coming period include:

Sustainability and Resilience - Strengthening our financial sustainability by broadening our funding base, building reserves in line with our policy, and deepening long-term partnerships.

Expanding Mentoring and Youth Leadership - Growing our mentoring programme to reach more young people, equipping them with trusted guidance, role models, and opportunities to develop as future leaders in their communities.

Programme Development - Enhancing the quality and breadth of our provision, ensuring young people can access safe, supportive spaces and experiences that build confidence, wellbeing, and skills for life.

Investing in People and Capacity - Supporting and developing our staff and volunteers, many of whom are from the local community, so that they can continue to inspire, connect, and positively influence young people's lives.

Community Impact - Collaborating with schools, parents, and community organisations to deliver consistent, coordinated support for young people and their families, while enhancing the wider social and cultural life of Croydon and beyond. This work underpins the ongoing development of our Community Engagement Framework strategy.

Investing in Leadership Development and Capacity Building for both Trustees and Staff.

These priorities are underpinned by our commitment to consistency and continuity for young people - ensuring that Reaching Higher remains a reliable voice of hope in their lives. With strong reserves, confirmed funding, and a healthy cash position, the Trustees are confident that the charity is well placed to deliver on these plans and continue to expand its reach and impact in the years ahead.

Reaching Higher
Report of the Trustees
for the Year Ended 31 December 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
07266483 (England and Wales)

Registered Charity number
1137915

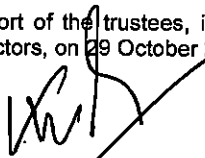
Registered office
Samuel Coleridge Taylor Centre
194 Selhurst Road
London
SE25 6XX

Trustees
Mr M M Rufus
Mr V Thiyagarajah
Ms E Barlow
Ms R Jackson
Mr D Gibson-White
Mr T L McClymont
Mr R A Davis (appointed 28th May 2024)
Ms L A McCullagh (appointed 9th July 2025)

Bank Account
HSBC
54 Woodcote Road
Wallington, Surrey
SM6 0NJ

Auditors
Williams & Co Epsom LLP
Statutory Auditors
8-10 South Street
Epsom
Surrey
KT18 7PF

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 29 October 2025 and signed on the board's behalf by:


V Thiyagarajah - Trustee

Report of the Independent Auditors to the Trustees of Reaching Higher

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Report of the Independent Auditors to the Trustees of Reaching Higher

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatements due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, the audit engagement team made enquiries of management, and those charged with governance, regarding the procedures relating to identifying, evaluating and complying with;

1. laws and regulations and whether they were aware of any instances of non-compliance;
2. detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
3. the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, General Data Protection Regulations, Charities Act 2011 and the Charities Statement of Recommended Practice. We performed audit procedures to detect non-compliance, which may have a material impact on the financial statements. These included reviewing financial statement disclosures and evaluating advice received from external advisors. There were no significant laws and regulations we deemed as having an indirect impact on the financial statements.

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

The audit engagement team identified revenue recognition as the area where the financial statements were most susceptible to material misstatement, especially with respect to timing and the split between restricted and unrestricted funds. Audit procedures performed included but were not limited to testing income recognition and cut-off, and evaluation the need for any provisions to be made in relation to deferred or accrued income.

Testing has also been performed on bank transactions, purchases and journals in relation to identifying any large or unusual transactions that may be misstated, fraudulently or otherwise.

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

**Report of the Independent Auditors to the Trustees of
Reaching Higher**

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Williams & Co Epsom LLP

Statutory Auditors

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

8-10 South Street

Epsom

Surrey

KT18 7PF

Date: 29 October 2025

Reaching Higher

Statement of Financial Activities for the Year Ended 31 December 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	29,060	1,144,632	1,173,692	888,787
Charitable activities	4				
General		33,738	-	33,738	57,459
Investment income	3	14,647	-	14,647	11,230
Total		<u>77,445</u>	<u>1,144,632</u>	<u>1,222,077</u>	<u>957,476</u>
EXPENDITURE ON					
Raising funds	5	-	19,120	19,120	18,918
Charitable activities	6				
General		66,936	1,046,393	1,113,329	858,863
Total		<u>66,936</u>	<u>1,065,513</u>	<u>1,132,449</u>	<u>877,781</u>
NET INCOME		10,509	79,119	89,628	79,695
RECONCILIATION OF FUNDS					
Total funds brought forward		423,442	243,745	667,187	587,492
TOTAL FUNDS CARRIED FORWARD		<u>433,951</u>	<u>322,864</u>	<u>756,815</u>	<u>667,187</u>

The notes form part of these financial statements

Reaching Higher

Balance Sheet 31 December 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	14	7,381	-	7,381	3,070
CURRENT ASSETS					
Debtors	15	33,188	-	33,188	2,741
Cash at bank		<u>462,889</u>	<u>322,863</u>	<u>785,752</u>	<u>742,311</u>
		496,077	322,863	818,940	745,052
CREDITORS					
Amounts falling due within one year	16	(69,506)	-	(69,506)	(80,935)
NET CURRENT ASSETS		<u>426,570</u>	<u>322,864</u>	<u>749,434</u>	<u>664,117</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>433,952</u>	<u>322,863</u>	<u>756,815</u>	<u>667,187</u>
NET ASSETS		<u>433,952</u>	<u>322,863</u>	<u>756,815</u>	<u>667,187</u>
FUNDS	17				
Unrestricted funds				433,952	423,441
Restricted funds				<u>322,863</u>	<u>243,746</u>
TOTAL FUNDS				<u>756,815</u>	<u>667,187</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

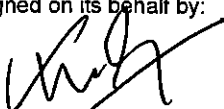
The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

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

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 29 October 2025 and were signed on its behalf by:


V Thiyagarajah - Trustee

The notes form part of these financial statements

Reaching Higher
Cash Flow Statement
for the Year Ended 31 December 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>37,077</u>	<u>87,110</u>
Net cash provided by operating activities		<u>37,077</u>	<u>87,110</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(6,910)	(10,646)
Sale of tangible fixed assets		(1,373)	7,090
Interest received		<u>14,647</u>	<u>11,230</u>
Net cash provided by investing activities		<u>6,364</u>	<u>7,674</u>
Change in cash and cash equivalents in the reporting period			
		43,441	94,784
Cash and cash equivalents at the beginning of the reporting period		<u>742,311</u>	<u>647,527</u>
Cash and cash equivalents at the end of the reporting period		<u>785,752</u>	<u>742,311</u>

The notes form part of these financial statements

Reaching Higher

Notes to the Cash Flow Statement for the Year Ended 31 December 2024

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

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	89,628	79,695
Adjustments for:		
Depreciation charges	3,972	4,780
Interest received	(14,647)	(11,230)
(Increase)/decrease in debtors	(30,447)	13,342
(Decrease)/increase in creditors	(11,429)	523
Net cash provided by operations	<u>37,077</u>	<u>87,110</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24	Cash flow	At 31.12.24
	£	£	£
Net cash			
Cash at bank	<u>742,311</u>	<u>43,441</u>	<u>785,752</u>
	<u>742,311</u>	<u>43,441</u>	<u>785,752</u>
Total	<u>742,311</u>	<u>43,441</u>	<u>785,752</u>

The notes form part of these financial statements

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.

Reaching Higher 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 note(s).

Preparation of the accounts on a going concern basis

The charity is considered to be a going concern based on existing level of reserves and expected future income.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Where grant instalments have not yet been received but where the activity has been completed, income will be recognised in the accounts.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only recognised when the charity is notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised, and more information is given about their contribution in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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 bank.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

(a) Costs of raising funds includes the costs of fundraising events and staff costs associated with fundraising such as bid writing.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

1. ACCOUNTING POLICIES - continued

Expenditure

(b) Expenditure on charitable activities includes the costs of running mentoring projects, community projects, residential camps and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

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 tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable object.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

As part of our commitment to workplace pensions, employees of the charity operates a company pension scheme through NEST (National Employment Savings Trust). All eligible employees are invited to join this scheme, ensuring they have access to a secure and flexible pension arrangement. Contributions from both the employer and employees are paid into this fund in line with statutory requirements and the scheme rules.

The employer's contribution made in 2024 were £45,410 (2023 £29,316) with an employer's contribution rate of 3% of pensionable pay and an employee's contribution of 5% of pensionable pay. The trustees continue to monitor employee and employer contribution rates.

Financial instruments

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

Reaching Higher

Notes to the Financial Statements - continued for the Year Ended 31 December 2024

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Grants	1,144,628	872,912
Donations	<u>29,064</u>	<u>15,875</u>
	<u>1,173,692</u>	<u>888,787</u>

The income from donations and grants was £1,173,692 (2023: £ 888,787), of which £29,060 was unrestricted £1,144,628 (2023: £22,275) and £1,144,632 restricted (2023: £866,512).

Donation income includes corporate funding and contributions specifically raised to support the Easter residential camp programme.

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>14,647</u>	<u>11,230</u>

All of the charity's investment income arises from money held in interest-bearing deposit accounts.

4. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Other Operating Income	9,438	5,329
Income from contracts	<u>24,300</u>	<u>52,130</u>
	<u>33,738</u>	<u>57,459</u>

5. RAISING FUNDS

Other trading activities

	2024	2023
	£	£
Purchases	464	1,276
Wages	<u>18,656</u>	<u>17,642</u>
	<u>19,120</u>	<u>18,918</u>

6. CHARITABLE ACTIVITIES COSTS

	Unrestricted	Restricted	Totals
	£	£	£
Project delivery	48,678	307,783	356,461
Depreciation	3,972	-	3,972
Staffing including training	6,439	659,004	665,443
Support costs	6,794	70,234	77,028
Governance costs	810	28,028	28,838
Sundry costs	<u>243</u>	<u>-</u>	<u>243</u>
Total	<u>66,936</u>	<u>1,065,049</u>	<u>1,131,985</u>

Reaching Higher

Notes to the Financial Statements - continued for the Year Ended 31 December 2024

7. SUPPORT COSTS

	Finance £	Information technology £	Other £	Governance costs £	Totals £
General	<u>1,592</u>	<u>440</u>	<u>74,996</u>	<u>28,838</u>	<u>105,866</u>

8. NET INCOME/(EXPENDITURE)

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

	2024 £	2023 £
Auditors' remuneration	8,760	1,500
Depreciation - owned assets	3,973	4,780
Other operating leases	<u>9,250</u>	<u>-</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

10. STAFF COSTS

	2024 £	2023 £
Wages and salaries	559,486	494,488
Social security costs	29,818	44,691
Other pension costs	<u>45,410</u>	<u>29,316</u>
	<u>634,714</u>	<u>568,495</u>

The average monthly head count was 20 staff (2023:18) and the average monthly number of full-time equivalent employees (including part-time staff) during the year were as follows:

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

	2024	2023
Schools	7	7
Community	8	8
Support and Governance	<u>5</u>	<u>3</u>
	<u>20</u>	<u>18</u>

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

	2024	2023
£60,001 - £70,000	<u>1</u>	<u>-</u>

Pension costs are allocated to activities in proportion to the related staffing costs.

Reaching Higher

Notes to the Financial Statements - continued for the Year Ended 31 December 2024

10. STAFF COSTS - continued

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2023: Nil) neither were they reimbursed expenses during the year (2023: Nil). No charity trustee received payment for professional or other services supplied to the charity (2023: Nil).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	22,275	809,476	888,787
Charitable activities			
General	57,459	-	57,459
Investment income	<u>11,230</u>	<u>-</u>	<u>11,230</u>
Total	<u>90,964</u>	<u>866,512</u>	<u>957,476</u>
EXPENDITURE ON			
Raising funds	1,276	-	1,276
Charitable activities			
General	<u>53,129</u>	<u>823,376</u>	<u>876,505</u>
Total	<u>54,405</u>	<u>823,376</u>	<u>877,781</u>
NET INCOME	36,559	43,136	79,695
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>386,883</u>	<u>200,609</u>	<u>587,492</u>
TOTAL FUNDS CARRIED FORWARD	<u>423,442</u>	<u>243,745</u>	<u>667,187</u>

12. LEGAL STATUS OF THE TRUST

The trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

13. CORPORATION TAX

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Reaching Higher

Notes to the Financial Statements - continued for the Year Ended 31 December 2024

14. TANGIBLE FIXED ASSETS

	Office equipment and furniture £
COST	
At 1 January 2024	14,341
Additions	6,910
At 31 December 2024	<u>21,251</u>
DEPRECIATION	
At 1 January 2024	11,271
Charge for year	3,973
Eliminated on disposal	(1,374)
At 31 December 2024	<u>13,870</u>
NET BOOK VALUE	
At 31 December 2024	<u>7,381</u>
At 31 December 2023	<u>3,070</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	6,500	2,141
Other debtors	-	600
Prepayments and accrued income	<u>26,688</u>	<u>-</u>
	<u>33,188</u>	<u>2,741</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	1	398
Social security and other taxes	11,639	27,414
Pensions payable	3,347	(345)
Accruals	12,911	1,500
Designated funds	<u>41,608</u>	<u>51,968</u>
	<u>69,506</u>	<u>80,935</u>

Building Improvements

	2024 £	2023 £
Opening Balance	51,968	63,144
Grant received from funders	-	-
Grant returned to funders	10,000	-
Building expense	<u>360</u>	<u>11,176</u>
Closing Balance	<u>41,608</u>	<u>51,968</u>

Designated Fund specifically set aside for Building Improvements. This fund has been created to set aside resources for planned refurbishment, maintenance, and development of the charity's premises, ensuring that our facilities continue to provide a safe, welcoming, and effective environment for our youth activities.

The fund is supported by designated grants, which have been specifically provided to cover these building-related improvements. By establishing a separate designated fund, the Trustees are able to clearly track and manage expenditure relating to the property, ensuring that these resources are used exclusively for their intended purpose and aligned with the long-term strategic needs of the charity.

Reaching Higher

Notes to the Financial Statements - continued for the Year Ended 31 December 2024

17. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	423,442	10,510	433,952
Restricted funds			
Core Funding	124,156	115,004	239,160
Creative Media	3,627	(3,627)	-
Mentoring	65,082	(18,406)	46,676
Leadership & Volunteering	<u>50,880</u>	<u>(13,853)</u>	<u>37,027</u>
	<u>243,745</u>	<u>79,118</u>	<u>322,863</u>
TOTAL FUNDS	<u><u>667,187</u></u>	<u><u>89,628</u></u>	<u><u>756,815</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	77,445	(66,935)	10,510
Restricted funds			
Core Funding	925,718	(810,714)	115,004
Creative Media	-	(3,627)	(3,627)
Mentoring	109,457	(127,863)	(18,406)
Leadership & Volunteering	<u>109,457</u>	<u>(123,310)</u>	<u>(13,853)</u>
	<u>1,144,632</u>	<u>(1,065,514)</u>	<u>79,118</u>
TOTAL FUNDS	<u><u>1,222,077</u></u>	<u><u>(1,132,449)</u></u>	<u><u>89,628</u></u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	386,883	36,559	423,442
Restricted funds			
Core Funding	85,804	38,352	124,156
Creative Media	3,627	-	3,627
Mentoring	63,125	1,957	65,082
Leadership & Volunteering	<u>48,053</u>	<u>2,827</u>	<u>50,880</u>
	<u>200,609</u>	<u>43,136</u>	<u>243,745</u>
TOTAL FUNDS	<u><u>587,492</u></u>	<u><u>79,695</u></u>	<u><u>667,187</u></u>

Reaching Higher

Notes to the Financial Statements - continued for the Year Ended 31 December 2024

17. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	90,964	(54,405)	36,559
Restricted funds			
Core Funding	469,173	(430,821)	38,352
Mentoring	316,377	(314,420)	1,957
Leadership & Volunteering	<u>80,962</u>	<u>(78,135)</u>	<u>2,827</u>
	<u>866,512</u>	<u>(823,376)</u>	<u>43,136</u>
TOTAL FUNDS	<u>957,476</u>	<u>(877,781)</u>	<u>79,695</u>

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

	At 1.1.23 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	386,883	47,068	433,951
Restricted funds			
Core Funding	85,804	153,356	239,160
Creative Media	3,627	(3,627)	-
Mentoring	63,125	(16,449)	46,676
Leadership & Volunteering	<u>48,053</u>	<u>(11,025)</u>	<u>37,028</u>
	<u>200,609</u>	<u>122,255</u>	<u>322,864</u>
TOTAL FUNDS	<u>587,492</u>	<u>169,323</u>	<u>756,815</u>

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	156,756	(109,688)	47,068
Restricted funds			
Core Funding	1,406,558	(1,253,202)	153,356
Creative Media	-	(3,627)	(3,627)
Mentoring	425,818	(442,267)	(16,449)
Leadership & Volunteering	<u>190,421</u>	<u>(201,446)</u>	<u>(11,025)</u>
	<u>2,022,797</u>	<u>(1,900,542)</u>	<u>122,255</u>
TOTAL FUNDS	<u>2,179,553</u>	<u>(2,010,230)</u>	<u>169,323</u>

Reaching Higher

Notes to the Financial Statements - continued for the Year Ended 31 December 2024

17. MOVEMENT IN FUNDS - continued

Reaching Higher's reserves are categorised into three main areas — Core Funding, Mentoring, and Leadership & Volunteering — each representing funds set aside for specific purposes that support our charitable objectives.

Core Funding

This reserve supports the essential running costs of the organisation, including staff salaries, office operations, and administrative systems that enable the effective delivery of all programmes. It ensures stability and continuity across our activities.

Mentoring

This reserve is restricted to our youth mentoring programmes, which provide one-to-one and group mentoring for young people aged 11–19. It supports activities such as mentor training, session delivery, safeguarding, and resources that help young people build confidence, resilience, and positive relationships.

Leadership & Volunteering

This reserve funds our leadership development and volunteering initiatives, including the Young Leaders Programme, community volunteering projects, and skills workshops. It enables young people to develop leadership skills, gain experience, and contribute positively to their communities.

Together, these reserves ensure that Reaching Higher can continue to invest in young people's personal growth, community engagement, and long-term development, while maintaining financial stability and transparency in how restricted funds are used.

18. RELATED PARTY DISCLOSURES

During the year trustees donated £4,459 (2023: £5,500) to the charity. No trustee received any benefit in respect of these

Accounts

REACHING HIGHER

Report and unaudited Financial Statements

For the year ended 31 December 2023

Charity number 1137915

Company number 07266483

REACHING HIGHER

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

<i>Contents</i>	<i>Pages</i>
Legal and administrative information	1
Report of the trustees	2-7
Independent Examiner's report	8
Statement of financial activities	9
Balance sheet	10
Cash Flow statement	11
Notes to the financial statements	12-20

REACHING HIGHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mr M Rufus

Mr V Thiyagarajah

Ms E Barlow

Ms R Jackson

Mr W Dalziel (resigned 12 December 2023)

Mr M King (resigned 17 July 2023)

Mr T McClymont (appointed 12 December 2023)

Mr D Gibson-White (appointed 3 August 2023)

Registered Office

Samuel Coleridge Taylor Centre

194 Selhurst Rd

London

SE25 6XX

Bankers

HSBC

54 Woodcote Road

Wallington

Surrey

SM6 0NJ

Independent examiner

Peninsula Accounting Ltd

84 Broad Walk

Blackheath

London

SE3 8ND

Charity number

1137915

Company number

07266483

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their report and financial statements for the year ended 31 December 2023.

Structure Governance & Management

Constitution

The Charity was established under a Memorandum of Association and is governed under its Articles of Association. The Articles were amended on 25 November 2013 to change the charity name to Reaching Higher (previously 'Reachin' Higher').

Organisational Structure

The organisation is ultimately managed by the Board of Trustees which oversees the work of Reaching Higher. All major operational and strategic decisions are made by the Board who met five times during the year either in person or via online conferencing.

Under the Articles, new Trustees are appointed by the Trustee Board and one-third of the members of the Trustee Board (the longest serving) retire at each AGM but are eligible to be re-appointed if they still qualify.

The Managing Director oversees the financial and practical running of the Charity, reporting to the Trustees.

Trustees

Trustees, who are all directors of the company, were recruited based on their broad range of skills and experience. They bring a wide range of experience in working with young people on a professional and/or voluntary basis. 28% of the Board identify as female and 71% identify as coming from Black or other racial minorities.

The Trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when planning their objectives and activities for the year.

Risk Review

The Trustees consider all the major risks the charity is exposed to on an ongoing basis which are held on a risk register. Specifically of note, the Trustees have developed:

A funding strategy which seeks to avoid overreliance on any one source of funding. Reaching Higher is developing diverse funding streams through a range of trusts, government agencies, corporate and personal donors, as well as paid training and delivery contracts.

A Safeguarding Young People policy has been developed to protect the Charities' beneficiaries as well as the Charity's volunteers. This policy ensures all volunteers and staff receive safeguarding training and are subject to an enhanced DBS disclosure check.

Annual Report of the Trustees

Overview and Context

Reaching Higher is a youth charity with a Christian ethos, focused on serving young people of any or no faith, and challenging them to be leaders of their own lives.

Reaching Higher has worked with young people with complex unmet needs in Croydon aged 10-18 since 2004 and registered as a charity and company in 2010. The organisation was established in response to the range of challenges faced by young people growing up in Croydon Borough, including intergenerational poverty, violence, low educational outcomes, and social isolation.

Like many areas of social disadvantage, Croydon is known for its prevalence of gangs, violence, and anti-social behaviour. Young people with complex unmet needs are at increased risk of violence and exploitation as a result of their experiences of trauma and of household poverty, especially if their school attendance is irregular or if they have already been excluded from school.

Areas Of Work

Reaching Higher has two complementary areas of work:

Building strong trusting relationships with young people aged 10-18 who live and/or attend school in Croydon, through school and community-based activities. Across our activities we seek to offer platforms where young people can make an impact and have their voices heard in their community, as well as prioritising strong intergenerational relationships and learning.

Reaching Higher is currently working with seven secondary and three primary schools to provide a range of opportunities for young people to develop their skills and improve their mental well-being. These include in-school transferable skills workshops, after-school clubs and group and individual mentoring schemes.

Our schools-based work is designed as a platform from which to signpost young people to Reaching Higher's community-based programmes, and we have continued to see large numbers of young people attending our evening and school holiday activities after initially encountering Reaching Higher in their schools.

Reaching Higher's community-based work encompasses four weekly youth hubs, four open-access sports sessions and individual mentoring sessions. We also deliver all-day provision in the February and October half terms and the August school holidays.

Building intentional partnerships with a range of other organisations in Croydon working with young people, including schools, alternative provision centres, Social Services, Youth Offending teams and other voluntary and community organisations. We call this our '360 pastoral care' approach. Our intention is to promote better understanding across partnerships of young people's lived experiences and to challenge assumptions that are made about young people's needs. We support young people to articulate these needs themselves to improve the synergy between service providers and community groups in Croydon. We aim to share learning, build capacity and improve practice so larger numbers of young people are sustainably engaged across multiple organisations.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

Vision, Mission, and Commitment to Young People

Vision

Reaching Higher's vision is to see wider communities working together to champion young people to become leaders of change.

Mission

We are here to challenge young people to be leaders of their own lives within their place of influence. We do this by adopting an asset-based approach, helping young people discover the transferable skills they have developed as a result of their lived experience.

Our commitment to young people

At Reaching Higher we are committed to playing our part but recognise that we can't do this in isolation. We believe in building strong and long-lasting relationships with young people to set firm foundations in the years to come via our relational approach. With this in mind, we must collaborate well and establish a united front with everyone who cares for young people and the communities they live in.

Quality Mark Status

We believe in the importance of holding credible quality marks to ensure that our standards of service both reflect best practice and are widely recognised by others. We hold a Gold Status Trauma-Informed Quality Mark. London Youth recently reviewed their Quality Mark processes and we renewed our Bronze level award in 2023.

Growth In Leadership

Reaching Higher was established by Mark and Sherise Hobbs as a small voluntary community project in 2004. Mark continued to lead the organisation in a voluntary capacity as Reaching Higher grew over the following 18 years. When Mark stepped down as voluntary CEO in 2022, Jordan Ignatius, our previous Head of Strategy & Operations, was appointed by the Trustees into the new role of Managing Director. Jordan initially came to Reaching Higher as a young person, becoming first a volunteer and then a staff member over a ten-year period.

More than half of our staff and volunteer team are now Reaching Higher alumni, modelling our desire to empower young people to be changemakers in their own community.

In 2023 Reaching Higher appointed a part-time Executive Director to lead on organisational fundraising and financial governance, releasing the Managing Director's time to focus on strategic growth and partnerships. We also appointed a Senior Therapeutic Practitioner to lead on the implementation of trauma-informed practice across the organisation, including the provision of clinical supervision for all staff.

Key Highlights from 2023

Reaching Higher continued to experience rapid growth in 2023, with demand for young people's services continuing to rise across Croydon. We have continued to expand the number of activities we offer, as well as establishing new statutory and community partnerships.

Activities

Following the success of our drop-in Youth Hub on Thursday evenings, we launched a similar Friday session in partnership with Woodside Baptist Church. We also launched a youth-led café on Monday afternoons in partnership with South Norwood Community Kitchen.

Our range of after-school clubs increased in 2023 to include multi-sports and boxfit, in addition to football and creative arts.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

We launched a community-based basketball project on Wednesday evenings in partnership with Harris Academy South Norwood.

We began a formal partnership with Project 4 Youth Empowerment to increase the number of young people mentored across Croydon, under the scale-up of the Mayor of London's New Deal programme.

Reaching Higher also took part in multi-site research trials with the Centre For Youth Impact which enabled us to expand our community-based formal mentoring, and partnered with Active Communities Network to mentor small groups of young women. Over the course of the year 426 young people received formal mentoring across these partnerships.

We held our first Easter residential camp since 2019 at White Moor Lakes centre in Litchfield, in partnership with three Croydon churches.

We ran a one-week work experience scheme in July 2023 for nine young people from local schools.

We ran our school holiday provision 'RH Hangouts' in February and October half terms and for four weeks in the summer holidays, engaging more than 530 young people. During the summer we were able to offer paid work experience to four of our older young people who supported the various activities each day.

Reaching Higher held our second Community Meal in December 2023 which was attended by over 200 people.

Over the past year at Reaching Higher we have strengthened our Youth Board which has continued to meet monthly to review and provide feedback on our programmes and direction.

Team Growth

Our team grew from 15 paid staff to 19 in 2023, including the creation of two internship roles. For one of these roles, a former service user successfully applied.

Increased Reach

Number of sessions in schools - 790

Number of sessions in the community - 531

Number of contact hours in schools - 8990.42

Number of contact hours in the community - 35653.42

Number of unique young people engaged through schools - 1493

Number of unique young people engaged through community - 1569

These numbers reflect a 61% increase in contact hours overall, and an increase of 29% in the numbers of young people engaged.

Embedding Trauma-Informed Practice

Reaching Higher continued to implement weekly reflective practice spaces for our delivery team, in addition to initiating formal clinical supervision facilitated by our Senior Therapeutic Practitioner.

Our safeguarding approach has continued to develop over the last year in response to increasing levels of need, in particular the increase in contextual safeguarding risks. In recognition of our expertise, Reaching Higher's team is regularly called upon to take part in Child In Need and Child Protection planning meetings, as well as school exclusion panels.

Initiation of Research

Reaching Higher negotiated with the Directorate of Croydon Council to carry out a pilot piece of research in early 2024, which is focused on improving synergy between statutory services and the voluntary and community sector in the Borough.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

What Young People, Partners and Parents/Guardians Say About Reaching Higher:

"The work that you have done with (Child A) has been so good... you have been loyal to him throughout the journey, and he is aware of it. (Child A) has drastically improved... Thank you for sticking with him and being the best mentor that he could possibly imagine having." (Social Worker)

"I'm happy to be here because of all the effort and support they give to us. It helps us make sure we are heard and that our opinions do matter. I'm also happy to be here because I get a good mix of learning how to improve and enjoying my football". (Young Person)

"I like it because it has changed my perspective on a lot of things. It has helped me open up a lot when it comes to my feelings because a lot of the things I never thought I would be able to speak about, I've done a bit better when it comes to doing it." (Young Person)

"School started to become more of a happy place for me as I looked forward to having the sessions." (Young Person)

"I have been consistently impressed with the quality youth workers and mentors that form part of the RH family. It is for this reason that I will continue to send my children to them and support them in any way I can. They are the real deal and have an authentic commitment to the children and young people they serve." (Parent)

Financial Review

In this year Reaching Higher had incoming resources of £957,475 (2022 - £781,046) against expenditure of £877,781 (2022 - £625,102). The net surplus for the year was £79,695 (2022 - £155,944) and the total reserves at the end of the financial year were £667,187 (2022 - £587,492).

Reaching Higher wishes to thank individuals, companies and grant funders for their support in funding the work of the charity during the year.

Our grant funders in 2023 included:

The Paul Hamlyn Foundation, the Berkeley Foundation, the London Marathon Foundation, the Hodge Foundation, Greater London Authority New Deal Fund and New Deal Uplift Fund, the Mayor of London's Violence Reduction Unit, Centre for Youth Impact, the William Wates Memorial Trust, Sport England, BBC Children in Need, the Jack Petchey Foundation, City Bridge Trust, Henry Smith Charity, London Youth, the Rank Foundation, National Lottery Reaching Communities Fund, Croydon Council Holiday Activities Fund, the Taylor Family Foundation, SYP Trust, Souter Trust, the Caring Family Foundation, the Ubele Initiative Enterprise Development Programme, the Laureus Sport For Good Foundation, R&Co4Generations, Croydon Voluntary Action Local Commissioning Fund, Oasis Charitable Trust, the Rayne Foundation and the Active Communities Network.

Reserves policy

The Trustees' policy is to ensure there are sufficient unrestricted reserves to meet the Company's current commitments with an intention that there should be three to six months of total expenditure covered by unrestricted reserves. The trustees acknowledge the social impact of ceasing projects through lack of funding. Our beneficiaries are often the victims of inconsistent support and presence in their lives. Our goal is to be a sustained consistent voice of hope in their lives which can be chaotic. To manage this risk, the trustees seek to ensure sufficient unrestricted funding is available to maintain successful projects through any periods where for any reason funding has been cut and we are in the process of securing further funding for that programme.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees' responsibilities for the financial statements

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

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

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

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the Trustees on 29 July 2024

and signed on their behalf by:

Name

Marvin Rufus

Signature



REACHING HIGHER

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

I report to the charity trustees of Reaching Higher (charity number 1137915, Company number 07266483) on my examination of the accounts of the Company for the year ended 31 December 2023 set out on pages 9 - 20.

Responsibilities and basis of the report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales (ICAEW).

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Name:

Georgina Schoeb FCA

Signed:



Relevant professional qualification or body: Chartered accountant (ICAEW)

Address:

Peninsula Accounting Ltd
84 Broad Walk
London
SE3 8ND

Date:

29 July 2024

REACHING HIGHER**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)**

	Notes	Unrestricted funds £	Restricted funds £	Year to 31/12/23 £	Year to to 31/12/22 £
Income:					
Donations and grants	4	<u>22,275</u>	<u>866,512</u>	<u>888,787</u>	<u>605,041</u>
Income from charitable activities	5	<u>57,459</u>	-	<u>57,459</u>	<u>174,116</u>
Investment income	6	11,230	-	11,230	1,889
Total income		<u>90,964</u>	<u>866,512</u>	<u>957,475</u>	<u>781,046</u>
Expenditure					
Costs of raising funds		1,276	-	1,276	7,916
Expenditure on charitable activities	7	<u>53,129</u>	<u>823,376</u>	<u>876,505</u>	<u>617,186</u>
Total expenditure		<u>54,405</u>	<u>823,376</u>	<u>877,781</u>	<u>625,102</u>
Net transfer between funds	18	-	-	-	-
Net income/(expenditure) and net movement in funds for the year	18	36,559	43,136	79,695	155,944
Reconciliation of funds					
Total funds brought forward	19	<u>386,883</u>	<u>200,609</u>	<u>587,492</u>	<u>431,548</u>
Total funds carried forward	19	<u>423,442</u>	<u>243,745</u>	<u>667,187</u>	<u>587,492</u>

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

REACHING HIGHER
BALANCE SHEET AS AT 31 DECEMBER 2023

Company no: 07266483

	Notes	£	2023 £	2022 Reinstated £
Fixed assets				
Tangible assets	15		3,070	4,294
Total Fixed Assets			3,070	4,294
Current assets				
Debtors	16	2,741		16,083
Cash at bank and in hand		<u>742,312</u>		<u>647,527</u>
Total Current Assets		745,053		663,610
Liabilities				
Creditors: amounts falling due within one year	17	(80,936)		(80,413)
Net current assets			<u>664,119</u>	<u>583,197</u>
Total assets less current liabilities			<u>667,187</u>	<u>587,492</u>
Net Assets			<u>667,187</u>	<u>587,492</u>
The funds of the charity				
Unrestricted funds	19		423,442	386,883
Restricted funds	19		<u>243,745</u>	<u>200,609</u>
Total funds			<u>667,187</u>	<u>587,492</u>

These accounts have been prepared in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The directors are of the opinion that the company is entitled to the exemptions from audit conferred by section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The directors confirm that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006.

The notes on pages 12 to 20 form part of these accounts.

Approved by the Trustees on 29 July 2024

and signed on their behalf by: Name

.....*Marvin Rufus*.....

Signature

.....*[Signature]*.....

REACHING HIGHER**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023**

	<i>Notes</i>	<i>2023</i>	<i>2022</i>
		£	£
Cash provided by (used in) operating activities	20	<u>109,569</u>	124,659
Cash flows from investing activities			
Interest income		<u>(11,230)</u>	<u>1,889</u>
Purchase of tangible fixed assets		<u>(3,556)</u>	<u>(2,097)</u>
Cash provided by (used in) investing activities		(14,786)	(208)
Cash flows from financing activities			
Repayment of borrowing		-	-
Cash used in financing activities			
Increase (decrease) in cash and cash equivalents in the year		94,783	124,451
Cash and cash equivalents at the beginning of the year		647,529	523,078
Total cash and cash equivalents at the end of the year		<u>742,312</u>	<u>647,527</u>

REACHING HIGHER

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Reaching Higher 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 note(s).

b) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. No items were identified which needed restatement and there was therefore no need to present a reconciliation of opening balances.

c) Preparation of the accounts on a going concern basis

The charity is considered to be a going concern based on the existing level of reserves and expected future income.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the Income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Where grant instalments have not yet been received but where the activity has been completed, income will be recognised in the accounts.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

e.) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP(FRS 102), general volunteer time is not recognised, and more information is given about their contribution in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) 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 Bank.

g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds includes the costs of fundraising events and staff costs associated with fundraising such as bid writing.
- Expenditure on charitable activities includes the costs of running mentoring projects, community projects, residential camps and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

REACHING HIGHER

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

k) Tangible fixed assets

Individual fixed assets costing £100 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

Asset Category	Annual rate
----------------	-------------

Office equipment and furniture	33%
--------------------------------	-----

l) Debtors

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

m) Cash at bank and in hand

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

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

As part of our commitment to workplace pensions, employees of the charity are invited to either choose the NEST defined contribution pension scheme or select the Hargreaves Lansdown Vantage Self Invested Personal Pension Scheme. Either option is jointly funded by contributions from employee and employer.

The employer's contributions made in 2023 were £29,316 (2022: £13,408) with an employer's contribution rate of 5% of pensionable pay and an employee's contribution of 5% of pensionable pay. The trustees continue to monitor employee and employer contribution rates.

s) Transition to FRS 102

No restatement of items has been required in making the transition to FRS 102. The transition date was 1 January 2022.

2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 FINANCIAL PERFORMANCE OF THE CHARITY

The summary financial performance of the charity is:

	2023	2022
	£	£
Income	957,475	781,046
Expenditure on charitable activities	(877,781)	(625,102)
Net income	79,695	155,944
Total funds brought forward	<u>587,492</u>	<u>431,548</u>
Total funds carried forward	667,187	587,492
Represented by:		
Restricted income funds	243,745	200,609
Unrestricted income funds	<u>423,441</u>	<u>386,883</u>
	667,187	587,492

4 INCOME FROM DONATIONS AND GRANTS

	2023	2022
	£	£
Donations	15,875	11,668
Grants	<u>872,912</u>	<u>593,373</u>
	888,787	605,041

The income from donations and grants was £887,787 (2022: £605,041) of which £22,275 was unrestricted (2022: £52,847) and £866,512 was restricted (2022: £552,194).

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

REACHING HIGHER**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023****5 INCOME FROM CHARITABLE ACTIVITIES**

	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>Total 2023</i>	<i>Total 2022</i>
	£	£	£	£
Income from contracts	52,130	-	52,130	172,466
Other Operating Income	<u>5,329</u>	<u>-</u>	<u>5,329</u>	<u>1,650</u>
	<u>57,459</u>	<u>-</u>	<u>57,459</u>	<u>174,116</u>

6 INVESTMENT INCOME

All of the charity's investment income of £11,230 (2022: £1,889) arises from money held in interest-bearing deposit accounts.

7 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Schools	Community	Home	Total
	£	£	£	£
Project delivery	7,808	152,106	27,766	187,680
Depreciation	2,390	1,912	478	4,780
Staffing including Training	299,905	239,924	59,981	599,810
Support costs (see note 9)	39,769	32,001	7,954	79,724
Governance costs (see note 9)	2,255	1,804	451	4,511
Total	352,128	427,748	96,630	876,505

Expenditure on charitable activities was £876,505 (2022: £617,186) of which £53,129 was unrestricted (2022: £100,478) and £823,376 was restricted (2022: £516,708).

8 Summary analysis of expenditure and related income for charitable activities

This table shows the cost of the three main charitable activities and the sources of income directly to support those activities.

	Schools	Community	Home	Total
	£	£	£	£
Costs	(352,128)	(427,748)	(96,630)	(876,505)
Direct grant support	352,128	410,268	87,291	849,687
Net costs funded from other income	-	(17,479)	(9,339)	(26,818)

9 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

	Support	Governance	Total	Basis of apportionment
	£	£	£	
Office costs & administration	79,724	-	79,724	Support
Insurance	-	3,011	3,011	Governance
Independent examination	-	1,500	1,500	Governance
Total	79,724	4,511	84,235	

10 NET INCOME/(EXPENDITURE) AFTER CHARGING:

This is stated after charging:

	2023	2022
	£	£
Depreciation	4,780	5,958
Accountancy services	<u>13,237</u>	<u>8,325</u>
	18,018	14,283

11 ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2023	2022
	£	£
Salaries and wages	494,488	379,988
Social security costs	44,692	32,628
Pension costs	29,316	17,252
Total	568,496	429,868

No employees had employee benefits in excess of £60,000 (2022: £nil). Pension costs are allocated to activities in proportion to the related staffing costs.

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

REACHING HIGHER

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

The key management personnel of the charity comprise the trustees and the Chief Executive Officer who acts in a part time voluntary capacity. The total employee benefits of the key management personnel of the Trust were £nil (2022: £nil).

12 STAFF NUMBERS

The average monthly head count was 18 staff (2022: 17 staff) and the average monthly number of full-time equivalent employees (including part-time staff) during the year were as follows:

	2023 Number	2022 Number
Schools	7	6
Community	8	10
Support and Governance	3	1
Total	18	17

13 RELATED PARTY TRANSACTIONS

No Trustees gave personal donations, but William Dalziel's family foundation (54:2 Foundation) gave £500 towards Summer Blitz via the Big Give online campaign and a separate £5,000 towards the building project fund. The charity has no other related party transactions which require disclosure under FRS102.

14 CORPORATION TAX

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

15 TANGIBLE FIXED ASSETS

	Fixtures & Equipment £	Total £
Cost		
At 1 January 2023	17,875	17,875
Additions	3,556	3,556
Disposals	(7,090)	(7,090)
At 31 December 2023	<u>14,341</u>	<u>14,341</u>
Depreciation		
At 1 January 2023	13,581	13,581
For the year	4,780	4,780
Adjustments for disposals	(7,090)	(7,090)
At 31 December 2023	<u>11,271</u>	<u>11,271</u>
Net book value		
At 31 December 2023	<u>3,070</u>	<u>3,070</u>
At 31 December 2022	<u>4,294</u>	<u>4,294</u>

REACHING HIGHER**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023****16 DEBTORS**

	2023	2022
	£	£
Trade debtors	2,741	16,083
Prepayments	-	-
	<u>2,741</u>	<u>16,083</u>

17 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Taxation and social security	27,813	13,801
Accruals	1,155	3,468
Deferred Income	<u>51,968</u>	<u>63,144</u>
	<u>80,936</u>	<u>80,413</u>

18 ANALYSIS OF CHARITABLE FUNDS

	Balance at 01.01.2023	Incoming resources	Resources expended	Transfers	Balance at 31.12.2023
	£	£	£	£	£
General fund	386,883	90,964	(54,405)	-	423,441
<i>Restricted funds</i>					
Core Funding	85,804	469,173	(430,821)	-	124,156
Creative Media	3,627	-	-	-	3,627
Mentoring	63,125	316,377	(314,420)	-	65,082
Leadership & Volunteering	48,053	73,689	(53,846)	-	48,053
Restricted Funds Total	200,609	866,512	(823,376)	-	243,745
	<u>587,492</u>	<u>957,475</u>	<u>(877,781)</u>	<u>-</u>	<u>667,187</u>

Core funding relates to funding designated towards the core activities of the organisation.
Creative Media relates to projects associated with media and youth voice.

Mentoring relates to the mentoring project and includes full circle from the previous year.
Leadership & Volunteering relates to our Forerunners and Leaders In Training programme which develops leadership skills in young people aged 13-21.

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Tangible fixed assets	3,070	-	3,070	4,294
Current assets	420,948	324,105	745,053	663,613
Current liabilities	(576)	(80,360)	(80,936)	(80,413)
	<u>423,442</u>	<u>243,745</u>	<u>667,187</u>	<u>587,492</u>

REACHING HIGHER**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023**

20 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net movement in funds	79,695	155,944
Add back depreciation charge	4,780	5,958
Deduct interest income	11,230	(1,889)
Decrease/(increase) in debtors	13,340	(16,083)
Increase/(decrease) in creditors	524	(19,271)
Net cash used in operating activities	<u>109,569</u>	<u>124,659</u>

Accounts

REACHING HIGHER

Report and unaudited Financial Statements

For the year ended 31 December 2022

Charity number 1137915

Company number 07266483

REACHING HIGHER

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

<i>Contents</i>	<i>Pages</i>
Legal and administrative information	1
Report of the trustees	2-8
Independent Examiner's report	9
Statement of financial activities	10
Balance sheet	11
Cash Flow statement	12
Notes to the financial statements	13-21

REACHING HIGHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mr M Rufus
Ms H Thomas (resigned 22 June 2022)
Mr V Thiyagarajah
Ms E Barlow
Mr W Dalziel
Mr M King
Ms R Jackson (appointed 26 April 2022)

Registered Office

Samuel Coleridge Taylor Centre
194 Selhurst Rd
London
SE25 6XX

Bankers

HSBC
54 Woodcote Road
Wallington
Surrey
SM6 0NJ

Independent examiner

Peninsula Accounting Ltd
84 Broad Walk
Blackheath
London
SE3 8ND

Charity number

1137915

Company number

07266483

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their report and financial statements for the year ended 31 December 2022.

Structure Governance & Management

Constitution

The Charity was established under a Memorandum of Association and is governed under its Articles of Association. The Articles were amended on 25 November 2013 to change the charity name to Reaching Higher (previously 'Reachin' Higher').

Organisational Structure

The organisation is ultimately managed by the Board of Trustees which oversees the work of Reaching Higher. All major operational and strategic decisions are made by the Board who met five times during the year either in person or via online conferencing.

Under the Articles, new Trustees are appointed by the Trustee Board and one-third of the members of the Trustee Board (the longest serving) retire at each AGM but are eligible to be re-appointed if they still qualify.

The Chief Executive who served in a voluntary capacity for many years stepped down in September 2023. He was replaced with a paid Managing Director, who now oversees the financial and practical running of the Charity, reporting into the Trustees.

Trustees

Trustees, who are all Directors of the company, were recruited based on their broad range of skills and experience. They bring a wide range of experience in working with young people on a professional and/or voluntary basis. 40% of the Board identify as female and 60% identify as coming from Black or other racial minorities.

The Trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when planning their objectives and activities for the year.

Risk Review

The Trustees consider all the major risks the charity is exposed to on an ongoing basis which are held on a risk register. Specifically of note, the Trustees have developed:

A funding strategy which seeks to avoid overreliance on any one source of funding. Reaching Higher is developing diverse funding streams through a range of trusts, government agencies, corporate and personal donors.

A Safeguarding Young People policy has been developed to protect the Charities' beneficiaries as well as the Charity's volunteers. This policy ensures all volunteers receive safeguarding young people training and are subject to an extended DBS disclosure check.

Annual Report of the Trustees

Overview and Context

Reaching Higher is a youth charity with a Christian ethos, focused on serving young people of any or no faith, and challenging them to be leaders of their own lives.

Reaching Higher has worked with vulnerable young people in Croydon aged 10-18 since 2004 and registered as a charity and company in 2010. The organisation was established in response to the range of challenges faced by young people growing up in Croydon Borough, including intergenerational poverty, violence, low educational outcomes, and social isolation.

Like many areas of social disadvantage, Croydon is known for its prevalence of gangs, violence, and anti-social behaviour. Vulnerable young people are at increased risk of grooming, violence, and

exploitation as a result of their experiences of trauma and of household poverty, especially if their school attendance is irregular or if they have already been excluded from school.

Reaching Higher's aim is to empower young people to be leaders of their own lives, making positive contributions to their communities and achieving their potential. Reaching Higher uses an asset-based approach which encourages young people to discover the transferable skills they have developed as a result of their lived experience, and one of our core values is to be youth-led. Over the past year we have established a Youth Board which meets monthly to review and feed back on Reaching Higher's programmes and direction.

Reaching Higher are committed to sharing our learning with other youth-focused organisations working in Croydon and beyond. We have cultivated an organisation that is built by and for young people and local leaders from the community of Croydon and its neighbouring boroughs.

Areas Of Work

Reaching Higher is currently working with six secondary and four primary schools to provide a range of opportunities for vulnerable young people to develop their skills and improve their mental well-being. The proportion of students at our partner schools with an SEN Education Health and Care Plan is the third highest in London, well above the national average. The numbers of students in Croydon eligible for free school meals is also above the national average.

We have learned extensively from the delivery of our programmes and from dialogue with school staff, parents, guardians, and young people themselves, as well as from Reaching Higher's increasingly close partnerships with Croydon community-based organisations, Croydon Police, and other local authority service providers such as the Youth Offending Service, Early Help and Children's Services. Consequently, we have developed and refined our 'triangulation' approach, working with schools, community organisations and young people and their families.

Reaching Higher aims to support and champion young people across three critical areas of their lives – school, community, and home – and to recognise the value of strong and consistent partnerships between schools, community-based organisations, and families. With the young person at the centre of this triangulation approach, we believe that the best way to impact the life of a young person is to have an insight into all three areas. Whilst we recognise that we cannot control any of these areas we strongly believe that we can positively influence them.

We want to help schools to leverage their unique connections with their local communities and to support them to convene an integrated network of support services and statutory agencies who communicate well for the benefit of children and their families.

Our work focuses on young people who are at risk of under-attainment and exclusion from school. Reaching Higher aims to support young people so that they can learn more effectively and achieve their potential at school, but equally importantly to support schools to serve their young people holistically.

In broad terms, Reaching Higher's programmes encompass:

- In-school transition support workshops for Year 6 students as they prepare to move to Year 7
- In-school transferable skills workshops for Years 7-10
- In-school group mentoring sessions for Years 6-10
- In-school 1:1 mentoring sessions for Years 6-10
- After-school clubs for Years 6-10
- Community evening activities based around sports, creative arts, youth leadership and employability
- 1:1 mentoring in community locations
- Drop-in youth hub provision on two weekday evenings
- Supporting youth-led social action initiatives
- School holiday provision in October and February half terms, Easter, and Summer holidays

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Our intention is that young people who engage in Reaching Higher's activities in their school are also encouraged to participate in our range of community-based activities (or are encouraged to be referred to our partner organisations), to deepen our engagement and widen the range of support available to them.

All Reaching Higher activities are designed to help young people build friendships with peers and positive relationships with safe adults, improve emotional resilience and independent living skills, and reduce their risk of exclusion from school. Across each of our activities, our team uses an explicitly trauma-informed approach.

Vision, Mission, and Commitment to Young People

Vision

Reaching Higher's vision is to see wider communities working together to champion young people to become leaders of change.

Mission

We are here to challenge young people to be leaders of their own lives within their place of influence. We do this by adopting an asset-based approach, helping them discover the transferable skills they have developed as a result of their lived experience.

Our commitment to young people

All of us at Reaching Higher are committed to playing our part but recognise that we can't do this in isolation. We believe in building strong and long-lasting relationships with young people to set firm foundations in the years to come via our relational approach. With this in mind, we must collaborate well and establish a united front with everyone who cares for young people and the communities they live in.

Quality Mark Status

We believe in the importance of holding credible quality marks to ensure that our standards of service both reflect best practice and are widely recognised by others. We hold a Gold Status Trauma-Informed Quality Mark. London Youth have recently reviewed their Quality Mark processes and we are currently renewing our status with them.

Change In Leadership

Reaching Higher was established by Mark and Sherise Hobbs as a small voluntary community project in 2004. Mark continued to lead the organisation in a voluntary capacity as Reaching Higher grew over the following 18 years.

One of Reaching Higher's core values is to be youth-led, and we also prioritise sustainable growth. In recognition of both these values, Mark and the Trustees carefully considered the organisation's leadership strategy and future during 2021 and decided together that the time had arrived for Mark to step away from leading Reaching Higher. We are so grateful to Mark for his vision and commitment to Reaching Higher over the past 18 years and for all that he has invested in the team and our young people.

Jordan Ignatius, our previous Head of Strategy & Operations, was appointed by the Trustees into the new role of Managing Director of Reaching Higher on 1st September 2022, following a thorough handover process. Jordan initially came to Reaching Higher as a young person, becoming first a volunteer and then a staff member over ten years. Jordan understands Reaching Higher's work and context deeply. He has excellent relationships with our range of partners and a clear vision of what our organisational priorities need to be over the coming months and years.

Key Highlights from 2022

Reaching Higher continued to experience rapid growth in 2022, at a time when the need for young people's services has increased immensely after the Covid19 pandemic. We have not only expanded the scale of our activities and increased the number of young people we work with, but also the depth of the interventions we offer.

Partnership Working

Reaching Higher has embedded partnerships with Croydon's Youth Offending Service, Early Help Team and inclusion/pastoral care teams across eight schools, developing robust referral pathways for the most vulnerable young people in the Borough to engage sustainably with our programmes. These partnerships have expanded the reach and impact of our work, resulting in an increase in the number of young people we work with and expanding our reach to young people with higher levels of vulnerability.

Team Growth

Our team grew by 80% in 2021 and a further 20% in 2022, facilitating opportunities to raise up and equip new young leaders, primarily through paid internship and delivery roles for which several former Reaching Higher service users successfully applied. These roles have reduced our dependence on sessional workers and have improved the consistency of our work.

Increased Reach

Number of sessions in schools - 710

Number of sessions in the community - 260

Number of contact hours in schools – 8,104.92

Number of contact hours in the community – 19,492.00

Number of unique young people engaged through schools - 1160

Number of unique young people engaged through community – 1209

These numbers reflect a 17% increase in contact hours overall, and an increase of over 300% in the numbers of young people engaged.

Focus On Trauma-Informed Practice

Reaching Higher has embraced trauma-informed practice as an evidence-led and research-based approach. In response to the increasing levels of need presented by young people, Reaching Higher has prioritised training in mental health first aid for our team, in addition to implementing reflective practice spaces and clinical supervision facilitated by a trained counsellor on staff.

Our safeguarding approach has further developed over the last year in response to increasing levels of need as a result of both the pandemic and the cost-of-living crisis. In recognition of our expertise, Reaching Higher's Safeguarding Team has been called upon to co-facilitate and support safeguarding conferences held by Croydon Council. The Team also participates as members of the Croydon Safeguarding Children Partnership steering group and sit on school exclusion panels. In these contexts we are able to speak as trusted adults with whom young people voluntarily and consistently engage.

Contribution to Research

In December 2021 Reaching Higher was invited to take part in a research pilot project involving multi-site trials of our mentoring approach, co-ordinated by the Centre For Youth Impact and the Youth Endowment Fund. This pilot is scheduled to end in December 2023 and has significantly contributed to the growth of our mentoring provision.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Programmes Growth

In 2022 Reaching Higher launched a drop-in Youth Hub on Thursday evenings which has proved to be very popular with our young people. We began formally mentoring and training other local youth organisations as part of the Mayor of London's New Deal programme, sharing our learning around asset-based, youth-led early intervention initiatives. Under the New Deal programme, Reaching Higher has increased our school and community-based formal mentoring provision, including bespoke one-to-one mentoring for young people at high risk of exclusion from school. We also launched an annual Community Meal which was designed and implemented by our young people. This event took place in December and was attended by over 80 people.

Expansion of RH Hangouts

In 2022 Reaching Higher increased our school holiday provision, engaging 531 young people through seven weeks over the February, Easter, August and October holidays. In the Summer we ran two simultaneous locations for the first time; one in the north of the Borough and the other in the south.

What Young People and Parents/Guardians Say About Reaching Higher:

"Reaching Higher is a really good place, the staff are relatable, funny, kind and very encouraging. Reaching Higher makes me feel very safe, I am able to rely on my mentors as they have helped me become who I am today. Reaching Higher has made me a lot more confident, even my mum has mentioned that ever since the team has mentored me, she has seen a huge difference. Another impact on my life is that I now feel better about myself and I actually now explore new things in life so I can make the most of it." **(Young Person, Mentoring Programme)**

"You guys are absolutely brilliant, Reaching Higher has helped (my child) so much. I have never seen her this confident within herself. Ever since Reaching Higher has supported (my child) I have seen a huge improvement in her behaviour. Now I can say she enjoys going to school. The support and encouragement her mentor is giving, is really pushing her into the right direction and (my child) keeps mentioning that she cannot wait until her mentor and the rest of Reaching Higher staff is back. Thank you, guys, so much." **(Parent of young person on Mentoring Programme)**

"I guess I have always been a leader, but due to my shyness I have never been able to let that happen. Since I have started to come to Reaching Higher I have felt more comfortable as a leader and been able to express myself more freely." **(Young Person, Sports Programme)**

"I feel very positive about the programme. I feel like it gives young people an area where they can speak about their social life, they can talk about any issues they face throughout the week. It is also informative. It always has a main focus, a point of subject which we are able to look into. It gives children something to focus on and think about outside of normal education." **(Young Person, Leadership Programme)**

"I have found the sessions inspiring, fun and helpful. I have learned new stuff here, like how to draw and it is good for meeting new people. I am happy to be here because it is the highlight of my day; after a long day at school I can come here and have fun and relax from studying." **(Young Person, Creative Arts Programme)**

Financial Review

In this year Reaching Higher had incoming resources of £781,046 against expenditure of £625,102. The net surplus for the year was £155,944 and the reserves at the end of the financial year were £587,492.

Reaching Higher wishes to thank individuals, companies and grant funders for their support in funding the work of the charity during the year.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Our grant funders in 2022 included: London Community Response Fund, Reedham Children's Trust, the Paul Hamlyn Foundation, Greater London Authority New Deal Fund, Mayor of London's Violence Reduction Unit, Centre for Youth Impact, the William Wates Memorial Trust, Sport England, BBC Children in Need, the Jack Petchey Foundation, City Bridge Trust, Henry Smith Charity, London Youth, the Rank Foundation, National Lottery Reaching Communities Fund, Croydon Council Holiday Activities Fund, the Taylor Family Foundation, SYP Trust, Souter Trust, the Rayne Foundation, Clarion Futures, ThriveLDN, the Charles Hayward Foundation and AB Charitable Trust.

Reserves policy

The Trustees' policy is to ensure there are sufficient unrestricted reserves to meet the Company's current commitments with an intention that there should be three to six months of total expenditure covered by unrestricted reserves. The trustees acknowledge the social impact of ceasing projects through lack of funding. Our beneficiaries are often the victims of inconsistent support and presence in their lives. Our goal is to be a sustained consistent voice of hope in their lives which can be chaotic. To manage this risk, the trustees seek to ensure sufficient unrestricted funding is available to maintain successful projects through any periods where for any reason funding has been cut and we are in the process of securing further funding for that programme.

Trustees' responsibilities for the financial statements

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

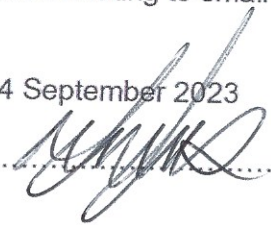
Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that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

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

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the Trustees on 14 September 2023

and signed on their behalf by:.....

I report to the charity trustees of Reaching Higher (charity number 1137915, Company number 07266483) on my examination of the accounts of the Company for the year ended 31 December 2022 set out on pages 10-22.

Responsibilities and basis of the report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales (ICAEW).

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Name: Georgina Schoeb FCA 

Relevant professional qualification or body: Chartered accountant (ICAEW)

Address: Peninsula Accounting Ltd
84 Broad Walk
London
SE3 8ND

Date: 12 September 2023

REACHING HIGHER**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2022
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)**

	Notes	Unrestricted funds £	Restricted funds £	Year to 31/12/22 £	Year to to 31/12/21 £
Income:					
Donations and grants	4	<u>52,847</u>	<u>552,194</u>	<u>605,041</u>	<u>525,504</u>
Income from charitable activities	5	<u>174,116</u>	-	<u>174,116</u>	<u>99,976</u>
Investment income	6	<u>1,889</u>	-	<u>1,889</u>	<u>712</u>
Total income		<u>228,852</u>	<u>552,194</u>	<u>781,046</u>	<u>625,893</u>
Expenditure					
Costs of raising funds		<u>7,916</u>	-	<u>7,916</u>	<u>7,180</u>
Expenditure on charitable activities	7	<u>100,478</u>	<u>516,708</u>	<u>617,186</u>	<u>442,657</u>
Total expenditure		<u>108,395</u>	<u>516,708</u>	<u>625,102</u>	<u>449,837</u>
Net transfer between funds	18	-	-	-	-
Net income/(expenditure) and net movement in funds for the year	18	120,458	35,486	155,944	176,056
Reconciliation of funds					
Total funds brought forward	19	<u>266,425</u>	<u>165,123</u>	<u>431,548</u>	<u>255,492</u>
Total funds carried forward	19	<u>386,883</u>	<u>200,609</u>	<u>587,492</u>	<u>431,548</u>

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

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	15		4,294		8,155
Total Fixed Assets			4,294		8,155
Current assets					
Debtors	16	16,083		-	
Cash at bank and in hand		<u>647,527</u>		<u>523,076</u>	
Total Current Assets		663,610		523,076	
Liabilities					
Creditors: amounts falling due within one year	17	(80,413)		(99,683)	
Net current assets			<u>583,197</u>		<u>423,393</u>
Total assets less current liabilities			<u>587,492</u>		<u>431,548</u>
Net Assets			<u>587,492</u>		<u>431,548</u>
The funds of the charity					
Unrestricted funds	19		155,944		176,056
Restricted funds	19		<u>431,548</u>		<u>255,492</u>
Total funds			<u>587,492</u>		<u>431,548</u>

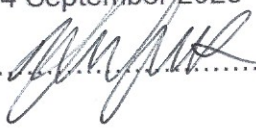
These accounts have been prepared in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The directors are of the opinion that the company is entitled to the exemptions from audit conferred by section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The directors confirm that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006.

The notes at pages 13 to 21 form part of these accounts.

Approved by the Trustees on 14 September 2023

and signed on their behalf by:.....


REACHING HIGHER**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2022**

	<i>Notes</i>	<i>2022</i>	<i>2021</i>
		£	£
Cash provided by (used in) operating activities	20	<u>124,659</u>	253,944
Cash flows from investing activities			
Interest income		<u>1,889</u>	<u>712</u>
Purchase of tangible fixed assets		(2,097)	(8,688)
Cash provided by (used in) investing activities		(208)	(7,975)
Cash flows from financing activities			
Repayment of borrowing		-	-
Cash used in financing activities			
Increase (decrease) in cash and cash equivalents in the year		124,451	245,969
Cash and cash equivalents at the beginning of the year		523,078	277,108
Total cash and cash equivalents at the end of the year		<u>647,527</u>	<u>523,078</u>

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Reaching Higher 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 note(s).

b) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. No items were identified which needed restatement and there was therefore no need to present a reconciliation of opening balances.

c) Preparation of the accounts on a going concern basis

The charity is considered to be a going concern based on the existing level of reserves and expected future income.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the Income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Where grant instalments have not yet been received but where the activity has been completed, income will be recognised in the accounts.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

e.) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP(FRS 102), general volunteer time is not recognised, and more information is given about their contribution in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) 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 Bank.

g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds includes the costs of fundraising events and staff costs associated with fundraising such as bid writing.
- Expenditure on charitable activities includes the costs of running mentoring projects, community projects, residential camps and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

REACHING HIGHER

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

k) Tangible fixed assets

Individual fixed assets costing £100 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

Asset Category Annual rate

Office equipment and furniture 33%

l) Debtors

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

m) Cash at bank and in hand

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

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

As part of our commitment to workplace pensions, employees of the charity are invited to either choose the NEST defined contribution pension scheme or select the Hargreaves Lansdown Vantage Self Invested Personal Pension Scheme. Either option is jointly funded by contributions from employee and employer.

The employer's contributions made in 2022 were £13,408 (2021: £5,386) with an employer's contribution rate of 5% of pensionable pay and an employee's contribution of 5% of pensionable pay. The trustees continue to monitor employee and employer contribution rates.

s) Transition to FRS 102

No restatement of items has been required in making the transition to FRS 102. The transition date was 1 January 2021.

2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 FINANCIAL PERFORMANCE OF THE CHARITY

The summary financial performance of the charity is:

	2022 £	2021 £
Income	781,046	625,893
Expenditure on charitable activities	(625,102)	(449,837)
Net income	155,944	176,056
Total funds brought forward	<u>431,548</u>	<u>255,492</u>
Total funds carried forward	587,492	431,548
Represented by:		
Restricted income funds	200,609	166,123
Unrestricted income funds	<u>386,883</u>	<u>266,425</u>
	587,492	431,548

4 INCOME FROM DONATIONS AND GRANTS

	2022 £	2021 £
Donations	11,668	14,462
Grants	<u>593,373</u>	<u>511,042</u>
	605,041	525,504

The income from donations and grants was £605,041 (2021: £525,504) of which £52,847 was unrestricted (2021: £105,776) and £552,194 was restricted (2021: £419,728).

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

REACHING HIGHER**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022****5 INCOME FROM CHARITABLE ACTIVITIES**

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>Total 2022</i> £	<i>Total 2021</i> £
Income from contracts	172,466	-	172,466	99,388
Other Operating Income	<u>1,650</u>	<u>-</u>	<u>1,650</u>	<u>289</u>
	<u>174,116</u>	<u>-</u>	<u>174,116</u>	<u>99,676</u>

6 INVESTMENT INCOME

All of the charity's investment income of £1,889 (2021: £712) arises from money held in interest bearing deposit accounts.

7 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	<i>Schools</i> £	<i>Community</i> £	<i>Home</i> £	<i>Total</i> £
Project delivery	9,565	82,122	3,226	94,914
Depreciation	2,979	2,383	596	5,958
Staffing including Training	224,252	179,402	44,850	448,504
Support costs (see note 9)	32,220	25,863	6,444	64,527
Governance costs (see note 9)	1,716	1,373	343	3,432
Total	270,658	291,083	55,445	617,186

Expenditure on charitable activities was £617,186 (2021: £442,657) of which £100,478 was unrestricted (2021: £80,524) and £516,708 was restricted (2021: £362,133).

8 Summary analysis of expenditure and related income for charitable activities

This table shows the cost of the three main charitable activities and the sources of income directly to support those activities.

	Schools	Community	Home	Total
	£	£	£	£
Costs	(270,658)	(291,083)	(55,445)	(617,186)
Direct grant support	255,150	278,885	55,445	589,481
Net costs funded from other income	(15,508)	(12,198)	-	(27,706)

9 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

	Support	Governance	Total	Basis of apportionment
	£	£	£	
Office costs & administration	64,527	-	64,527	Support
Insurance	-	1,982	1,982	Governance
Independent examination	-	1,300	1,300	Governance
Total	64,527	3,282	67,810	

10 NET INCOME/(EXPENDITURE) AFTER CHARGING:

This is stated after charging:

	2022	2021
	£	£
Depreciation	5,958	6,155
Accountancy services	<u>8,325</u>	<u>1,000</u>
	14,283	7,155

REACHING HIGHER

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

11 ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2022 £	2021 £
Salaries and wages	379,988	286,593
Social security costs	32,628	18,230
Pension costs	17,252	13,408
Total	429,868	318,231

No employees had employee benefits in excess of £60,000 (2021: £nil). Pension costs are allocated to activities in proportion to the related staffing costs.

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

The key management personnel of the charity comprise the trustees and the Managing Director.

12 STAFF NUMBERS

The average monthly head count was 17 staff (2021: 12 staff) and the average monthly number of full-time equivalent employees (including part-time staff) during the year were as follows:

	2022 Number	2021 Number
Schools	6	4
Community	10	7
Support and Governance	1	1
Total	17	12

13 RELATED PARTY TRANSACTIONS

The charity has no related party transactions which require disclosure under FRS102.

14 CORPORATION TAX

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

REACHING HIGHER**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022****15 TANGIBLE FIXED ASSETS**

	Fixtures & Equipment £	Total £
Cost		
At 1 January 2022	18,466	18,466
Additions	2,097	2,097
Disposals	<u>(2,688)</u>	<u>(2,688)</u>
At 31 December 2022	<u>17,875</u>	<u>17,875</u>
Depreciation		
At 1 January 2022	10,311	10,311
For the year	5,958	5,958
Adjustments for disposals	<u>(2,688)</u>	<u>(2,688)</u>
At 31 December 2022	<u>13,581</u>	<u>13,581</u>
Net book value		
At 31 December 2022	<u>4,294</u>	<u>4,294</u>
At 31 December 2021	<u>8,155</u>	<u>8,155</u>

16 DEBTORS

	2022 £	2021 £
Trade debtors	16,083	-
Prepayments	<u>-</u>	<u>-</u>
	<u>16,083</u>	<u>-</u>

17 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Taxation and social security	13,801	6,882
Accruals	3,468	11,324
Deferred Income	<u>63,144</u>	<u>81,477</u>
	<u>80,413</u>	<u>99,683</u>

18 ANALYSIS OF CHARITABLE FUNDS

	Balance at 01.01.2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31.12.2022 £
General fund	266,425	228,852	(108,395)	-	386,883
<i>Restricted funds</i>					
Core Funding	89,615	342,875	(346,686)	-	85,804
Creative Media	9,539	-	(5,912)	-	3,627
Mentoring	37,759	135,630	(110,264)	-	63,125
Leadership & Volunteering	28,210	73,689	(53,846)	-	48,053
Restricted Funds Total	165,123	552,194	(516,708)	-	200,609
	<u>431,548</u>	<u>781,046</u>	<u>(625,102)</u>	<u>-</u>	<u>587,492</u>

Core funding relates to funding designated towards the core activities of the organisation.
Creative Media relates to projects associated with media and youth voice.
Mentoring relates to the mentoring project and includes full circle from the previous year.
Leadership & Volunteering relates to our Forerunners and Leaders In Training programme which develops leadership skills in young people age 13-21.

The transfers from unrestricted funds represent expenditure in excess of restricted income being met by unrestricted reserves.

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Tangible fixed assets	4,294	-	4,294	8,155
Current assets	383,674	279,939	663,613	523,076
Current liabilities	(1,085)	(79,328)	(80,413)	(99,683)
	<u>386,883</u>	<u>200,609</u>	<u>587,492</u>	<u>431,548</u>

20 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net movement in funds	155,944	176,056
Add back depreciation charge	5,958	6,155
Deduct interest income	(1,889)	(712)
Decrease/(increase) in debtors	(16,083)	15,500
Increase/(decrease) in creditors	(19,271)	56,945
Net cash used in operating activities	<u>124,659</u>	<u>253,944</u>

Accounts

REACHING HIGHER

Report and unaudited Financial Statements

For the year ended 31 December 2021

Charity number 1137915

Company number 07266483

<i>Contents</i>	<i>Pages</i>
Legal and administrative information	1
Report of the trustees	2-6
Independent Examiner's report	12
Statement of financial activities	13
Balance sheet	14
Cash Flow statement	15
Notes to the financial statements	16-25

REACHING HIGHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mr M Rufus
Ms H Thomas (resigned 22 June 2022)
Mr V Thiyagarajah
Ms E Barlow
Mr W Dalziel
Mr M King
Ms R Jackson (appointed 26 April 2021)

Registered Office

South Norwood Methodist Church
Suffolk Road
London
SE25 6EG

Bankers

HSBC
54 Woodcote Road
Wallington
Surrey
SM6 0NJ

Independent examiner

Peninsula Accounting Ltd
84 Broad Walk
Blackheath
London
SE3 8ND

Charity number

1137915

Company number

07266483

The trustees present their report and financial statements for the year ended 31 December 2021.

Structure Governance & Management

Constitution

The Charity was established under a Memorandum of Association and is governed under its Articles of Association. The Articles were amended on 25 November 2013 to change the charity name to Reaching Higher (previously 'Reachin Higher').

Organisational Structure

The organisation is ultimately managed by the Board of Trustees which oversees the work of Reaching Higher. All major operational and strategic decisions are made by the Board who met five times during the year either in person or via video conferencing.

Under the Articles, new Trustees are appointed by the Trustee Board and one third of the members of the Trustee Board (the longest serving) retire at each AGM, but are eligible to be re-appointed if they still qualify.

The Chief Executive who served in a voluntary capacity oversees the financial and practical running of the Charity, reporting into the Trustees.

Trustees

Trustees, who are all Directors of the company, were recruited based on their broad range of skills and experience: They bring a wide range of experience of working with young people on a professional and/or voluntary basis.

The Trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when planning their objectives and activities for the year.

Risk Review

The Trustees consider on an ongoing basis all the major risks the charity is exposed to which are held on a risk register. Specifically of note, the Trustees have developed:

A funding strategy is in place which seeks to avoid overreliance on any one source of funding. Reaching Higher is developing diverse funding streams through a range of trusts, government agencies, corporate and personal donors.

A Safeguarding Young People policy has been developed to protect the Charities' beneficiaries as well as the Charity's volunteers. This policy ensures all volunteers receive safeguarding young people training and are subject to an extended DBS disclosure check.

Annual Report of the Trustees

Our History

Reaching Higher (RH) is a youth charity with a Christian ethos, focused on serving young people and challenging them to be leaders of their own lives. For well over a decade, RH have cultivated an organisation that is built by and for young people and local leaders from the community of Croydon and its neighbouring boroughs. Adopting a relational and youth-led approach, RH has consistently built strong and long-lasting relationships with the young people in the community. Birked in the community, the RH team held a natural aptitude to connect and engage young people across all environments. Following the organisation's success, the team began to mobilise its work and take it into schools, launching our transferable skills and mentoring programmes.

This work soon illuminated the gaps that we recognise as a root cause to the problems we see. Our work over the last decade has led us to adapt our approach and streamline our work more effectively. We now take a schools, community and home approach at RH. With the young person in the centre of this triangulation approach, we believe that the best way to impact the life of a young person is to have an insight into all three areas. Whilst we recognise that we cannot control any of these areas we strongly believe that we can positively influence them.

Our Vision, Mission & Commitment to Young People

The problem we see

We believe young people are not being supported well enough within their communities. We recognise that young people are not provided with enough platforms to make a youth-led impact in their community. We believe this derives from a lack of understanding of young people's lived experiences causing a generational gap. This gap is often caused by leaders, groups and other organisations who assume the needs of young people as opposed to helping support young people to articulate their needs. There are frequently missed opportunities, poor lines of communication and a disconnect with key groups that have intentions to give back to their communities. We are here to help improve the synergy between these groups via our schools, community, and home approach.

Vision

Our vision is to see wider communities working together to champion young people to become **leaders of change**.

Mission

We're here to challenge young people to be leaders of their own lives within their place of influence. We do this by adopting an asset based approach, helping them discover the transferable skills they've developed as a result of their lived experience.

Our commitment to young people

We are committed to playing our part but recognise that we can't do this in isolation. We believe in building strong and long-lasting relationships with young people to set firm foundations in the years to come via our relational approach. With this in mind, we must collaborate well and establish a united front with everyone who care for young people and the communities they live in.

Quality Mark Status

We believe in the importance of holding credible quality marks to ensure that our standards of service both reflect best practice and are widely recognised by others. We hold a London Youth Gold Quality Mark as a youth organisation and a Silver Status Trauma-Informed Quality Mark.

Our Approach

If we can demonstrate what works through effective collaborations and clear evaluation of good practice, then we can have confidence to share this with others.

To stay focused on achieving our mission we:

1. Meet young people at their point of interest.

We go 'to' young people. We want young people to have fun and experience a childhood that helps them be themselves. Rather than telling young people what their needs are, we want to build authentic relationships with them and find out what they believe their unmet needs are. We want to do this through bonding with them through fun and safe activities.

2. Share the journey with young people via scaffolding.

We want to ensure that we aren't travelling two separate journeys' but instead share the journey together. We know just how gifted and creative young people are and want them to think and dream as wildly as possible. To do this effectively we will use our additional lived experience as youth workers to add value and scaffold the development of the young people we engage.

3. Work together to achieve more.

We are committed to playing our part and recognise that we can't do this in isolation. We must and will work with everyone (including organisations) who care for young people and their communities to find out how best to serve them. We will play to our strengths and intentionally establish meaningful partnerships to make long lasting change.

4. Keep it real, with ourselves and all those we engage with and encounter.

We will always be honest with ourselves and lead by example. We want young people to feel psychologically safe and secure in who they are wherever they go. We will request the same in return, for everyone to be open and transparent with us to help us make the difference we want to see.

5. Lead by example, keeping our reason why at the centre of what we do

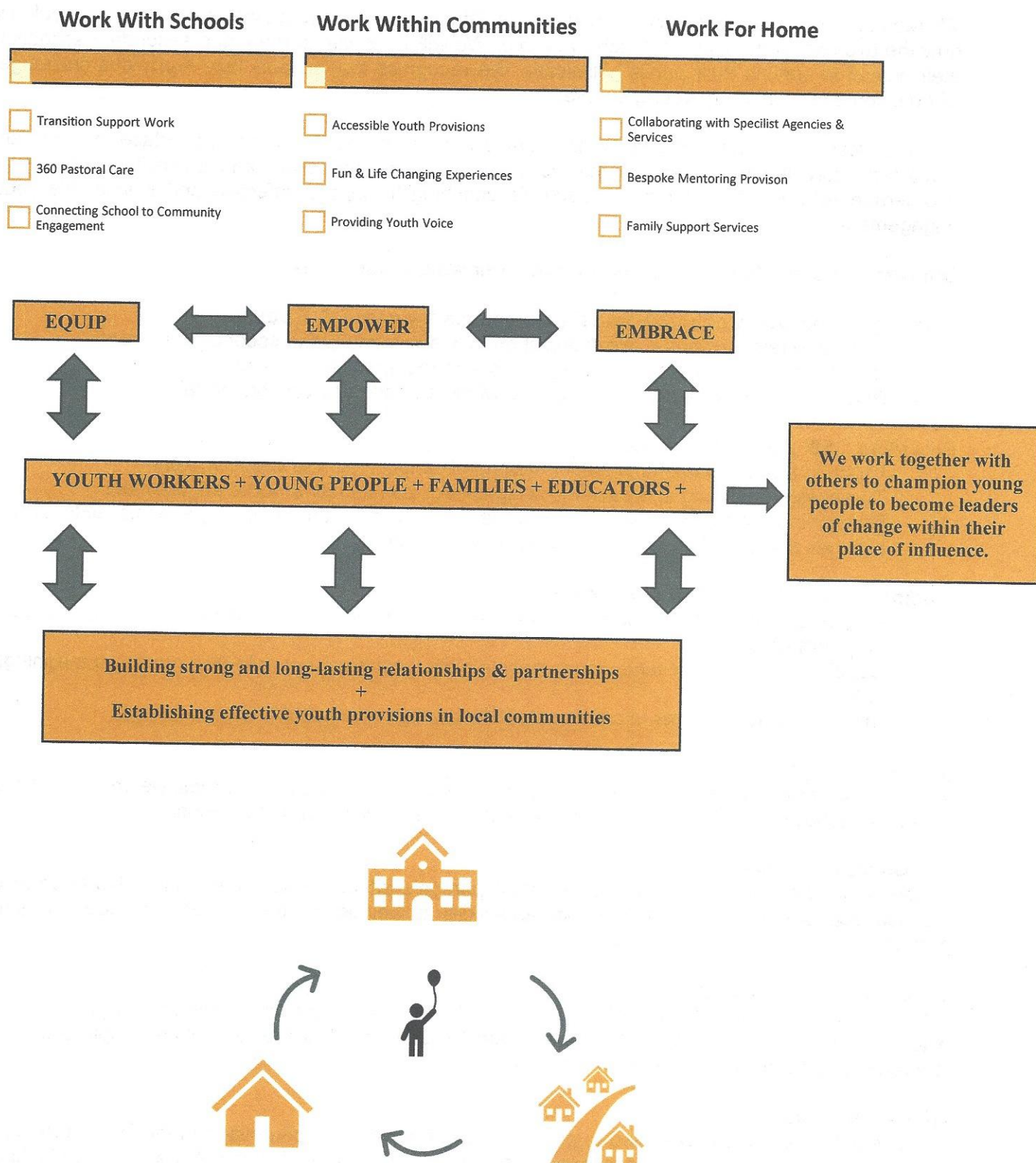
We will spend a considerable amount of time reflecting on our own performance as youth work professionals. Value-driven, we will ensure that we lead with our best foot forward, giving our best in all we do in our pursuit to achieve our mission.

We work together with schools, community groups, leaders and families to best understand how we can improve communities to best serve young people. We will play our part to make a long-lasting difference in the lives of young people and their communities.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

This is how we do it:



Our Work With Schools

We recognise that the role of school educators is different to that of youth workers and see the value in how the two can work together to achieve more. We will work with primary and secondary schools in their pursuit to serving their pupils holistically. We recognise that schools face numerous challenges when it comes to educating young people.

We understand that young people (within themselves) are not always in the best place to 'learn' and that tension can often occur between the two. We will also work with sixth forms and colleges to develop a well-rounded peer to peer led approach via coaching to support effective and sustainable youth engagement.

Our offer for schools is centred around the following focus areas:

Creating supportive & effective transition systems for year 6 & 7 pupils

- Improving relationships & communication between primary and secondary schools
- Bringing families, carers, and young people on the transition journey
- Personal development focus embedded within an early intervention model

Providing '360' pastoral care within schools

- Creating broader pastoral teams consisting of school staff and youth workers
- Three-way mentoring approach involving school, community & home engagement
- Developing a youth-led peer-to-peer leadership approach for secondary schools, sixth forms & colleges to aid sustainability via coaching workshops

Placing schools in the heart of their community

- Providing accessible holiday provisions within schools which help tackle holiday hunger & childcare issues
- Supporting schools to serve young people in its local area, not only their pupils via meaningful collaborations.
- Involving school leaders in community-led initiatives connected to their local area

Our schools offer

Whilst we work closely with senior leadership teams of schools on the above areas, we provide practical support to schools by delivering the following services in line with our focus areas:

In Classroom Workshops

These workshops focus on improving a young person's attitude towards learning. This is done via practical activities that refer to key transferable skills as well as emotional wellbeing support in small groups.

1:1 & Small Group Coaching

Where appropriate, we will conduct series of 1:1 & small group coaching sessions for young people who have an increased number of unmet needs. These sessions provide young people with more tailored support around key areas.

Afterschool Clubs

Our afterschool clubs are designed to provide young people with something to look forward to during the school day. It also acts as a necessary support system for families in need of wrap around childcare. These clubs provide an opportunity for young people to have fun and enjoy themselves amongst their peers in a safe and structured environment whilst developing positive support networks.

Our Work Within Communities

We work within communities to meet young people 'where they are'. We create fun projects within local communities with and for young people to enjoy and be a part of. We share the same concerns as many others regarding the level of safety within our community and will play our part towards alleviating these fears.

We do this by working with credible organisations, families, professionals, and other partners to create safe environments for young people to enjoy freely. We do this by setting up open access provisions. We work with young people to establish which projects to launch and understand what young people want to see in their community

Our community offer is centred around the following focus areas:

Creating accessible youth provisions where young people feel psychologically and physical safe

- Open access & sustainable youth provisions and hubs
- Low or no cost associated to projects where appropriate to maintain high levels of access
- Integrated and inclusive spaces for young people

Fun & life changing experiences for young people

- Meeting young people with unmet needs at their point of interest
- Providing high quality activities, resources, and opportunities for young people
- Inspiring and raising aspirations of young people within our communities

Supporting local issues and providing youth voice / capacity building

- Ensuring that young people are part of the conversations that impact them directly or indirectly
- Providing spaces for young people to voice their thoughts, concerns and opinions on issues that matter to them
- Collaborating with other groups in a meaningful way via social action initiatives

Our community offer

We work hard behind the scenes with sector leaders, organisations, and local community groups on developing a sustainable youth work offer for all young people. We will provide the local community with activities and spaces by delivering the following services in line with our focus areas:

1. **Sports-based Provisions** – To help tackle issues around physical and emotional wellbeing through sport.
2. **Creative-based Provisions** – To help promote the freedom of expression through creative arts.
3. **Leadership & Employability** – To support young people in developing their own social action initiatives and increase their life and employability skills to secure jobs in the future.
4. **Youth Hubs** – Providing a safe space where young people can be themselves outside of their learning environment and develop strong support networks. A place where young people are learning life skills and a space that exists to challenge the stigma of historical youth spaces.

Our Work For Home

We recognise that not all young people are best placed to access our provisions freely without placing other young people at risk. We understand that this cohort of young people needs additional and bespoke support in order for this to be possible. Therefore, we play our part by working closely with various services such as youth offending services, schools, and other key agencies to help identify who these young people are and offer appropriate support. We spend a focused amount of time with

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

each young person and will take the time to work closely with families/carers to ensure that they have a place they can call home.

Our Home offer is centred around the following focus areas:

Working closely with specialist agencies and services

- Connecting with statutory services designed to support young people with increased unmet needs and build sustainable systems and provisions that tackle real issues
- Research, collect and assess valuable data to help identify the needs of young people to ensure that our work remains purposeful
- Bring young people on the journey when addressing issues concerning them and ensure the youth voice is captured throughout our areas of work

Building strong rapports with families and carers via practical support

- Creating clear and effective communication platforms for parents across school and community engagement
- Network and collaborate with agencies and local community groups that support wider family needs via referrals
- Creating forums and spaces for parents to share their experiences and better understand the barriers they face

Establishing a highly effective mentoring and coaching provision for young people with increased unmet needs

- Increased access to emotional support via a 360 engagement model
- Specialist support delivered by an experienced, trained, and relational staff team
- Targeted provision designed to support each young people uniquely

Our Home Offer

We play our part to bridge the gap between key services to ensure that the families that we serve have access to a wide range of suitable support. We provide the following:

1. **Targeted Youth Work** – Work that fits outside of our school and community work and that requires intervention and collaboration with specialised and expert services.
2. **Bespoke Mentoring** – Mentoring is designed to meet the needs of a specific individual rather than a group.
3. **Family Support** – Effective sign posting and information sharing with families and or carers to provide holistic support for the young person.

Key Highlights from 2021

We spent 2021 dealing with the ongoing challenges of the pandemic. This meant practically continuing to be fluid in our delivery as rules around educational and community gathering ebbed and flowed. At the same time we saw enhanced need for our services and so we supported and managed growth. Overall we saw a high level of sessions and a 25% increase in unique young people worked with and an increase of over 50% in contact hours compared to pre-pandemic levels in spite of the challenges

	Schools	Community	Total
No. of Sessions	465	291	871
No. Contact Hours	4,547	16,684	23,566
Unique Young People	403	333	619

Developing Reaching Higher Hangouts as a link between School and Community

Since 2011 Reaching Higher has been delivering a regular summer programme called Summer Blitz. This project continued to evolve in 2021 and included delivery across different sessions. In August 2021 we had 164 young people sign up which was the largest number in its history. By combining it with a free hot meal it has begun to practically meet the needs of holiday hunger in young people whilst giving them access to fun and impactful youth delivery sessions. In October 2021 we saw 115 young people attend which was significant in that historically we have not seen numbers of this scale in a half term provision outside of the summer holidays. Encouraged by this we have stepped up the focus running a further provision in February 2022 and with plans in place to run 2 simultaneously in August 2022 out of Oasis Shirley Park and Oasis Coulsdon.

Launching a Mentoring Partnership with Schools and Local Authority as part of our Home Provision

In October 2021 we appointed a new role of Head of Youth Engagement to spearhead our Home approach. Building partnerships with YOS, LAC teams and School Exclusion teams this role has developed a new provision for young people specifically one to one mentoring for those most at risk of harm.

RH Youth Club as a link between Home and Community

In December 2021 we launched a weekly youth club. Staffed by our youth engagement team this aims to act as an excellent integration point between targeted one to one work and our broader community provisions.

Broadening Our Community Sports Offer through Basketball

We begun delivering basketball alongside the ongoing success of our Football provision. This has helped attract a different cohort of young people whilst making use of all the principles of our other work.

Increasing Our School Delivery

In spite of the challenges of 2021 we developed further partnerships with schools increasing our school provision to 9 schools in the year. By the end of 2021 we were at capacity and are

What Young People Say About Reaching Higher

"When I first started at Reaching Higher, I felt nervous because I didn't know what we were going to be doing and I also felt scared if I messed up would people be mad at me, also at the start I felt low on confidence which I've improved gradually throughout my time here. My coaches and teachers at reaching higher have completely changed my view on life and have given me the platform to improve, now I am able to listen in class better and I don't feel nervous to make mistakes anymore because that's how you learn "

"At the beginning our first lesson I didn't have a clue why I was in this lesson". After the first two session I started to enjoy it and was always looking forward to the session. I started to relate to the session since I was going through some of the similar stuff myself. "I really enjoyed the session and took a lot from them to use in my everyday life".

I was happy to be in the session since I learnt a lot of skills i.e., decision making, time management. I use these skills now every day in my life and am grateful that the reaching higher team taught me these skills.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

Since joining this program, I been able to express the way I feel, were as before I would keep everything in and never open-up. But since having the reaching higher staff here I been able to express myself more feely without thinking people are judging me. Just in all being a part of this program has given me the confidence to be the best I can be and that a huge thank you to the reaching higher staff.

"I enjoyed learning to problem solve and I think I have become better at problem solving now and she said I enjoyed talking to everyone about how there weeks have been. "I feel I have learnt how to be more helpful and confident."

Financial review

In this year Reaching Higher had incoming resources of £625,893 against expenditure of £449,837. The net surplus for the year was £176,056 and the reserves at the end of the financial year were £431,548.

The charity wish to thank the support of both individuals, companies and grant funders who have funded the work of the charity during the year. Our grant funders include Reedham Children's Trust, The Paul Hamlyn Foundation, Greater London Authority, BBC Children in Need, Lloyds' Charitable Trust, Jack Petchey Foundation, City Bridge Trust, Henry Smith, London Youth, The Rank Foundation, The Big Lottery, Croydon Council, Garfield Weston

Reserves policy

The Trustees' policy is to ensure there are sufficient unrestricted reserves to meet the Company's current commitments with an intention that there should be three to six months of total expenditure covered by unrestricted reserves. The trustees acknowledge the social impact of ceasing projects through lack of funding. Our beneficiaries are often the victims of inconsistent support and presence in their lives. Our goal is to be a sustained consistent voice of hope in their lives which can be chaotic. In order to manage this risk, the trustees seek to ensure sufficient unrestricted funding is available to maintain success projects through any periods where for some reason funding has been cut and we are in the process of securing further funding for that programme.

Trustees' responsibilities for the financial statements

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

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

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

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy the financial position of the charitable company and enable them to ensure that the financial

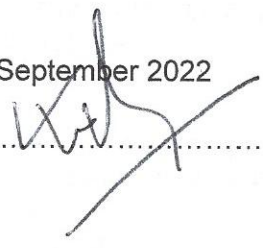
REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the Trustees on 9 September 2022

and signed on their behalf by:.....

I report to the charity trustees of Reaching Higher (charity number 1137915, Company number 07266483) on my examination of the accounts of the Company for the year ended 31 December 2021 set out on pages 8-20.

Responsibilities and basis of the report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales (ICAEW).

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Name:



Georgina Schoeb FCA

Relevant professional qualification or body: Chartered accountant (ICAEW)

Address:

Peninsula Accounting Ltd
84 Broad Walk
London
SE3 8ND

Date:

9 September 2022

REACHING HIGHER**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)**

	Notes	Unrestricted funds £	Restricted funds £	Year to 31/12/21 £	Year to to 31/12/20 £
Income:					
Donations and grants	4	<u>105,776</u>	<u>419,728</u>	<u>525,504</u>	<u>347,042</u>
Income from charitable activities	5	<u>99,676</u>	-	<u>99,676</u>	<u>91,452</u>
Investment income	6	712	-	712	927
Total income		<u>206,165,,</u>	<u>419,728</u>	<u>625,893</u>	<u>439,421</u>
Expenditure					
Costs of raising funds		7,180	-	7,180	6,200
Expenditure on charitable activities	7	<u>80,524</u>	<u>362,133</u>	<u>442,657</u>	<u>346,094</u>
Total expenditure		<u>87,704</u>	<u>362,133</u>	<u>449,837</u>	<u>352,294</u>
Net transfer between funds	18	-	-	-	-
Net income/(expenditure) and net movement in funds for the year	18	118,461	57,595	176,056	87,127
Reconciliation of funds					
Total funds brought forward	19	<u>147,964</u>	<u>107,528</u>	<u>255,492</u>	<u>168,365</u>
Total funds carried forward	19	<u>266,425</u>	<u>165,123</u>	<u>431,548</u>	<u>255,492</u>

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

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	15		8,155		5,623
Total Fixed Assets			8,155		5,623
Current assets					
Debtors	16		-	15,500	
Cash at bank and in hand		523,076		277,108	
Total Current Assets		523,076		292,608	
Liabilities					
Creditors: amounts falling due within one year	17	(99,683)		(42,739)	
Net current assets			423,393		249,869
Total assets less current liabilities			431,548		255,492
Net Assets			431,548		255,492
The funds of the charity					
Unrestricted funds	19		176,056		147,964
Restricted funds	19		255,492		107,528
Total funds			431,548		255,492

These accounts have been prepared in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The directors are of the opinion that the company is entitled to the exemptions from audit conferred by section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The directors confirm that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006.

The notes at pages 16 to 25 form part of these accounts.

Approved by the Trustees on 10 September 2022

and signed on their behalf by:.....

REACHING HIGHER**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2021**

	Notes	2021	2020
		£	£
Cash provided by (used in) operating activities	20	<u>253,944</u>	114,877
Cash flows from investing activities			
Interest income		<u>712</u>	<u>927</u>
Purchase of tangible fixed assets		(8,688)	(7,090)
Cash provided by (used in) investing activities		(7,975)	(6,163)
Cash flows from financing activities			
Repayment of borrowing		-	-
Cash used in financing activities			
Increase (decrease) in cash and cash equivalents in the year		245,969	108,714
Cash and cash equivalents at the beginning of the year		277,108	168,394
Total cash and cash equivalents at the end of the year		<u>523,076</u>	<u>277,108</u>

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Reaching Higher 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 note(s).

b) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. No items were identified which needed restatement and there was therefore no need to present a reconciliation of opening balances.

c) Preparation of the accounts on a going concern basis

The charity is considered to be a going concern based on the existing level of reserves and expected future income.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the Income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Where grant instalments have not yet been received but where the activity has been completed, income will be recognised in the accounts.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

e.) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised, and more information is given about their contribution in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) 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 Bank.

g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds includes the costs of fundraising events and staff costs associated with fundraising such as bid writing.
- Expenditure on charitable activities includes the costs of running mentoring projects, community projects, residential camps and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

k) Tangible fixed assets

Individual fixed assets costing £100 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

Asset Category Annual rate

Office equipment and furniture 33%

l) Debtors

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

m) Cash at bank and in hand

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

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

As part of our commitment to workplace pensions, employees of the charity are invited to either choose the NEST defined contribution pension scheme or select the Hargreaves Lansdown Vantage Self Invested Personal Pension Scheme. Either option is jointly funded by contributions from employee and employer.

The employer's contributions made in 2021 were £13,408 (2020: £5,386) with an employer's contribution rate of 5% of pensionable pay and an employee's contribution of 5% of pensionable pay. The trustees continue to monitor employee and employer contribution rates.

s) Transition to FRS 102

No restatement of items has been required in making the transition to FRS 102. The transition date was 1 January 2020.

2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 FINANCIAL PERFORMANCE OF THE CHARITY

The summary financial performance of the charity is:

	2021 £	2020 £
Income	625,893	439,421
Expenditure on charitable activities	(449,837)	(352,294)
Net income	176,056	87,127
Total funds brought forward	<u>255,492</u>	<u>168,365</u>
Total funds carried forward	431,548	255,492
Represented by:		
Restricted income funds	166,123	107,528
Unrestricted income funds	<u>266,425</u>	<u>147,964</u>
	431,548	255,492

4 INCOME FROM DONATIONS AND GRANTS

	2021 £	2020 £
Donations	14,462	32,143
Grants	<u>511,042</u>	<u>314,899</u>
	525,504	347,042

The income from donations and grants was £525,504 (2020: £347,042) of which £105,776 was unrestricted (2020: £81,966) and £419,728 was restricted (2020: £174,878).

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income from contracts	99,388	-	99,388	90,715
Income from holiday provisions	-	-	-	570
Other Operating Income	289	-	289	166
	<u>99,676</u>	<u>-</u>	<u>99,676</u>	<u>91,452</u>

6 INVESTMENT INCOME

All of the charity's investment income of £712 (2020: £927) arises from money held in interest bearing deposit accounts.

7 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Schools £	Community £	Home £	Total £
Project delivery	5,375	51,126	8,060	64,561
Depreciation	1,847	3,693	616	6,155
Staffing including Training	95,497	190,995	31,832	318,325
Support costs (see note 9)	15,416	30,831	5,139	51,385
Governance costs (see note 9)	669	1,339	223	2,231
Total	118,804	277,983	45,869	442,657

Expenditure on charitable activities was £442,657 (2020: £346,094) of which £80,524 was unrestricted (2020: £97,353) and £362,133 was restricted (2020: £248,740).

8 Summary analysis of expenditure and related income for charitable activities

This table shows the cost of the three main charitable activities and the sources of income directly to support those activities.

	Schools	Community	Home	Total
	£	£	£	£
Costs	(118,804)	(277,983)	(45,869)	(442,657)
Direct grant support	-	277,983	45,869	323,853
Net costs funded from other income	(118,804)	-	-	(118,804)

9 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

	Support	Governance	Total	Basis of apportionment
	£	£	£	
Office costs & administration	51,385	-	51,385	Support
Insurance	-	1,231	1,231	Governance
Independent examination	-	1,000	1,000	Governance
Total	51,385	2,231	53,616	

10 NET INCOME/(EXPENDITURE) AFTER CHARGING:

This is stated after charging:

	2021	2020
	£	£
Depreciation	6,155	4,935
Accountancy services	<u>1,000</u>	<u>1,000</u>
	7,155	5,935

11 ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2021 £	2020 £
Salaries and wages	286,593	186,142
Social security costs	18,230	9,804
Pension costs	13,408	8,645
Total	318,231	204,591

No employees had employee benefits in excess of £60,000 (2020: £nil). Pension costs are allocated to activities in proportion to the related staffing costs.

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer who acts in a part time voluntary capacity. The total employee benefits of the key management personnel of the Trust were £nil (2020: £nil).

12 STAFF NUMBERS

The average monthly head count was 12 staff (2020: 8 staff) and the average monthly number of full-time equivalent employees (including part-time staff) during the year were as follows:

	2021 Number	2020 Number
Schools	4	2
Community	7	5
Support and Governance	1	1
Total	12	8

13 RELATED PARTY TRANSACTIONS

The charity has no related party transactions which require disclosure under FRS102.

14 CORPORATION TAX

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

REACHING HIGHER**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021****15 TANGIBLE FIXED ASSETS**

	Fixtures & Equipment £	Total £
Cost		
At 1 January 2021	19,708	19,708
Additions	8,688	8,688
Disposals	<u>(9,930)</u>	<u>(9,930)</u>
At 31 December 2021	<u>18,466</u>	<u>18,466</u>
Depreciation		
At 1 January 2021	14,085	14,085
For the year	6,155	6,155
Adjustments for disposals	<u>(9,930)</u>	<u>(9,930)</u>
At 31 December 2021	<u>10,311</u>	<u>10,311</u>
Net book value		
At 31 December 2021	<u>8,155</u>	<u>8,155</u>
At 31 December 2020	<u>5,623</u>	<u>5,623</u>

16 DEBTORS

	2021 £	2020 £
Trade debtors	-	15,500
Prepayments	-	-
	<u>15,500</u>	<u>15,500</u>

17 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Taxation and social security	6,882	5,249
Accruals	11,324	12,491
Deferred Income	<u>81,477</u>	<u>25,000</u>
	<u>99,683</u>	<u>42,740</u>

18 ANALYSIS OF CHARITABLE FUNDS

	Balance at 01.01.2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31.12.2021 £
General fund	147,964	206,165	(87,704)	-	266,425
<i>Restricted funds</i>					
Core Funding	28,375	207,135	(145,895)	-	89,615
Creative Media	8,029	31,692	(30,181)	-	9,539
Mentoring	26,808	80,226	(69,275)	-	37,759
Leadership & Volunteering	44,317	100,675	(116,782)	-	28,210
Restricted Funds Total	107,528	419,728	(362,133)	-	165,123
	<u>255,492</u>	<u>625,893</u>	<u>(449,837)</u>	<u>-</u>	<u>431,548</u>

Core funding relates to funding designated towards the core activities of the organisation. Creative Media relates to projects associated with media and youth voice. Mentoring relates to the mentoring project and includes Full Circle from the previous year. Leadership & Volunteering relates to our Forerunners and Leaders In Training programme which develops leadership skills in young people age 13-21.

The transfers from unrestricted funds represent expenditure in excess of restricted income being met by unrestricted reserves.

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Tangible fixed assets	8,155	-	8,155	5,623
Current assets	283,370	240,706	523,076	292,608
Current liabilities	(24,100)	(75,583)	(99,683)	(42,739)
	<u>266,425</u>	<u>165,123</u>	<u>431,548</u>	<u>255,492</u>

20 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net movement in funds	176,056	87,127
Add back depreciation charge	6,155	4,935
Deduct interest income	(712)	(927)
Decrease/(increase) in debtors	15,500	(12,300)
Increase/(decrease) in creditors	56,945	36,042
Net cash used in operating activities	<u>253,944</u>	<u>114,877</u>

REACHING HIGHER

England & Wales - Charity number 1137915

Accounts

REACHING HIGHER

Report and unaudited Financial Statements

For the year ended 31 December 2020

Charity number 1137915

Company number 07266483

<i>Contents</i>	<i>Pages</i>
Legal and administrative information	1
Report of the trustees	2-6
Independent Examiner's report	7
Statement of financial activities	8
Balance sheet	9
Cash Flow statement	10
Notes to the financial statements	11-20

REACHING HIGHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mr M Rufus
Ms H Thomas
Mr V Thiyagarajah
Ms N Oyebade (resigned 12 March 2020)
Ms C Tobierre (resigned 21 February 2020)
Ms E Barlow (appointed 12 March 2020)
Mr W Dalziel (appointed 12 March 2020)
Mr M King (appointed 12 March 2020)
Ms R Jackson (appointed 26 April 2021)

Registered Office

South Norwood Methodist Church
Suffolk Road
London
SE25 6EG

Bankers

HSBC
54 Woodcote Road
Wallington
Surrey
SM6 0NJ

Independent examiner

Peninsula Accounting Ltd
84 Broad Walk
Blackheath
London
SE3 8ND

Charity number

1137915

Company number

07266483

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

The trustees present their report and financial statements for the year ended 31 December 2020.

Structure Governance & Management

Constitution

The Charity was established under a Memorandum of Association and is governed under its Articles of Association. The Articles were amended on 25 November 2013 to change the charity name to Reaching Higher (previously 'Reachin Higher').

Organisational Structure

The organisation is ultimately managed by the Board of Trustees which oversees the work of Reaching Higher. All major operational and strategic decisions are made by the Board who met five times during the year either in person or via video conferencing.

Under the Articles, new Trustees are appointed by the Trustee Board and one third of the members of the Trustee Board (the longest serving) retire at each AGM, but are eligible to be re-appointed if they still qualify.

The Chief Executive who serves in a voluntary capacity oversees the financial and practical running of the Charity, reporting into the Trustees.

Trustees

Trustees, who are all Directors of the company, were recruited based on their broad range of skills and experience: They bring a wide range of experience of working with young people on a professional and/or voluntary basis.

The Trustees confirm that they have had due regard to the guidance issued by the Charity Commission on public benefit when planning their objectives and activities for the year.

Risk Review

The Trustees consider on an ongoing basis all the major risks the charity is exposed to which are held on a risk register. Specifically of note, the Trustees have developed:

A funding strategy is in place which seeks to avoid overreliance on any one source of funding. Reaching Higher is developing diverse funding streams through a range of trusts, government agencies, corporate and personal donors.

A Safeguarding Young People policy has been developed to protect the Charities' beneficiaries as well as the Charity's volunteers. This policy ensures all volunteers receive safeguarding young people training and are subject to an extended DBS disclosure check.

Annual Report of the Trustees

History and Background

Reaching Higher was founded in May 2010 as an independent youth charity by Mark & Sherise Hobbs with the support of volunteers from the local church. It was birthed as a response to the challenges facing young people in the community of Croydon and the surrounding Boroughs. Croydon has the largest number of young people of all the London Boroughs. It is a diverse borough which significant

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

income disparity. It contains some more affluent outer suburbs but it also contains a number of wards with nationally high levels of deprivation (highest 5-10%) and accompanying issues of teenage pregnancy, gang and knife crime, substance abuse and low aspiration. It is within this context that Reaching Higher was formed to work inclusively but particularly targeting those young people most at risk.

Goals & Summary of Activity

Reaching Higher's goals are set out in its governing document; these underpin the operational mission statement to **"challenge young people to be leaders of their own lives."** This reflects a desire, not only to offer a positive short term impact but to take a longitudinal approach encouraging strong relationships to be formed between both our team and young people and young people themselves to best enhance their life chances through adolescence and beyond.

Reaching Higher operates through a variety of activities aimed at empowering young people such as youth clubs and schemes some with specific interest groups such as sports, creative and performing arts and always with a focus on mentoring, skills development in a fun and supportive environment. Reaching Higher places a particular emphasis on empowering young people to step up, to take responsibility within a safe setting and to work together in teams breaking down territorial barriers and developing community cohesion.

Releasing Young People & Developing Leaders

Central to the core of the vision of Reaching Higher is to identify and support the great potential in young people. It is with this in mind that Reaching Higher is particularly committed to giving young people opportunities to lead and to develop life skills which will enable and equip them to take opportunities, to develop as leaders both of their own lives and in the wider community.

Our projects are all shaped upon this principle whether a football transferable skills project, a performing arts group or a workshop on employability.

Leadership is a thread that flows through all our projects as well as being central to our community leadership programmes Forerunners (age 13-15) and Leaders in Training (LIT) (age 16-19). These leadership programmes worked with over 60 young people in our sessions which operated weekly during the year and we were able to partner with the GLA/London Youth Headstart programme for part of the year. This support gives young people the opportunity to develop leadership and teamwork skills as they make the transition from beneficiary to volunteer under the guidance of our experienced team.

Developing a Partnership Approach to Youth Provision

During the year we have made significant strides in developing our relationships with other like-minded organisations. We have been able to engage in supporting new community groups and schools during the year. In particular working with Reedham's Children Trust and School Home Support in our school delivery model has led to the birthing of our Achieving More Programme. This programme seeks to support disadvantaged children from primary through to secondary. Reaching Higher delivering the secondary school element and working closely with SHS and Reedham to look at transition planning.

Partnering with schools has been a significant focus and it has been fantastic to develop our existing partnerships with Oasis schools as well as Shirley High School as well as to build relationships with local primary schools. We are excited for the potential of collaborating more as an organisation as we move forward with community organisations and churches with whom we have forged strong relationships.

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

We have also developed new partnerships with funders such as Henry Smith and the City Bridge Trust as well as continuing to work very closely with London Youth, Children in Need the Rank Foundation, Jack Petchey, Garfield Weston, Paul Hamlyn and the National Lottery amongst other.

These relationships have all helped to support Reaching Higher and continue its growth so that we are in a position to make a significant positive contribution to the work which is so greatly needed.

Major Activities in 2020

For us, along with so many organisations, there were two key events which particularly dominated 2020. The Covid pandemic and the public outcry associated with the murder of George Floyd.

Covid Response: Aspiration > Isolation

Our response to covid was swift and effective. We moved all our projects online in March creating an "Aspiration>Isolation" – our aspirations will win out over our isolation. This involved delivering group leadership sessions, sports tutorials, computer game contexts, dance and drama workshops, one to one mentoring online. We even created a youth led weekly news round up for young people on Instagram giving their take on what's going on and the latest government advice and news distilled down into youth friendly language. Physically we gave out food packages and offered drop-in support and small group sessions as regulations allowed during the summer of 2020.

We did not furlough any staff in this time and this meant our core team working extra hard under significant pressure. We are hugely grateful to the team for their unwavering commitment at such a time as this.

George Floyd Response – How We Got Here

The tragic death of George Floyd lit a fire around the world and it struck a deep chord at the heart of our organisation. This was a deeply difficult time for us as a black majority team and for the young people and families we support. For the RH family, it wasn't just about the moment, but it was the recognition of the racial injustice so many of us face daily and the need for collective understanding, ownership and action. This process has brought buried trauma to the surface. It has been incredibly painful but with it there has been glimmers of hope that things can and will improve for the generations that follow. We must as a collective society ensure this and our response in the aftermath of this was to develop a programme called How We Got Here specifically targeted at explaining and understanding the history of black people in British history both pre and post slavery. With our dedicated volunteer and former beneficiary, Joshua Garry, a course was run over 5 weeks teaching on this topic online. Joshua is a History teacher with a specialism in Black British History. Interest for the course was almost overwhelming and there were over 500 people signed up to the course and it spread throughout the wider community. With the support of publishers we gave away over 400 free books on black history to families.

The feedback of the course was immense from people of all colours (and ages) who were able to reflect and better appreciate the journey of black people.

School Provision

We continued to offer delivery and educational packs to young people throughout 2020. We delivered online sessions to children as well as face to face work shops in fits and starts where rules allowed. Despite the challenges and uncertainty month to month of what we could deliver, we are really pleased to have delivered so many sessions. And moreover that as we exit 2020 we have four strong secondary partners as well as interest from other secondary schools and four primary schools ready for partnership delivery to support transition in 2021.

Community Provision

Our community provision included school holiday provision, after school and evening sessions in drama, leadership and football. Sadly, we had to cancel our annual residential and other events such

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

as our football tournament. However, the work continued and for large parts of the year this migrated online although we have been permitted to offer limited bespoke support to vulnerable children face to face for significant parts of the year. Our community provision plans included Holiday Hunger projects which we are working to expand in 2021.

2021 and Beyond

We are under no illusions of the impact of the pandemic both on young people, schools and our own team. It has been a traumatic season and one which we will be working to address the consequence of on our education, social skills, employment and mental health for the foreseeable future. We are deeply committed to this journey and the organisation has maintained strong links with young people, its partner funders and schools and fellow community organisations such that we are confident we will be able to do more than ever in the years ahead. It will be tough but this is the time for organisations to stand up and make a positive impact and this is what we intend to do.

What Young People Say About Reaching Higher

Quotes from young people who have engaged with us across Transferable Skills, After School Club, Community & Summer offers:

"Reaching Higher has made a great impact on me during some difficult moments in my educational journey. Before RH started working in our school, I had difficulties working with teachers and them taking time to understand. When Reaching Higher came, they asked us about us and our motivation, immediately creating a comfortable and mutual understanding environment."

- T, Football Transferrable Skills

"I have enjoyed doing the sessions every week, I find it fun, and I like the activities we do. I'm happy when I come to the sessions because I know I'm going to have fun, I like the RH team because they're cool"

- A, Creatives

"I really like the creatives session, I like the style of how the sessions are done, and I always feel like I am learning something new and interesting, I really like some of the creative games we play, because it's fun and engaging, and everyone has a good time"

G, Creatives

"The things I enjoyed most about summer blitz was meeting and making new friends and doing zorbing because it was a chance to try stuff you wouldn't really choose to do, and I liked that we had different activities every day."

- J, RH Hangouts: Summerblitz 2021 Attendee

"I was not very confident when I came to the half term drama session. I didn't feel like myself at the time. By the end of the first session, I was more comfortable with everyone and by the second session I was feeling a lot more confident. Since starting drama sessions with Reaching higher both Transferable skills and the half term workshops, I have been feeling a lot happier. I have noticed my behaviour has changed for the positive and I feel humble. Before I would try to be overconfident to compensate for my lack of confidence. Now I feel a lot more balanced and grounded in myself."

N, Stages Transferable Skills Workshop

REACHING HIGHER

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2020

Financial review

In this year Reaching Higher had incoming resources of £439,421 against expenditure of £352,294. The net surplus for the year was £87,127 and the reserves at the end of the financial year were £255,492.

The charity wish to thank the support of both individuals, companies and grant funders who have funded the work of the charity during the year. Our grant funders include Reedham Children's Trust, The Paul Hamlyn Foundation, Greater London Authority, BBC Children in Need, Lloyds' Charitable Trust, Jack Petchey Foundation, City Bridge Trust, Henry Smith, London Youth, The Rank Foundation, The Big Lottery, Croydon Council, Garfield Weston

Reserves policy

The Trustees' policy is to ensure there are sufficient unrestricted reserves to meet the Company's current commitments with an intention that there should be three to six months of total expenditure covered by unrestricted reserves. The trustees acknowledge the social impact of ceasing projects through lack of funding. Our beneficiaries are often the victims of inconsistent support and presence in their lives. Our goal is to be a sustained consistent voice of hope in their lives which can be chaotic. In order to manage this risk, the trustees seek to ensure sufficient unrestricted funding is available to maintain success projects through any periods where for some reason funding has been cut and we are in the process of securing further funding for that programme.

Trustees' responsibilities for the financial statements

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

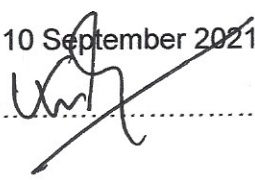
Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that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

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

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

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

Approved by the Trustees on 10 September 2021

and signed on their behalf by: 

I report to the charity trustees of Reaching Higher (charity number 1137915, Company number 07266483) on my examination of the accounts of the Company for the year ended 31 December 2020 set out on pages 8-20.

Responsibilities and basis of the report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales (ICAEW).

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Name: Georgina Schoeb FCA 

Relevant professional qualification or body: Chartered accountant (ICAEW)

Address: Peninsula Accounting Ltd
84 Broad Walk
London
SE3 8ND

Date: 10 September 2021

REACHING HIGHER**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2020
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)**

	Notes	Unrestricted funds £	Restricted funds £	Year to 31/12/20 £	Year to to 31/12/19 £
Income:					
Donations and grants	4	<u>76,366</u>	<u>270,676</u>	<u>347,042</u>	<u>256,844</u>
Income from charitable activities	5	<u>90,882</u>	<u>570</u>	<u>91,452</u>	<u>46,869</u>
Investment income	6	927	-	927	1,191
Total income		<u>168,175</u>	<u>271,246</u>	<u>439,421</u>	<u>304,904</u>
Expenditure					
Costs of raising funds		-	6,200	6,200	1,270
Expenditure on charitable activities	7	<u>97,353</u>	<u>248,740</u>	<u>346,094</u>	<u>284,974</u>
Total expenditure		<u>97,353</u>	<u>254,940</u>	<u>352,294</u>	<u>286,244</u>
Net transfer between funds	18	(14,916)	14,916	-	-
Net income/(expenditure) and net movement in funds for the year	18	55,906	31,221	87,127	18,660
Reconciliation of funds					
Total funds brought forward	19	<u>92,058</u>	<u>76,307</u>	<u>168,365</u>	<u>149,705</u>
Total funds carried forward	19	<u>147,964</u>	<u>107,528</u>	<u>255,492</u>	<u>168,365</u>

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

	Notes	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	15		5,623		3,468
Total Fixed Assets			5,623		3,468
Current assets					
Debtors	16	15,500		3,199	
Cash at bank and in hand		277,108		168,394	
Total Current Assets		292,608		171,593	
Liabilities					
Creditors: amounts falling due within one year	17	(42,739)		(6,696)	
Net current assets			249,869		164,897
Total assets less current liabilities			255,492		168,365
Net Assets			255,492		168,365
The funds of the charity					
Unrestricted funds	19		147,964		92,059
Restricted funds	19		107,528		76,306
Total funds			255,492		168,365

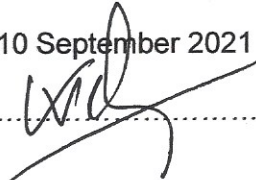
These accounts have been prepared in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The directors are of the opinion that the company is entitled to the exemptions from audit conferred by section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The directors confirm that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006.

The notes at pages 11 to 20 form part of these accounts.

Approved by the Trustees on 10 September 2021

and signed on their behalf by: 

REACHING HIGHER**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2020**

	<i>Notes</i>	<i>2020</i>	<i>2019</i>
		£	£
Cash provided by (used in) operating activities	20	<u>114,877</u>	24,254
Cash flows from investing activities			
Interest income		<u>927</u>	<u>1,191</u>
Purchase of tangible fixed assets		(7,090)	(2,688)
Cash provided by (used in) investing activities		(6,163)	(1,497)
Cash flows from financing activities			
Repayment of borrowing		-	-
Cash used in financing activities			
Increase (decrease) in cash and cash equivalents in the year		108,714	22,757
Cash and cash equivalents at the beginning of the year		168,394	145,637
Total cash and cash equivalents at the end of the year		<u>277,108</u>	<u>168,394</u>

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Reaching Higher 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 note(s).

b) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. No items were identified which needed restatement and there was therefore no need to present a reconciliation of opening balances.

c) Preparation of the accounts on a going concern basis

The charity is considered to be a going concern based on the existing level of reserves and expected future income.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the Income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Where grant instalments have not yet been received but where the activity has been completed, income will be recognised in the accounts.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

e.) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised, and more information is given about their contribution in the trustees' annual report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) 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 Bank.

g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds includes the costs of fundraising events and staff costs associated with fundraising such as bid writing.
- Expenditure on charitable activities includes the costs of running mentoring projects, community projects, residential camps and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

k) Tangible fixed assets

Individual fixed assets costing £100 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

Asset Category Annual rate

Office equipment and furniture 33%

l) Debtors

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

m) Cash at bank and in hand

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

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

As part of our commitment to workplace pensions, employees of the charity are invited to either choose the NEST defined contribution pension scheme or select the Hargreaves Lansdown Vantage Self Invested Personal Pension Scheme. Either option is jointly funded by contributions from employee and employer.

The employer's contributions made in 2020 were £5,386 (2019: £2,939) with an employer's contribution rate of 5% of pensionable pay and an employee's contribution of 5% of pensionable pay.. The trustees continue to monitor employee and employer contribution rates.

s) Transition to FRS 102

No restatement of items has been required in making the transition to FRS 102. The transition date was 1 January 2019.

2 LEGAL STATUS OF THE TRUST

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 FINANCIAL PERFORMANCE OF THE CHARITY

The summary financial performance of the charity is:

	2020	2019
	£	£
Income	439,421	304,904
Expenditure on charitable activities	(352,294)	(286,244)
Net income	87,127	18,660
Total funds brought forward	168,365	149,705
Total funds carried forward	255,492	168,365
Represented by:		
Restricted income funds	107,528	76,307
Unrestricted income funds	147,964	92,058
	255,492	168,365

4 INCOME FROM DONATIONS AND GRANTS

	2020	2019
	£	£
Donations	32,143	36,590
Grants	<u>314,899</u>	<u>220,254</u>
	347,042	256,844

The income from donations and grants was £347,042 (2019: £256,844) of which £76,366 was unrestricted (2019: £81,966) and £270,676 was restricted (2019: £174,878).

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 INCOME FROM CHARITABLE ACTIVITIES

	<i>Unrestricted funds</i> £	<i>Restricted funds</i> £	<i>Total 2020</i> £	<i>Total 2019</i> £
Income from contracts	90,715	-	90,715	16,048
Income from holiday provisions	-	570	570	28,368
Football Academy	-	-	-	1,394
Other Operating Income	167	-	166	1,059
	<u>90,882</u>	<u>570</u>	<u>91,452</u>	<u>46,869</u>

6 INVESTMENT INCOME

All of the charity's investment income of £927 (2019: £1,191) arises from money held in interest bearing deposit accounts.

7 ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Schools £	Community £	Total £
Project delivery	16,495	66,818	83,312
Depreciation	1,234	3,701	4,935
Staffing including Training	55,890	152,279	208,168
Support costs (see note 9)	11,894	35,683	47,577
Governance costs (see note 9)	525	1,576	2,101
Total	86,037	260,056	346,094

Expenditure on charitable activities was £346,094 (2019: £284,974) of which £97,353 was unrestricted (2019: £61,151) and £248,740 was restricted (2019: £193,427).

8 Summary analysis of expenditure and related income for charitable activities

This table shows the cost of the three main charitable activities and the sources of income directly to support those activities.

	Schools	Community	Total
	£	£	£
Costs	(86,037)	(260,056)	(346,094)
Direct grant support	-	260,056	260,056
Net costs funded from other income	86,037	-	86,037

9 ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

	Support	Governance	Total	Basis of apportionment
	£	£	£	
Office costs & administration	47,577	-	47,577	Support
Insurance	-	1,101	1,101	Governance
Independent examination	-	1,000	1,000	Governance
Total	47,577	2,101	49,678	

10 NET INCOME/(EXPENDITURE) AFTER CHARGING:

This is stated after charging:

	2020	2019
	£	£
Depreciation	4,935	4,206
Accountancy services	<u>1,000</u>	<u>1,000</u>
	5,935	5,206

11 ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2020 £	2019 £
Salaries and wages	186,142	131,582
Social security costs	9,804	11,244
Pension costs	8,645	8,618
Total	204,591	151,444

No employees had employee benefits in excess of £60,000 (2019: £nil). Pension costs are allocated to activities in proportion to the related staffing costs.

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2019: £nil) neither were they reimbursed expenses during the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer who acts in a part time voluntary capacity. The total employee benefits of the key management personnel of the Trust were £nil (2019: £nil).

12 STAFF NUMBERS

The average monthly head count was 8 staff (2019: 6 staff) and the average monthly number of full-time equivalent employees (including part-time staff) during the year were as follows:

	2020 Number	2019 Number
Schools	2	1
Community	5	4
Support and Governance	1	1
Total	8	6

13 RELATED PARTY TRANSACTIONS

The charity has no related party transactions which require disclosure under FRS102.

14 CORPORATION TAX

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

15 TANGIBLE FIXED ASSETS

	Fixtures & Equipment £	Total £
Cost		
At 1 January 2019	22,561	22,561
Additions	7,090	7,090
Disposals	<u>(9,943)</u>	<u>(9,943)</u>
At 31 December 2020	<u>19,708</u>	<u>19,708</u>
Depreciation		
At 1 January 2019	19,093	19,093
For the year	4,935	4,935
Adjustments for disposals	<u>(9,943)</u>	<u>(9,943)</u>
At 31 December 2020	<u>14,085</u>	<u>14,085</u>
Net book value		
At 31 December 2020	<u>5,62</u>	<u>5,623</u>
At 31 December 2019	<u>3,468</u>	<u>3,468</u>

16 DEBTORS

	2020 £	2019 £
Trade debtors	15,500	-
Prepayments	<u>-</u>	<u>3,199</u>
	<u>15,500</u>	<u>3,199</u>

17 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Taxation and social security	5,249	3,057
Accruals	12,491	3,639
Deferred Income	<u>25,000</u>	<u>-</u>
	<u>42,740</u>	<u>6,696</u>

18 ANALYSIS OF CHARITABLE FUNDS

	Balance at 01.01.2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31.12.2020 £
General fund	92,058	168,175	(97,353)	(14,916)	147,964
<i>Restricted funds</i>					
Core Funding	-	92,023	(63,648)	-	28,375
Creative Media	-	15,846	(7,817)	-	8,029
Youth worker	12,744	-	(12,744)	-	-
Holiday Provision	6,471	3,163	(24,549)	14,916	-
Mentoring	12,116	63,755	(58,054)	-	17,818
Full Circle	20,740	-	(11,750)	-	8,990
Performing Arts	6,659	-	(6,659)	-	-
Leadership & Volunteering	17,577	96,460	(69,720)	-	44,317
Restricted Funds Total	76,307	271,246	(254,940)	14,916	107,528
	<u>168,365</u>	<u>439,421</u>	<u>(352,294)</u>	<u>-</u>	<u>255,492</u>

Core funding relates to funding designated towards the core activities of the organisation.

Creative Media relates to projects associated with media and youth voice.

Youth worker funding relates to funding for a youth worker.

Mentoring relates to the mentoring project.

Full Circle is a life skills project.

Performing Arts includes both drama and dance projects.

Leadership & Volunteering relates to our Forerunners and Leaders In Training programme which develops leadership skills in young people age 13-21.

Holiday Provision includes our RH Hangouts in the holidays as well as costs associated with the residential. A substantial loss was taken in 2020 due to the cancellation of our residential.

The transfers from unrestricted funds represent expenditure in excess of restricted income being met by unrestricted reserves.

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Tangible fixed assets	5,623	-	5,623	3,468
Current assets	153,341	139,267	292,608	171,593
Current liabilities	<u>(11,000)</u>	<u>(31,739)</u>	<u>(42,739)</u>	<u>(6,696)</u>
	<u>147,964</u>	<u>107,528</u>	<u>255,492</u>	<u>168,365</u>

20 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020	2019
	£	£
Net movement in funds	87,127	18,660
Add back depreciation charge	4,935	4,206
Deduct interest income	(927)	(1,191)
Decrease/(increase) in debtors	(12,300)	712
Increase/(decrease) in creditors	36,042	1,867
Net cash used in operating activities	<u>114,877</u>	<u>24,254</u>