URBAN SYNERGY

England & Wales · Charity number 1138802

Details

Status	Registered
Legal form	Charitable company
Company number	07358294
Registered	2010-11-03
Register	View on the Charity Commission register

Contact

Address	2 Lewisham Hill Lewisham London SE13 7EJ
Phone	07958451166
Email	info@urbansynergy.com
Website	www.urbansynergy.com

Activities

Objects: TO ACT AS A RESOURCE FOR YOUNG PEOPLE BETWEEN THE AGES OF 9 TO 24 LIVING IN THE UK BY PROVIDING ADVICE, ASSISTANCE AND ORGANISED PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF IMPROVING THEIR LIVES AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SOFT SKILLS, TO ENABLE THEM TO REACH THEIR FULL POTENTIAL, TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS; ADVANCING IN EDUCATION AND IMPROVING THEIR EMPLOYABILITY THROUGH WORK EXPERIENCE.

Activities: Providing youth mentoring services in addition to holding seminars and workshops related to this.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Economic/community Development/employment
- **Who:** Children/young People

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Geography

- **Area of benefit:** LONDON
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-26	£539,514	£537,841	£338,339	11
2023-08-26	£644,140	£640,005	£336,666	12
2022-08-26	£446,237	£438,717	-	-
2021-08-26	£535,694	£260,716	£325,011	4
2020-08-26	£121,059	£75,291	-	-

Trustees

Name	Role	Appointed
PATRICK CLARKE	Chair	2012-11-02
Amanda Osuagwu		2022-12-20
CHARMAINE CHARLES		
Donovan DAVIDSON		
Emma Miller		2020-09-03
KEITH ANTHONY DAVIDSON		2012-11-04
TREVOR COLE		

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URBAN SYNERGY

England & Wales - Charity number 1138802

Accounts

Empowering Youth: Annual Impact Report

Year ending August 2024

Mentors United UK

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Introduction from the Co-Founder

Mentors United UK was founded in 2020 by a group of friends who wanted to do something meaningful to help young people who were struggling during the pandemic. We saw how many young people were being left behind, and we knew we could make a difference by simply being there for them.

Four years later, we've grown into a charity that supports young people across the UK, but our mission remains the same: to be a trusted friend and mentor to those who need it most.

Our mentors are not perfect, and they don't claim to be. They're just people who care, who want to listen, who want to help young people navigate the challenges they face. That's what makes our mentoring so powerful. It's not about being a teacher or a parent, it's about being a friend who shows up, who listens, who believes in a young person when they don't believe in themselves.

Over the past year, we've seen our mentees face incredible challenges: mental health crises, family breakdowns, bullying, and the pressure of growing up in a world that can be overwhelming. But we've also seen them succeed, gain confidence, and start to believe that their future can be bright.

This report shows the impact we've made together. It's not just numbers and statistics, it's real people and real stories. It's a reminder that when we work together, we can make a difference in the lives of young people who need someone to believe in them.

Thank you for being part of our journey.

Kate Kennedy

Introduction from the Chief Executive

Mentors United UK exists because every young person deserves someone who believes in them. We've seen how a single conversation can change a young person's confidence, how a mentor's patience can help someone navigate a crisis, and how a friendship can give someone the courage to dream bigger than they ever thought possible.

This year, we've supported young people across the UK, from Scotland to the South Coast, from Wales to the North East. We've matched young people with mentors who have become friends, who have celebrated their wins and supported them through their losses.

The impact we've made is real and it's lasting. But none of it would be possible without our mentors, our partners, our supporters, and our trustees who believe in what we're doing and who show up week after week to make it happen.

Thank you for being part of our story.

Ian Kennedy

A Message from the Chair of Trustees

As a trustee, I see the impact this charity has on young people's lives every time we review our data, our case studies, our feedback. But what I want you to know is that behind every piece of data is a young person who was struggling, who felt alone, who didn't believe that anyone cared about their future.

This report shows that we're making a difference. We're helping young people feel less alone, we're helping them build confidence, we're helping them see that there are people who care about their success.

The trustees are proud of the work our team and our mentors do every day. We're proud to be part of this organisation and we're proud to support young people who need someone to believe in them.

Thank you for your support.

Kate Kennedy

Our Mission

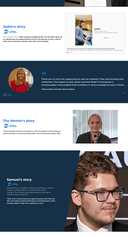
Mentors United UK exists to connect young people with trusted mentors who provide guidance, support, and friendship that helps young people navigate challenges, build confidence, and achieve their potential.

We believe every young person deserves someone who believes in them, who listens without judgment, who shows up consistently, and who helps them see that their future can be bright.

Our Vision is to ensure every young person in the UK has access to a mentor who changes their life.

We are incredibly proud to have now supported over 35,000 young people from Primary school to 2x years of age

Our reach in the UK



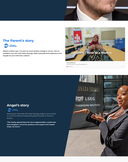
The map above shows where our mentees and mentors are based

2024 in Review

Year ending 31st July

6.8k	5.1k	10
Active mentees	Active mentors	Partnerships
97	86%	4.9k
Mentees	Mentees feeling more confident	Hours of mentoring

Zak's story



Zak's mentor, Ian, has been a trusted friend and guide since he was 14. He helped him navigate school, friendships, and the pressure of growing up in a world that can be overwhelming. Ian's consistent presence gave Zak someone who believed in him when he didn't believe in himself.

Now, at 18, Zak is preparing for his next chapter and he's ready to give back. He's applying to become a mentor himself, because he knows how much it meant to have someone who cared about his future.

Zak's story shows how one mentor can change a young person's life, and how that young person can then become a mentor themselves, continuing the cycle of support and friendship.

Jaden's story

Jaden's mentor, Tom, has been a trusted friend and guide since he was 15. He helped him navigate school, friendships, and the pressure of growing up in a world that can be overwhelming. Tom's consistent presence gave Jaden someone who believed in him when he didn't believe in himself.

Now, at 18, Jaden is preparing for his next chapter and he's ready to give back. He's applying to become a mentor himself, because he knows how much it meant to have someone who cared about his future.

Jaden's story shows how one mentor can change a young person's life, and how that young person can then become a mentor themselves, continuing the cycle of support and friendship.

The Mentor's story

Jaden's mentor, Tom, has been a trusted friend and guide since he was 15. He helped him navigate school, friendships, and the pressure of growing up in a world that can be overwhelming. Tom's consistent presence gave Jaden someone who believed in him when he didn't believe in himself.

Now, at 18, Jaden is preparing for his next chapter and he's ready to give back. He's applying to become a mentor himself, because he knows how much it meant to have someone who cared about his future.

Jaden's story shows how one mentor can change a young person's life, and how that young person can then become a mentor themselves, continuing the cycle of support and friendship.

Samuel's story

Samuel's mentor, Tom, has been a trusted friend and guide since he was 15. He helped him navigate school, friendships, and the pressure of growing up in a world that can be overwhelming. Tom's consistent presence gave Samuel someone who believed in him when he didn't believe in himself.

Now, at 18, Samuel is preparing for his next chapter and he's ready to give back. He's applying to become a mentor himself, because he knows how much it meant to have someone who cared about his future.

Samuel's story shows how one mentor can change a young person's life, and how that young person can then become a mentor themselves, continuing the cycle of support and friendship.

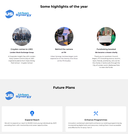
The Parent's story

Samuel's mentor, Tom, has been a trusted friend and guide since he was 15. He helped him navigate school, friendships, and the pressure of growing up in a world that can be overwhelming. Tom's consistent presence gave Samuel someone who believed in him when he didn't believe in himself.

Now, at 18, Samuel is preparing for his next chapter and he's ready to give back. He's applying to become a mentor himself, because he knows how much it meant to have someone who cared about his future.

Samuel's story shows how one mentor can change a young person's life, and how that young person can then become a mentor themselves, continuing the cycle of support and friendship.

Angel's story



Angel's mentor, Tom, has been a trusted friend and guide since she was 15. He helped her navigate school, friendships, and the pressure of growing up in a world that can be overwhelming. Tom's consistent presence gave Angel someone who believed in her when she didn't believe in herself.

Now, at 18, Angel is preparing for her next chapter and she's ready to give back. She's applying to become a mentor herself, because she knows how much it meant to have someone who cared about her future.

Angel's story shows how one mentor can change a young person's life, and how that young person can then become a mentor themselves, continuing the cycle of support and friendship.

Yearly Summary

Mentoring Sessions

Average mentoring sessions per mentee per year: 12

Average mentoring sessions per mentee per month: 1

Volunteer Hours

Average volunteer hours per month: 1,000

Average volunteer hours per year: 12,000

Volunteer Contribution

Average volunteer contribution per year: £1,000,000

Average volunteer contribution per month: £83,333

Becoming 'work-ready'

Our mentors don't just provide emotional support, they also help young people develop the skills they need to be ready for the world of work.

Some highlights of the year

Partnership with Tesco
Tesco has been a key partner, supporting our work with young people across the UK.

Partnership with Sainsbury's
Sainsbury's has been a key partner, supporting our work with young people across the UK.

Tesco Mentor Partnership
Tesco Mentor Partnership is a key partnership, supporting our work with young people across the UK.

Some highlights of the year

Leeds Business Schools
Leeds Business Schools is a key partnership, supporting our work with young people across the UK.

Birmingham Schools
Birmingham Schools is a key partnership, supporting our work with young people across the UK.

Impacts of Lockdown
Lockdown has had a lasting impact on young people across the UK.

Some highlights of the year

Mentoring Partnerships
Mentoring partnerships are a key part of our work with young people across the UK.

Mentors
Our mentors are a key part of our work with young people across the UK.

Mentees
Our mentees are a key part of our work with young people across the UK.

Some highlights of the year

Call Day 2024
Call Day 2024 was a key event in our work with young people across the UK.

Our current situation
Our current situation is a key factor in our work with young people across the UK.

Upcoming Plans
Our upcoming plans are a key factor in our work with young people across the UK.

Some highlights of the year

Longest mentee: 10Y
Our longest mentee is a key factor in our work with young people across the UK.

Mentor with most mentees: 4M
Our mentor with most mentees is a key factor in our work with young people across the UK.

Most mentees: 4M
Our most mentees is a key factor in our work with young people across the UK.

Future Plans

Expand Reach
We plan to expand our reach to more young people across the UK.

Enhance Programmes
We plan to enhance our programmes to better support young people across the UK.

Strengthen Partnerships
We plan to strengthen our partnerships to better support young people across the UK.

Increase Funding
We plan to increase our funding to better support young people across the UK.

Thanks to our partners for...

Thanks for...

Our Financials

Contact us

Mentors United UK

www.mentorsunitedukcharity.com

Registered Charity Number 1198811

info@mentorsunitedukcharity.com

Mentors United UK

www.mentorsunitedukcharity.com

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Report ref: Mentors United UK - Impact Report - 2024

Charity number: 1138802

Company number: 07358294

(England and Wales)

URBAN SYNERGY

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 August 2024

URBAN SYNERGY

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The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 August 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 the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

See Trustees' Annual Report on Appendix One

Objectives and aims

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

FINANCIAL REVIEW

Urban Synergy continues to face a challenging external environment, with consistent increase in the demand for our services.
While our total income declined compared to the previous year, we have been successfully working to diversify our income streams.
Through prudent decision-making and strategic management, we also effectively managed our expenditure to achieve break-even.
This year, we implemented a change to reallocate payroll costs directly to specific programme activities, enhancing transparency for funders.
These strategic adjustments and prudent financial management ensure our continued ability to deliver vital services and maintain our going concern status.

GOING CONCERN

The Trustees, who are also Directors, consider that there are no material uncertainties about the Charity's ability to continue as a going concern for the next 12 months.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	URBAN SYNERGY
Charity registration number	1138802
Company registration number	07358294
Principal address	2 Lewisham Hill London SE13 7EJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Keith Davidson
Trevor Cole
Patrick Clarke
Leila Thomas
Donovan Davidson
Charmaine Charles
Emma Miller
Amanda Osuagwu

Independent examiner	Emmanuel Mensah Vision 25 Innova Park Electric Avenue Enfield EN3 7GD

Approved by the Board of Trustees and signed on its behalf by

Donovan Davidson 28/05/2025

.....
Donovan Davidson - Trustee

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2024

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2024.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT, MBA (Bus Fin)
Vision 25
Innova Park
Electric Avenue
Enfield
EN3 7GD

Date: 28/05/2025

URBAN SYNERGY

Statement of Financial Activities (including Income and Expenditure Account)

For the year ended 31 August 2024

	Notes	Unrestricted funds	2023
		£	£
Income and endowments from:			
Donations and legacies	2	452,755	570,663
Other trading activities	3	54,383	29,503
Other income	4	32,376	43,974
Total		**539,514**	**644,140**
Expenditure on:			
Charitable activities	5/6	(537,841)	(640,005)
Total		**(537,841)**	**(640,005)**
Net income		**1,673**	**4,135**
Reconciliation of funds			
Total funds brought forward		336,666	332,531
Total funds carried forward		**338,339**	**336,666**

URBAN SYNERGY
Statement of Financial Position
As at 31 August 2024

	Notes	2024	2023
		£	£
Fixed assets			
Intangible assets	11	940	940
		940	**940**
Current assets			
Debtors	12	114,385	130,156
Cash at bank and in hand		298,107	431,170
		412,492	**561,326**
Creditors: amounts falling due within one year	13	(75,093)	(225,600)
Net current assets		**337,399**	**335,726**
Total assets less current liabilities		**338,339**	**336,666**
Net assets		**338,339**	**336,666**
The funds of the charity			
Unrestricted income funds	14	338,339	336,666
Total funds		**338,339**	**336,666**

For the year ended 31 August 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:

Donovan Davidson 28/05/2025

.....

Donovan Davidson
Trustee

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 (FRS 102), and the Companies Act 2006.

URBAN SYNERGY 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).

2. Income from donations and legacies

	2024	2023
	£	£
Unrestricted funds		
Donations received	169,433	72,762
Grants received	283,322	497,901
	452,755	**570,663**

3. Income earned from other activities

	2024	2023
	£	£
Unrestricted funds		
Fund raising events	54,383	29,503
	54,383	**29,503**

4. Other income

	2024	2023
	£	£
Unrestricted funds		
Other Income	32,376	43,974
	32,376	**43,974**

5. Costs of charitable activities by fund type

	2024	2023
	£	£
Unrestricted funds		
Youth Mentoring, Seminars & Workshops	464,347	606,697
Support costs	73,494	33,308
	537,841	**640,005**

6. Costs of charitable activities by activity type

	Activities undertaken directly	Support costs	2024	2023
	£	£	£	£
Support costs				
Youth Mentoring, Seminars & Workshops	464,347	73,494	537,841	640,005

7. Analysis of support costs

	2024	2023
	£	£
Youth Mentoring, Seminars & Workshops		
IT Costs	13,062	12,871
Support Costs - Resources	12,584	12,104
Governance costs	47,848	8,333
	73,494	**33,308**

8. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2024	2023
	£	£
Independent examiner's fees	4,314	5,472
Staff pension contributions	7,639	14,786

9. Staff costs and emoluments

Total staff costs for the year ended 31 August 2024 were:

	2024	2023
	£	£
Salaries and wages	-	228,042
Social security costs	32,449	40,612
Pension costs	7,639	14,786
	40,088	**283,440**

	2024	2023
Admin & Support Staff	11	13
	11	13

10. Comparative for the Statement of Financial Activities

The comparative year values on the Statement of Financial Activities are for unrestricted funds.

11. Intangible fixed assets

	Intangible asset 3
Cost or valuation	£
At 01 September 2023	940
At 31 August 2024	**940**
Net book values	
At 31 August 2024	**940**
At 31 August 2023	**940**

12. Debtors

	2024	2023
	£	£
Amounts due within one year:		
Trade debtors	109,130	105,708
Prepayments and accrued income	5,370	24,448
Other debtors	(115)	-
	114,385	**130,156**

13. Creditors: amounts falling due within one year

	2024	2023
	£	£
Other creditors	22,203	13,584
Accruals and deferred income	52,890	212,016
	75,093	**225,600**

14. Movement in funds

Unrestricted Funds

	Balance at 01/09/2023	Incoming resources	Outgoing resources	Balance at 31/08/2024
	£	£	£	£
General				
General	336,666	539,514	(537,841)	338,339
	336,666	**539,514**	**(537,841)**	**338,339**

Unrestricted Funds - Previous year

	Balance at 01/09/2022	Incoming resources	Outgoing resources	Balance at 31/08/2023
	£	£	£	£
General				
General	332,531	644,140	(640,005)	336,666
	332,531	**644,140**	**(640,005)**	**336,666**

Purpose of unrestricted Funds

General

These are funds not restricted in nature and can be applied as the Board sees fit but within the scope of the charities objects and intended purposes.

15. Analysis of net assets between funds

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	337,399	338,339
	940	**337,399**	**338,339**

Previous year

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	335,726	336,666
	940	**335,726**	**336,666**

URBAN SYNERGY
Detailed Statement of Financial Activities
For the year ended 31 August 2024

	2024	2023
	£	£
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	141,762	69,963
Special Donations	-	2,698
Gift Aid Income	-	101
Grants and Fundings	27,671	-
CAB Contributions	205,792	145,257
Corporate Sponsorships	77,530	352,644
	452,755	**570,663**
Other trading activities		
Fund raising events	54,383	29,503
	54,383	**29,503**
Other income		
Other Income	32,376	43,974
	32,376	**43,974**
Total incoming resources	**539,514**	**644,140**
EXPENDITURE		
Charitable activities		
Staff costs - wages & salaries	-	(228,042)
Staff costs - social security costs	(32,449)	(40,612)
Staff costs - pension contributions	(7,639)	(14,786)
Contract Staff Costs	(31,039)	(30,451)
GUIDE (formerly E-Mentoring)	(68,163)	(48,434)
INSPIRE (formerly E-Seminars)	(70,847)	(89,220)
UKPN Mentee Salaries	-	(16,504)
Mentee CRB Checks	(3,469)	(41,340)
Professional Fees	-	(47,421)
Fundraising Activities	(69,339)	(12,862)
Subscriptions & Mem. Dues	(857)	(1,100)
Work Experience	(79,205)	(35,925)
Programme Coordination & Evaluation	(48,627)	-
Advertising & PR Activities	(52,713)	-
	(464,347)	**(606,697)**
SUPPORT COSTS		
IT		
IT Costs	(13,062)	(12,871)
	(13,062)	**(12,871)**
Support Costs - Resources		
Support Costs - Resources	(12,584)	(12,104)
	(12,584)	**(12,104)**
Governance costs		
Independent examiners fees	(4,314)	(5,472)
Other office costs	(43,534)	(2,861)
	(47,848)	**(8,333)**

This page does not form part of the statutory financial statements

Total resources expended	**(537,841)**	**(640,005)**
Net Income	**1,673**	**4,135**

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2024

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2024.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT, MBA (Bus Fin)
Vision 25
Innova Park
Electric Avenue
Enfield
EN3 7GD

Date: 28/05/2025

URBAN SYNERGY

England & Wales - Charity number 1138802

Accounts

Urban Synergy's Annual Report and Financial Statements for the Year ending August 2023

Contents

Foreword	Our Strategy	Programme Delivery	Events and Campaigns	Awards
Urban Synergy's Future	Our People	Financial report	Sustainability, Diversity & Inclusion	Thank You

Foreword

Welcome - from our CEO

I am delighted to present Urban Synergy's Annual Report for 2022/23.

Below, I set out our strategy, programmes, delivery and impact, as well as key achievements and challenges over the reporting period.

We achieved a lot in a year marked by global and domestic economic instability, which put pressure not just on the charity's users but on its donors too.

Still, we managed to deliver:

- **5982 young people supported** through our programmes
- **118 students mentored**
- **6979 work experience hours**, much of which was paid
- **479 Role model volunteering opportunities** created
- **5381 hours of volunteering** across our programmes

You will hear more about the impact of our work throughout this report, and how we've supported young people in our community.

Our programmes continued, starting in primary schools to inspire children and introduce them to relatable role models, and stretching across secondary school, sixth form and even into basketball clubs, helping young adults up to the age of 24 years.

This was the first full year Urban Synergy had a Youth Council - a team of young people who've been through our programme and are now giving back. We thank them for their time, insight and for the input of the youth voice in 'keeping it real'.

I'd again like to thank the supporters, parents, teachers, schools, donors, partners and the Urban Synergy team for their relentless work in supporting young people to overcome barriers and reach their fullest potential.

My gratitude goes to London Stock Exchange Group (LSEG) for my secondment, and as a valued supporter of the charity.

Together with our partners like LSEG, we made a huge difference, and opened new doors to opportunity.

Leila Thomas, Founder & CEO - Urban Synergy

A Message from our Chair of Trustees

It's a pleasure to report on my first full year as Urban Synergy Chair of Trustees, having taken the baton from Courtenay Griffiths who retired from the post in June 2023.

Following in Courtenay's footsteps, financial sustainability, excellence in governance and applying strategic vision with precision became my top priorities.

Those priorities are coupled with ensuring our young people - the charity's key stakeholders - continue to enjoy a first-rate experience that helps them develop and gain independence through access to mentors, work experience and educational opportunities.

Like all charities, we weathered tough economic conditions in 2022 and 2023.

The UK went into a full cost of living crisis, as global inflation rose exponentially, driven by increased interest rates, fuel costs, and inflation at its highest rate for 30 years.

Therefore, it is with huge gratitude that I acknowledge here how many of our partners and sponsors stayed with Urban Synergy through these economic times.

Special thanks go to Goldman Sachs, the London Stock Exchange Group, Citi, Dynamic Planner, DMGT, Sony PlayStation, and UK Power Networks which sat firm on our Corporate Advisory board, providing funding and expertise on strategy, people, and new potential partnerships.

They also ramped up their work experience and apprenticeship places and gave us access to their busy colleagues who acted as mentors and guides to our young people.

My thanks also extends to M&G Plc, FE Fundinfo, RWS, Moody's, Newable, Federated Hermes, PwC, Lloyds Insurance, Blackrock, VMWare, Salesforce, who renewed their partnerships in 2022/3. Your support changed so many lives.

With inflation raging during the reporting year, more young people than ever knocked on Urban Synergy's door as they attempted to find work to help their families face astronomical price hikes.

Helping them made the contributions of Urban Synergy's supporters, Trustees, Youth Council, and its dedicated team led by CEO Leila Thomas, not only worthwhile but vital.

With this backdrop in mind, I am pleased to report on a year of growth, consolidation, and kindness beyond measure by all those who believe in Urban Synergy's mission to nurture the next generation, increase social mobility and ultimately make the world a better place.

Thank you all.

Dr Patrick Clarke OBE, Chair of Trustees - Urban Synergy

Our Strategy

Our Purpose

To build an equitable world where everyone, regardless of their background, is empowered to write their own future

Our Mission

The way we see it, talent is everywhere, opportunities are not.

Urban Synergy (US) is a youth empowerment charity, on a mission to inspire, guide and ignite the ambitions of young people.

Our approach focuses on early support, to build confidence and show young people what's possible. That's why we connect them with aspirational - yet relatable - role models and mentors, as well as industry leading companies.

Understanding that every young person, their circumstance, and their dreams are unique, we tailor our school programmes, mentoring and work experience opportunities to help them reach their individual potential.

With the collaboration of our valued partners, we are building an equitable world where everyone, regardless of their background, is empowered to write their own future.

Our Values

We are focused on empowering young people every day. Our values are key and underpin our work. They are:

Motivated

- We are focused on our goal of providing young people with confidence and opportunities
- We work with brilliant partners

who are passionate about our goals and are equally motivated to build an equitable world

Collaborative

- We work closely with our stakeholders to create customised programmes to generate the best results for the young people we work with
- We have the ability to work with other charities/ organisations within our industry towards your common goal
- Our internal team works collaboratively together

Responsive

- We are agile and adaptable to the changing needs of today's young people
- We also understand that the businesses we partner with appreciate our ability to be flexible

Inspiring

- Everyone we partner with is an inspiration in their own way
- We raise the ambitions of the young people we work with and show them what is possible
- We give them access to role models that motivate them in their goals

Open

- Our partnerships with mentors, mentees, sponsors and role models are based on trust
- We are open and supportive to our mentees, partners and colleagues
- We maintain an open and honest relationship with all our stakeholders
- We share goals, progress and impact

Our Programme Delivery

Inspire

Seminars

Our in-school and online Career Seminars work to bridge the gap between the classroom and the workplace.

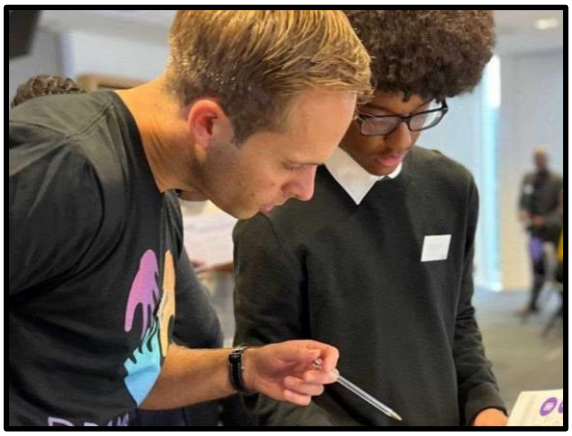
These programmes are designed to inspire and empower young people. We introduce them to role models who have overcome similar barriers, that raise their aspirations, offer a path to follow, and pass on the confidence to write their own future.

59

Seminars delivered

Ready for Work Seminars

Our Ready for Work Seminars deliver a full day of workshops and interactive activities for young people across a whole school year. The objectives of the day are for the students to feel more confident and motivated, to meet career role models and practise their interview skills, with real time feedback.



We deliver this through workshops including Smart Goal Setting, Interview skills and mock interview sessions, in partnership with 40 - 65 volunteers from our partners, bringing a diverse range of skills, knowledge, experience and advice. The students' interactions with employers and employees help the school to meet their Gatsby Benchmarks, (particularly benchmark number 5) as well as giving students the opportunity to practise their professional networking skills

Volunteer testimony

“I was really impressed in your accreditations and also the fact that you have been recognised for your services to the community.”

“It is important for me to volunteer in a charity that takes its work seriously and wants to make a difference to children’s lives.”

Guide

Mentoring

Through engaging 1-to-1 e-Mentoring, Mentors offer valuable insight from their personal stories and how they carved out a path to success.

Our Mentors work with their Mentee to build their confidence in personal and professional skills, such as presentation, communication, interview practice, and career guidance. The Mentee must deliver a personalised CV and a presentation to graduate the programme.

This year we have **mentored 118** students, **onboarded 69 new mentors**, and delivered **509** Volunteer hours.

118

Students mentored

Following Mentoring, we asked our Mentees to rate the following statements and 100% agreed or strongly agreed to them:

- I can prepare a strong CV
- I am confident about attending a job interview
- I can build professional relationships and network
- I know what to expect in the workplace
- I have good organisational skills
- I have good presentation skills

soft employability skills and confidence.

This programme creates diverse, work-ready talent, prepared for their next opportunity.

Through these efforts and in collaboration with our partners, we can build a workforce based on fair opportunity, that everyone can benefit from.

This year we delivered 98 work experience placements, totaling 6979 hours of work experience for young people, much of which was paid. It also generated 2747 hours of volunteer work.

6979

Hours of work experience

Ignite

Work Experience

We work with industry-leading partners to secure meaningful work experience opportunities that ignite young people's passions and act as a catalyst for their journey into the workplace.

Periods of work experience have a positive impact on young people's

DREAM Paid Work Experience Programme

Our DREAM work experience programme is a 4-week paid 'externship' offered to mentees between 15-18 years of age. This programme develops practical career skills.

In many cases these skills are not necessarily part of the educational curriculum in disadvantaged communities, which puts minority students at a disadvantage compared to other socio-demographic communities.

The selected candidate will meet with leaders across functions, to benefit from their experiences and insights during the course of their own careers. This part of the programme is adaptable to the circumstances and interests of the student and the department offering the externship.

Our partners across work experience and 'Dream' programmes include: Boku Inc., Costain Group, Delta Capita, Dynamic Planner, EC1 Partners Ltd., Kendo Brands, Legal & General Investment Management, LloydsBanking Group, M&G Investments, M&G Plc, Mintel,

National Black Crown, Prosecution Association, PwC, Stryker UK Limited, The City UK, Thomson Reuters, UK Power Networks, Whitfield Construction, Services, Willis Towers Watson.

Our mentee Rama had the opportunity to shadow David Bentley - Barrister KC at Doughty Street Chambers for three days in April 2023.

"This experience was inspiring and I am looking forward to shadowing him again."

Spotlight on our charity users

Ryan made an extraordinary leap from South London to Howard University in the USA

Ryan: "It all started from a careers in sport role model seminar in my basketball club London Thunder where I was inspired by all the Urban Synergy role models in particular Darren Allaway who works at

Goldman Sachs and studied at Stanford University USA.

"From there I became confident to apply for a mentor for personal development and then I gained access to a wide network of corporate work experience opportunities - this propelled me and gave me the pathway in finance and inspiration to apply to Howard, the Harvard of the historically black colleges and universities or HBCUs in the US."

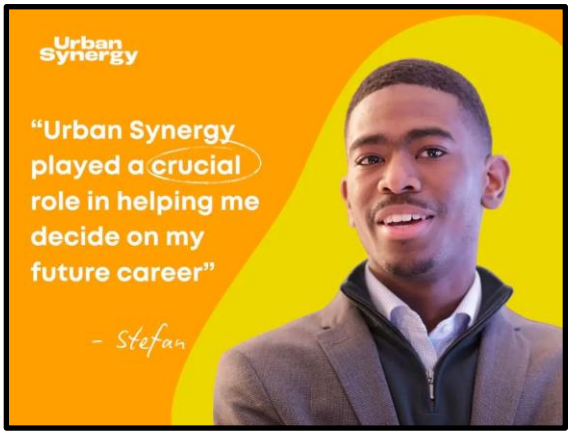
Ha-linh: "Joining the programme meant I could build on my skills and gain access to resources and opportunities"

Ha-Linh: "I applied to Urban Synergy for the opportunity to improve my employability skills and hopefully gain insight into the financial services industry.

"While I enjoyed preparing for the mock interview at the end of the programme, the best part was building a relationship with my mentor and learning about her career path.

"My proudest achievement so far was my involvement in updating M&G's Stewardship Report for the asset owner. I engaged with different stakeholders across the firm and the report was submitted to the Financial Reporting Council to gain signatory status."

Stefan: "My like-minded Mentor was the best part"



Stefan, 18, joined the Urban Synergy e-Mentoring programme in December 2020 and was matched

with Romeo Radanyi, Director - Quantum, at Moody's.

"I had a strong interest in technology but didn't have many peers with similar experiences or anyone further along in their careers. It was really beneficial to have someone to talk to who had similar interests and experiences.

"I'm currently doing a Data analyst apprenticeship at London Stock Exchange which I started in October.

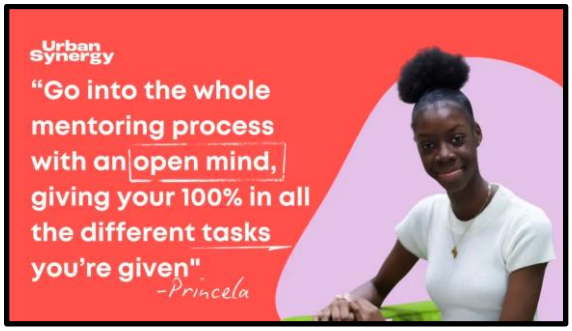
"I've had the chance to present to senior colleagues at different levels, and with time I have become more confident.

Princela is in Year 11 and joined Urban Synergy's mentoring programme in the summer of 2022.

She was then matched with her mentor, Lydia at the London Stock Exchange Group, in preparation for her joining the Dream Big programme that Urban Synergy are running with Willis Towers Watson.

"Having a mentor really helped me build a lot of skills that I'll need in professional life. My mentor taught me about different techniques to use when you're writing a CV or going into an interview."

Princela: "Treasure the time you have with your mentor"



Spotlight on an Urban Synergy Mentor

Urban Synergy relies on volunteer mentors from our corporate partners.

Lydia works at the London Stock Exchange Group as a Fixed Income & Multi-Asset Index Product Manager and joined the Urban Synergy mentoring programme in 2022.

"By experiencing the graduate programme at LSEG, as well as applying to internships while at university, I thought I would be able to share some skills or advice with young people about what that was like.

"A career in finance can be very intimidating, given the stereotypical view of what it's like or what it requires, especially as a young woman. I was very lucky to have had friends or family in the industry who could give me help and advice when I needed it for interviews etc.

"I benefited from that hugely- so I wanted to give back in the same way.

"Specifically for those who are relatively early in their career, like myself, I would say don't underestimate what you can draw on to help other young people looking to think ahead about their career.

"You still have something to offer of value, and the whole experience was so rewarding and enjoyable."

Campaigns

Black History Month Campaign

For a third year, we celebrated our many Black role models, Mentors and Mentees.

On LinkedIn the campaign generated 5,943 impressions, and 155 likes.

In October 2022, we took a selection of our young people to a fascinating discussion with Actor Adjoa Andoh and Goldman Sachs' Darren Allaway, who's an Urban Synergy role model.

Awards

Recognition flowed in 2022/23, and Urban Synergy became:

- **Black Excellence Awards,** Powerlist Community Award Winner 2022
- **Black Excellence Awards,** Powerlist chosen charity 2023
- **Nominated for Burberry Diversity Award** - charity of the year 2023

We were also shortlisted for:

- **The Lord Mayor's Dragon** Awards 2022
- **Children & Young People Now Award** - 'Charity of the Year'
- **National Diversity Awards** - 'Positive Role Model'
- **Power of a Woman Award** - for CEO Leila Thomas

Urban Synergy's Future

Demands for our services grew in 2022/23 while we saw general donations fall, as the cost of living crisis and rampant inflation ate into our donations and some partnership renewals.

Our team also grew to help us deliver more in-person events, while still delivering online.

The charity's focus remains to expand our blueprint to support more young people, schools, and parents across London and beyond.

We will also engage more partners and corporate companies to realise volunteer role models and Mentors.

Our 2020 plan, still provides the framework for delivery:

Expand our online Programmes:

- e-Seminars London wide
- e-Mentoring Londonwide
- Continue to offer our mentee activities to include additional online workshops
- Improve volunteer management and communications

Improve our partnership management and reporting

- Streamline our information management system
- Grow our Corporate Advisory Board
- Expand our programmes to schools in other cities in the UK with similar socio economic challenges
- Create a Fundraising and PR Team – promote the raising of funds and awareness of our success and ongoing funding purposes
- Increase our income to grow our charity
- Continue to expand our resources and team

Individual Supporters

- We continue to receive donations from individual groups and people through their own fundraising efforts, including office staff sales, marathons, competitions, auctions, personal challenges and more.

For this we are truly grateful!

Our People

Urban Synergy Board of Trustees

Dr. Patrick Clarke OBE, Chair
Charmaine Charles, Charity Secretary
Donovan Davidson
Dr. Keith Davidson
Emma Miller
Leila Thomas CEO
Trevor Cole

Patrons

- Dr Courtenay Griffiths QC, Eddie Nestor MBE, and Garry Green QC

Corporate Advisory Board

- David Craig, Chair, TNFD
- Darren Allaway, Goldman Sachs
- Ben Goss, Dynamic Planner
- Stuart Whyte, Sony Playstation
- Sharon Blackman, Citi
- Catherine Johnson, London Stock Exchange Group
- Grant Woodthorpe, DMGT
- Patrick Clarke, OBE, UK Power Networks
- Sarah Webb, Secretary
- Garret Gaughan, WTW

Urban Synergy Team

Leila Thomas CEO & Founder seconded to Urban Synergy from the London Stock Exchange Group

Employees are: Dianne Johnson, Nigel Williams, Kate Williams, Deborah Barrington, Jane Watts, Safiya Chiappa-Forrester, Semere Estifanos, Chaunte Robinson, Phoebe Blair

Contractors are: Chantelle Barrett, Odeshea Gordon, Makesha Sutherland and Begum Hall

Urban Synergy Leadership Team, August 2023

Leila Thomas Kate Williams Dianne Johnson

Nigel Williams Trevor Cole

See our year in pictures

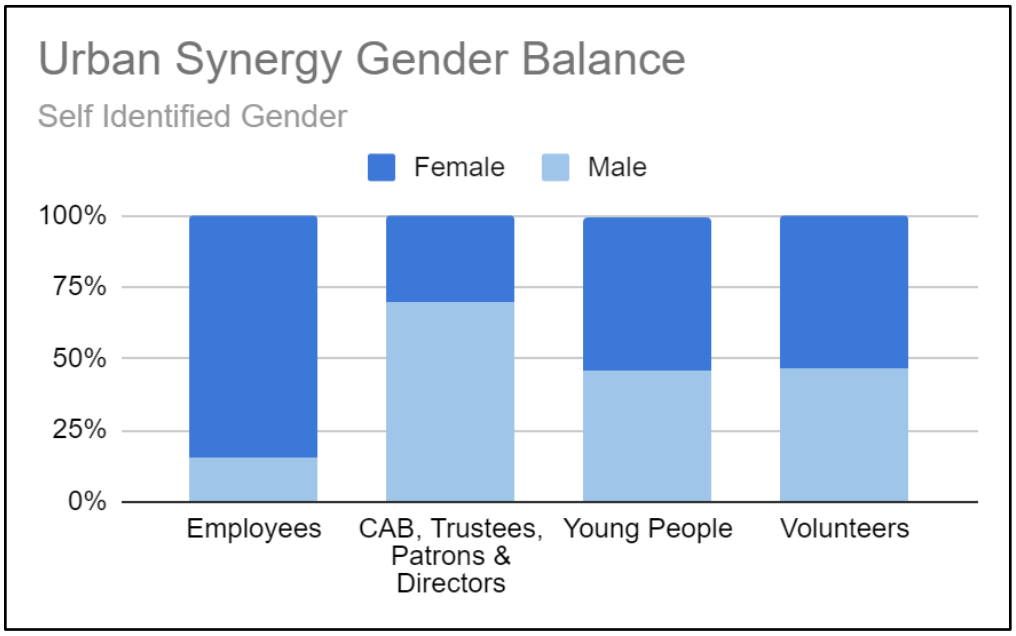
Click on this image to see our partners, volunteers, and young people in action.

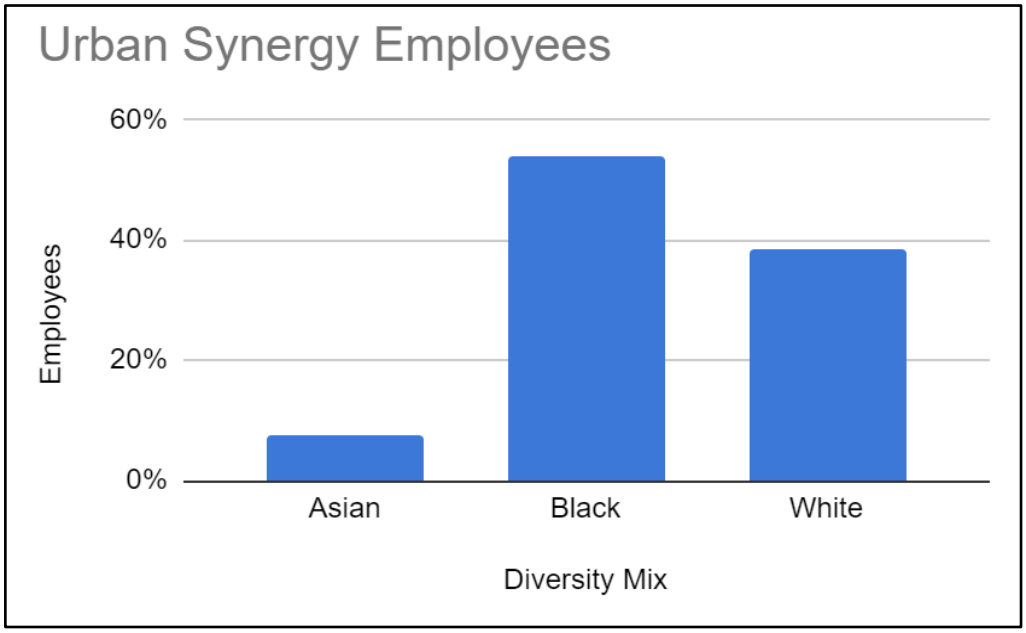
Our own sustainability, diversity, equity and inclusion

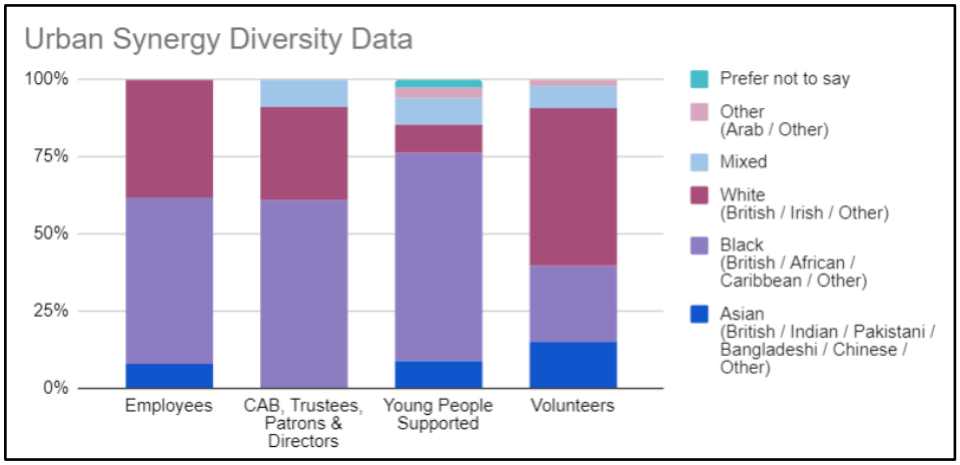
Sustainability, diversity, equity and inclusion start at 'home' for Urban Synergy. As well as driving value for our stakeholders, we all work from home, using the offices of our sponsors and corporate partners when we meet, usually on a monthly basis. This reduces our carbon footprint.

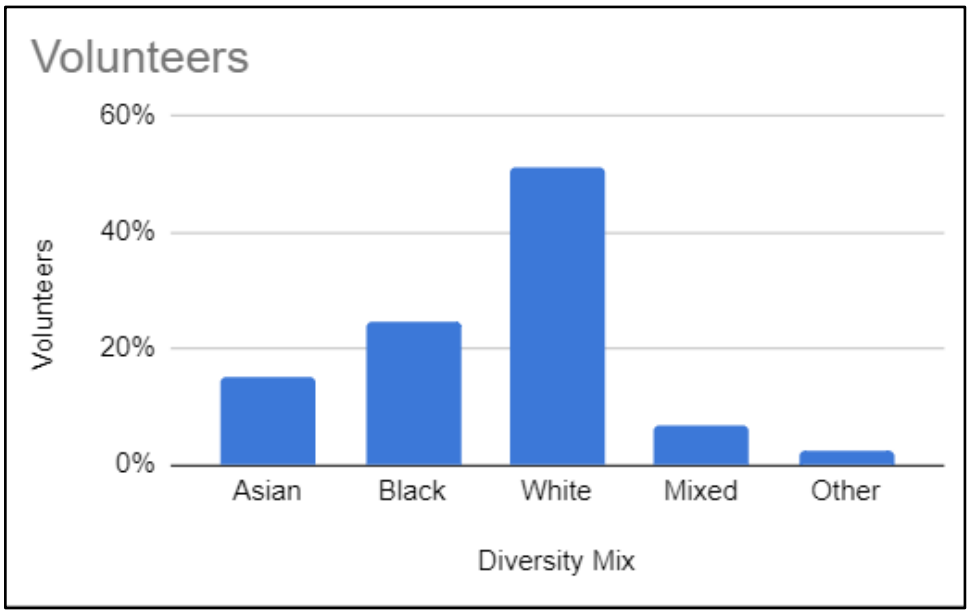
As well as building a more equitable and sustainable future for young people, we constantly assess our own diversity - living our values and our mission.

Below are our diversity statistics for the reporting period.

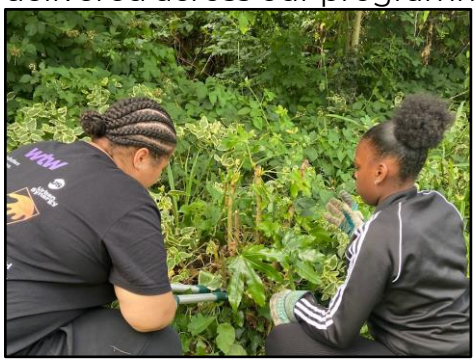

Urban Synergy Gender Balance
Self Identified Gender
Female
Male
100%
75%
50%
25%
0%
Employees
CAB, Trustees, Patrons & Directors
Young People
Volunteers


Urban Synergy Employees
60%
40%
20%
0%
Employees
Asian
Black
White
Diversity Mix





5381 hours of volunteering delivered across our programmes.



Thank you

We extend our sincere gratitude to all our Donors, Corporate Donors, Strategic Partners, Volunteers, Role Models and Mentors for their unwavering support.

For pro bono help, special thanks go to:

- TrustLaw, Thomson Reuters Foundation's global pro bono legal service;
- The LSEG Foundation;
- Simon Raper for the Copellia Machine Learning project using AI to help the matching on the e-Mentoring programme count;
- Salesforce for relationship management tool improvements;
- PWC for support on Impact reporting, and
- All the companies, especially London Stock Exchange Group (LSEG), who've allowed us to use their office space for team meetings.

Your contributions have made a significant difference in the lives of countless young individuals.

Financial Statements

Statement of Financial Activities and Statement of Financial Position. See the Appendix for the full accounts.

URBAN SYNERGY
Contents Page
For the year ended 31 August 2023

Charity number: 1138802

Company number: 07358294

(England and Wales)

URBAN SYNERGY

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 August 2023

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 August 2023. 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 the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

See Trustees Annual Report on Appendix One

Objectives and aims

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

FINANCIAL REVIEW

Significant events

The persisting impact of the Ukraine War and the lingering effects of the Covid-19 pandemic continue to resonate throughout our operations, with increasing number of young people seeking our support.

In tandem with increase in our operational programmes, inflationary pressures as well continue to persist, which led to a £200k increase in charitable expenditure compared to the previous year.

However, through prudent decision-making, strategic management and adaptability, we have seized emerging opportunities and diversified our income streams to ensure the continuity of our vital mission.

Our positive net income for the year highlights the effectiveness of our efforts and the dedication of our team in navigating the challenges posed by the external environment.

Looking ahead to the future, we are confident in our ability to remain flexible and agile in a dynamic economic landscape, continuing to make a meaningful difference in the lives of those we support.

The Going Concern Note

The Trustees, who are also Directors, consider that there are no material uncertainties about the Charity's ability to continue as a going concern for the next 12 months.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	URBAN SYNERGY
Charity registration number	1138802
Company registration number	07358294
Principal address	2 Lewisham Hill London SE13 7EJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Keith Davidson
Trevor Cole
Patrick Clarke
Leila Thomas
Donovan Davidson
Charmaine Charles
Emma Miller
Amanda Osuagwu
(Appointed: 20 December 2022)

Independent examiner	Emmanuel Mensah FMAAT Ground Floor West Office 10 Nicholas House, River Front Enfield EN1 3TF

Approved by the Board of Trustees and signed on its behalf by

24/6/2024

.....

Donovan Davidson - Trustee

Independent Examiners Report to the Trustees For the year ended 31 August 2023

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: 24 June 2024

URBAN SYNERGY

Statement of Financial Activities (including Income and Expenditure Account)

For the year ended 31 August 2023

	Notes	Unrestricted funds	2022
		£	£
Income and endowments from:			
Donations and legacies	2	570,663	421,035
Other trading activities	3	29,503	17,492
Investments	4	-	323
Other income	5	43,974	7,387
Total		**644,140**	**446,237**
Expenditure on:			
Charitable activities	6/7	(640,005)	(438,502)
Other expenditure		-	(215)
Total		**(640,005)**	**(438,717)**
Net income		**4,135**	**7,520**
Reconciliation of funds			
Total funds brought forward		332,531	325,011
Total funds carried forward		**336,666**	**332,531**

Registered Number : 07358294

URBAN SYNERGY
Statement of Financial Position
As at 31 August 2023

	Notes	2023	2022
		£	£
Fixed assets			
Intangible assets	12	940	940
		940	**940**
Current assets			
Debtors	13	130,156	42,220
Cash at bank and in hand		431,170	409,596
		561,326	**451,816**
Creditors: amounts falling due within one year	14	(225,600)	(120,225)
Net current assets		**335,726**	**331,591**
Total assets less current liabilities		**336,666**	**332,531**
Net assets		**336,666**	**332,531**
The funds of the charity			
Unrestricted income funds	15	336,666	332,531
Total funds		**336,666**	**332,531**

For the year ended 31 August 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Board of Trustees and signed on its behalf by

24/6/2024

Donovan Davidson - Trustee

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 (FRS 102), and the Companies Act 2006.

URBAN SYNERGY 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).

2. Income from donations and legacies

	2023	2022
	£	£
Unrestricted funds		
Donations received	72,762	57,834
Grants received	497,901	363,201
	570,663	**421,035**

3. Income earned from other activities

	2023	2022
	£	£
Unrestricted funds		
Fund raising events	29,503	17,492
	29,503	**17,492**

4. Investment income

	2023	2022
	£	£
Bank interest receivable	-	323
	-	**323**

5. Other income

	2023	2022
	£	£
Unrestricted funds		
Other Income	43,974	7,387
	43,974	**7,387**

6. Costs of charitable activities by fund type

	2023	2022
	£	£
Unrestricted funds		
Youth Mentoring, Seminars & Workshops	606,697	230,026
Support costs	33,308	208,476
	640,005	**438,502**

7. Costs of charitable activities by activity type

	Activities undertaken directly	Support costs	2023	2022
	£	£	£	£
Support costs				
Youth Mentoring, Seminars & Workshops	606,697	33,308	640,005	438,502

8. Analysis of support costs

	2023	2022
	£	£
Youth Mentoring, Seminars & Workshops		
Management	-	174,950
IT & Software Costs	12,871	11,240
Support Costs - Resources	12,104	15,265
Governance costs	8,333	7,021
	33,308	**208,476**

9. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2023	2022
	£	£
Independent examiner's fees	5,472	4,314
Staff pension contributions	14,786	2,217

10. Staff costs and emoluments

Total staff costs for the year ended 31 August 2023 were:

	2023	2022
	£	£
Salaries and wages	228,042	151,675
Social security costs	40,612	28,055
Pension costs	14,786	2,217
	283,440	**181,947**

	2023	2022
Admin & Support Staff	13	5
	13	**5**

11. Comparative for the Statement of Financial Activities

The comparative year values on the Statement of Financial Activities are for unrestricted funds.

12. Intangible fixed assets

	Intangible asset 3
Cost or valuation	£
At 01 September 2022	940
At 31 August 2023	**940**
Net book values	
At 31 August 2023	**940**
At 31 August 2022	**940**

13. Debtors

	2023	2022
	£	£
Amounts due within one year:		
Trade debtors	105,708	-
Prepayments and accrued income	24,448	4,081
Other debtors	-	38,139
	130,156	**42,220**

14. Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors	13,584	7,836
Accruals and deferred income	212,016	112,389
	225,600	**120,225**

15. Movement in funds

Unrestricted Funds

	Balance at 01/09/2022	Incoming resources	Outgoing resources	Balance at 31/08/2023
	£	£	£	£
General				
General	332,531	644,140	(640,005)	336,666
	332,531	**644,140**	**(640,005)**	**336,666**

Unrestricted Funds - Previous year

	Balance at 01/09/2021	Incoming resources	Outgoing resources	Balance at 31/08/2022
	£	£	£	£
General				
General	325,011	446,237	(438,717)	332,531
	325,011	**446,237**	**(438,717)**	**332,531**

Purpose of unrestricted Funds

General

These are funds not restricted in nature and can be applied as the Board sees fit but within the scope of the charities objects and intended purposes.

16. Analysis of net assets between funds

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	335,726	336,666
	940	**335,726**	**336,666**

Previous year

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	331,591	332,531
	940	**331,591**	**332,531**

URBAN SYNERGY
Detailed Statement of Financial Activities
For the year ended 31 August 2023

	2023	2022
	£	£
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	69,963	50,811
Special Donations	2,698	5,886
Gift Aid Income	101	1,137
CAB Contributions	145,257	216,252
Corporate Sponsorships	352,644	134,269
E-Mentoring Income	-	12,680
	570,663	**421,035**
Other trading activities		
Fund raising events	29,503	17,492
	29,503	**17,492**
Investments		
Bank interest receivable	-	323
	-	**323**
Other income		
Other Income	43,974	7,387
	43,974	**7,387**
Total incoming resources	**644,140**	**446,237**
EXPENDITURE		
Charitable activities		
Staff costs - wages & salaries	(228,042)	(151,675)
Staff costs - social security costs	(40,612)	(28,055)
Staff costs - pension contributions	(14,786)	(2,217)
Contract Staff Costs	(30,451)	(50,321)
E-Mentoring	(48,434)	(80,345)
E-Seminars	(89,220)	(45,662)
UKPN Mentee Salaries	(16,504)	(12,861)
Mentee Expenses	-	(7,567)
Mentee CRB Checks	(41,340)	(2,650)
Professional Fees	(47,421)	(9,899)
Recruitments - Staff	-	(6,480)
Black History Month	-	(900)
Fundraising Activities	(12,862)	(3,573)
Subscriptions & Mem. Dues	(1,100)	(2,771)
Work Experience	(35,925)	-
	(606,697)	**(402,759)**
Other		
Other resources expended	-	(215)
	-	**(215)**
SUPPORT COSTS		
Management		
Staff costs - wages & salaries	-	-
Staff costs - social security costs	-	-

This page does not form part of the statutory financial statements

Staff costs - pension contributions	-	-
	-	**-**
IT and Software		
IT and Software costs	(12,871)	(11,240)
	(12,871)	**(11,240)**
Support Costs - Resources		
Support Costs - Resources	(12,104)	(15,265)
	(12,104)	**(15,265)**
Governance costs		
Independent Examiners fees	(5,472)	(4,314)
Other office costs	(2,861)	(2,707)
	(8,333)	**(7,021)**
Total resources expended	**(640,005)**	**(438,717)**
Net Income	**4,135**	**7,520**

This page does not form part of the statutory financial statements

Charity number: 1138802

Company number: 07358294

(England and Wales)

URBAN SYNERGY

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 August 2023

URBAN SYNERGY

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URBAN SYNERGY
Report of the Trustees
For the year ended 31 August 2023

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 August 2023. 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 the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

See Trustees Annual Report on Appendix One

Objectives and aims

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

FINANCIAL REVIEW

Significant events

The persisting impact of the Ukraine War and the lingering effects of the Covid-19 pandemic continue to resonate throughout our operations, with increasing number of young people seeking our support.

In tandem with increase in our operational programmes, inflationary pressures as well continue to persist, which led to a £200k increase in charitable expenditure compared to the previous year.

However, through prudent decision-making, strategic management and adaptability, we have seized emerging opportunities and diversified our income streams to ensure the continuity of our vital mission.

Our positive net income for the year highlights the effectiveness of our efforts and the dedication of our team in navigating the challenges posed by the external environment.

Looking ahead to the future, we are confident in our ability to remain flexible and agile in a dynamic economic landscape, continuing to make a meaningful difference in the lives of those we support.

The Going Concern Note

The Trustees, who are also Directors, consider that there are no material uncertainties about the Charity's ability to continue as a going concern for the next 12 months.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	URBAN SYNERGY
Charity registration number	1138802
Company registration number	07358294
Principal address	2 Lewisham Hill London SE13 7EJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Keith Davidson
Trevor Cole
Patrick Clarke
Leila Thomas
Donovan Davidson
Charmaine Charles
Emma Miller
Amanda Osuagwu
(Appointed: 20 December 2022)

Independent examiner

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Approved by the Board of Trustees and signed on its behalf by

24/6/2024

Donovan Davidson - Trustee

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2023

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: 24 June 2024

URBAN SYNERGY

Statement of Financial Activities (including Income and Expenditure Account)

For the year ended 31 August 2023

	Notes	Unrestricted funds	2022
		£	£
Income and endowments from:			
Donations and legacies	2	570,663	421,035
Other trading activities	3	29,503	17,492
Investments	4	-	323
Other income	5	43,974	7,387
Total		**644,140**	**446,237**
Expenditure on:			
Charitable activities	6/7	(640,005)	(438,502)
Other expenditure		-	(215)
Total		**(640,005)**	**(438,717)**
Net income		**4,135**	**7,520**
Reconciliation of funds			
Total funds brought forward		332,531	325,011
Total funds carried forward		**336,666**	**332,531**

Registered Number : 07358294

URBAN SYNERGY
Statement of Financial Position
As at 31 August 2023

	Notes	2023	2022
		£	£
Fixed assets			
Intangible assets	12	940	940
		940	**940**
Current assets			
Debtors	13	130,156	42,220
Cash at bank and in hand		431,170	409,596
		561,326	**451,816**
Creditors: amounts falling due within one year	14	(225,600)	(120,225)
Net current assets		**335,726**	**331,591**
Total assets less current liabilities		**336,666**	**332,531**
Net assets		**336,666**	**332,531**
The funds of the charity			
Unrestricted income funds	15	336,666	332,531
Total funds		**336,666**	**332,531**

For the year ended 31 August 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:

24/6/2024

Donovan Davidson
Trustee

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 (FRS 102), and the Companies Act 2006.

URBAN SYNERGY 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).

2. Income from donations and legacies

	2023	2022
	£	£
Unrestricted funds		
Donations received	72,762	57,834
Grants received	497,901	363,201
	570,663	**421,035**

3. Income earned from other activities

	2023	2022
	£	£
Unrestricted funds		
Fund raising events	29,503	17,492
	29,503	**17,492**

4. Investment income

	2023	2022
	£	£
Bank interest receivable	-	323
	-	**323**

5. Other income

	2023	2022
Unrestricted funds	£	£
Other Income	43,974	7,387
	43,974	**7,387**

6. Costs of charitable activities by fund type

	2023	2022
Unrestricted funds	£	£
Youth Mentoring, Seminars & Workshops	606,697	230,026
Support costs	33,308	208,476
	640,005	**438,502**

7. Costs of charitable activities by activity type

	Activities undertaken directly	Support costs	2023	2022
Support costs	£	£	£	£
Youth Mentoring, Seminars & Workshops	606,697	33,308	640,005	438,502

8. Analysis of support costs

	2023	2022
Youth Mentoring, Seminars & Workshops	£	£
Management	-	174,950
IT & Software Costs	12,871	11,240
Support Costs - Resources	12,104	15,265
Governance costs	8,333	7,021
	33,308	**208,476**

9. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2023	2022
	£	£
Independent examiner's fees	5,472	4,314
Staff pension contributions	14,786	2,217

10. Staff costs and emoluments

Total staff costs for the year ended 31 August 2023 were:

	2023	2022
	£	£
Salaries and wages	228,042	151,675
Social security costs	40,612	28,055
Pension costs	14,786	2,217
	283,440	**181,947**

	2023	2022
Admin & Support Staff	13	5
	13	**5**

11. Comparative for the Statement of Financial Activities

The comparative year values on the Statement of Financial Activities are for unrestricted funds.

12. Intangible fixed assets

	Intangible asset 3
Cost or valuation	£
At 01 September 2022	940
At 31 August 2023	**940**
Net book values	
At 31 August 2023	**940**
At 31 August 2022	**940**

13. Debtors

	2023	2022
	£	£
Amounts due within one year:		
Trade debtors	105,708	-
Prepayments and accrued income	24,448	4,081
Other debtors	-	38,139
	130,156	**42,220**

14. Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors	13,584	7,836
Accruals and deferred income	212,016	112,389
	225,600	**120,225**

15. Movement in funds

Unrestricted Funds

	Balance at 01/09/2022	Incoming resources	Outgoing resources	Balance at 31/08/2023
	£	£	£	£
General				
General	332,531	644,140	(640,005)	336,666
	332,531	**644,140**	**(640,005)**	**336,666**

Unrestricted Funds - Previous year

	Balance at 01/09/2021	Incoming resources	Outgoing resources	Balance at 31/08/2022
	£	£	£	£
General				
General	325,011	446,237	(438,717)	332,531
	325,011	**446,237**	**(438,717)**	**332,531**

Purpose of unrestricted Funds

General

These are funds not restricted in nature and can be applied as the Board sees fit but within the scope of the charities objects and intended purposes.

16. Analysis of net assets between funds

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	335,726	336,666
	940	**335,726**	**336,666**

Previous year

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	331,591	332,531
	940	**331,591**	**332,531**

URBAN SYNERGY
Detailed Statement of Financial Activities
For the year ended 31 August 2023

	2023	2022
	£	£
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	69,963	50,811
Special Donations	2,698	5,886
Gift Aid Income	101	1,137
CAB Contributions	145,257	216,252
Corporate Sponsorships	352,644	134,269
E-Mentoring Income	-	12,680
	570,663	**421,035**
Other trading activities		
Fund raising events	29,503	17,492
	29,503	**17,492**
Investments		
Bank interest receivable	-	323
	-	**323**
Other income		
Other Income	43,974	7,387
	43,974	**7,387**
Total incoming resources	**644,140**	**446,237**
EXPENDITURE		
Charitable activities		
Staff costs - wages & salaries	(228,042)	(151,675)
Staff costs - social security costs	(40,612)	(28,055)
Staff costs - pension contributions	(14,786)	(2,217)
Contract Staff Costs	(30,451)	(50,321)
E-Mentoring	(48,434)	(80,345)
E-Seminars	(89,220)	(45,662)
UKPN Mentee Salaries	(16,504)	(12,861)
Mentee Expenses	-	(7,567)
Mentee CRB Checks	(41,340)	(2,650)
Professional Fees	(47,421)	(9,899)
Recruitments - Staff	-	(6,480)
Black History Month	-	(900)
Fundraising Activities	(12,862)	(3,573)
Subscriptions & Mem. Dues	(1,100)	(2,771)
Work Experience	(35,925)	-
	(606,697)	**(402,759)**
Other		
Other resources expended	-	(215)
	-	**(215)**
SUPPORT COSTS		
Management		
Staff costs - wages & salaries	-	-
Staff costs - social security costs	-	-

This page does not form part of the statutory financial statements

URBAN SYNERGY
Detailed Statement of Financial Activities Continued
For the year ended 31 August 2023

Staff costs - pension contributions	-	-
IT and Software	-	-
IT and Software costs	(12,871)	(11,240)
Support Costs - Resources	**(12,871)**	**(11,240)**
Support Costs - Resources	(12,104)	(15,265)
Governance costs	**(12,104)**	**(15,265)**
Independent Examiners fees	(5,472)	(4,314)
Other office costs	(2,861)	(2,707)
	(8,333)	**(7,021)**
Total resources expended	**(640,005)**	**(438,717)**
Net Income	**4,135**	**7,520**

This page does not form part of the statutory financial statements

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2023

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: 24 June 2024

URBAN SYNERGY

England & Wales - Charity number 1138802

Accounts

Urban Synergy's Annual Report and Financial Statements for the Year ending August 2022

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Our Programme Delivery

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FINANCIAL STATEMENTS

Foreword

Welcome - A message from the CEO

I am again delighted to share Urban Synergy's Annual Report covering the period from September 2021 to August 2022. It lays out our Strategy, Programmes, Delivery and Impact, as well as key achievements over the last year and our future plans.

Following the challenges of the global pandemic and the far-reaching impact of lockdowns and exam cancellations, we have continued to push ourselves and work with our partners to support 6500 students to keep motivated and on track over the last year.

We have also made the important decision to extend the age range we support from 10 - 18 years to 9 - 24 years. This is in response to the increase in schools and young people seeking our services and the widening equality gap.

The United Nations states 2030 Agenda states: *"A central principle of the 2030 Agenda is the assurance that "no one will be left behind." The Sustainable Development Goals are meant for all nations, all peoples of all ages and all societies.' 'Youth are specifically mentioned in four areas: youth employment, adolescent girls, education and sports for peace. Moreover, young people are recognized as agents of change, entrusted with fulfilling their own potential and ensuring a world fit for future generations.'* our programmes provide this additional support and directly contribute to Quality education, Decent work and economic growth and Reduced inequalities.

We need to ensure that we continue to support young people in these areas working closely with our partners to provide meaningful opportunities.

Supporting this, we have also seen a welcomed return to regular in-person events after two years of working remotely, enabling impactful mentoring on a larger scale.

Following the significant pro-bono support from Science Magic Inc last year,

enabling us to refine our offering and clearly articulate our purpose, bringing many like-minded supporters, donors and partners along with us. This year they have gone on to partner with the team to deliver a new logo and brand refresh that we are in the process of rolling out.

We thank you for your donations which directly enable us to provide young people with the skills, knowledge and opportunities they need to be successful in their transition from education to the workplace.

This year our team has grown to enable us to become stable and continue to improve and deliver our comprehensive outcome-focused mentoring programmes, in parallel with improving our in-house systems and processes. We continue to find innovative ways to support young people, making better use of our digital infrastructure to upskill them in safe and trusted ways.

Our programmes remain firmly supported by the large network of support we have built, with each of our strategic partners,, Mentors, Role Models, Volunteers and Supporters each providing much-needed time, guidance and expertise to the young people we work with, as well as the Urban Synergy Core team.

This year we have built on the growth we achieved last year, ensuring that we focus on being sustainable and refining our programmes to bring meaningful impact to our young people. We have also focused on carving out opportunities for them with our partners to give them essential work experience.

In brief, we have supported:

- 6500 Young people supported through our programmes
- Mentored 127 students through our e-mentoring
- Delivered 107 work experience placements
- Totaling 4395 hours of work experience for young people, much of which was paid work experience.
- Delivered 300 Role model volunteering opportunities
- And enabled 4964 hours of volunteering across our programmes

You will hear more about our success and the impact of our work throughout this report, as well as the challenges faced by our young people. We continue to work closely with schools and young people to ensure our programmes align with their goals and have formalised our Youth Council support these efforts.

I'd again like to thank the supporters, schools, donors, partners and Urban Synergy team for their relentless work in supporting young people to reach their full potential.

Together we make the difference. Let's build an equitable future.

Leila Thomas, Founder & CEO - Urban Synergy

Change to the chair of Trustees

This year we have transitioned from Courtenay Griffiths QC chairing our Trustee board, to Dr Patrick Clarke OBE. We would like to express huge thanks to Courtenay for all his dedication and hard work, Courtenay has transitioned to a patrol role.
Patrick has been a trustee since 2012 and has been a long-standing supporter of Urban Synergy.

A Message from the Chair of Trustees

It has been my pleasure to become the Urban Synergy Chair of Trustees, and I extend my personal thanks to Courtenay Griffiths for his solid stewardship to date.

This year we have focused on financial sustainability, improved governance and our mission and purpose while still retaining a laser focus on the young people we support.

We know that young people need help to access skills needed for today's job market, as illustrated by a report by Generation Unlimited, PwC and UNICEF, so our programmes and network of relatable role models and mentors are even more crucial for our young people.
The report stated, *'Youth are being left behind at an alarming rate. While the number of youth ages 15-24 has grown 30% over the last 20 years, their participation in the labour force has decreased by approximately 12% (ILO, 2020).'*

On the flip side, we know Great Attrition is making hiring harder as reported by McKinsey, so we are also committed to helping to connect a diverse talent pipeline of young people, directly into our partners, by focusing on their capabilities and ensuring they are fully prepared and work-ready with our mentoring programmes. Only by working on both sides will we be successful in bridging the gap between the school gates and the workplace.

To that point, I would like to extend my sincere gratitude to Goldman Sachs, the London Stock Exchange Group, Citi, Dynamic Planner, DMGT, Sony PlayStation, EC1 Partners and UK Power Networks, who are taking a proactive role in supporting young people through the Urban Synergy Strategic Partnerships. I'd like to thank them for their strategic support, talent opportunities, expertise and networks that help the charity grow.

I thank many other partners, including M&G Plc, Morgan Stanley, FE Fundinfo, RWS, Moody's, Newable, Federated Hermes, Waitrose, PwC, Lloyds Insurance, Blackrock, VMWare, Salesforce, Stryker and Allen & Overy. We could not deliver the meaningful change we are realising without your support, volunteers and opportunities.

I'd also like to thank Science Magic Inc for their inspiring pro-bono support, redefining our logo and brand, and enabling us to depict and bring to life our purpose and programmes visually.

I am pleased with the progress we have made this year and will continue to support Urban Synergy to raise the aspirations of thousands of young people through our Inspire, Guide and Ignite pillars, delivering inspirational career seminars, 1-2-1 outcome focussed mentoring and essential work opportunities. As a growing charity, we have moved from a team of 8 employed staff to 13 staff (from Equivalent 6. 5 to 10. 9 full-time employees); this significant growth has required accelerated onboarding, improved processes and IT infrastructure. I'd like to express my sincere thanks to the Urban Synergy Team and Trustees.

In the coming year, I will support the charity to improve its governance, impact reporting and sustainable growth to enable Urban Synergy to scale and support even more young people to reach their full potential.

Working together, we can realise systemic change.

Dr Patrick Clarke OBE, Chair of Trustees - Urban Synergy

Our Strategy

Our Purpose

To build an equitable world where everyone, regardless of their background, is empowered to write their own future

Our Mission

The way we see it, talent is everywhere, opportunities are not.

Urban Synergy (US) is a youth empowerment charity, on a mission to inspire, guide and ignite the ambitions of young people.

Our approach focuses on early support, to build confidence and show young people what's possible. That's why we connect them with aspirational - yet relatable - role models and mentors, as well as industry leading companies.

Understanding that every young person, their circumstance, and their dreams are unique, we tailor our school programmes, mentoring and work experience opportunities to help them reach their individual potential.

With the collaboration of our valued partners, we are building an equitable world where everyone, regardless of their background, is empowered to write their own future.

Our Values

We are focussed on empowering young people every day. Our values are key and underpin our work. They are:

Motivated

- We are focused on our goal of providing young people with confidence and opportunities
- We work with brilliant partners who are passionate about our goals and are equally motivated to build an equitable world

Collaborative

- We work closely with our stakeholders to create customised programmes to generate the best results for the young people we work with
- We have the ability to work with other charities / organisations within our industry towards your common goal

- Our internal team works collaboratively together

Responsive

- We are agile and adaptable to the changing needs of today's young people
- We also understand that the businesses we partner with appreciate our ability to be flexible

Inspiring

- Everyone we partner with is an inspiration in their own way
- We raise the ambitions of the young people we work with and show them what is possible
- We give them access to role models that motivate them in their goals

Open

- We are open and supportive to our mentees, partners and colleagues
- We maintain an open and honest relationship with all our stakeholders
- We share goals, progress and impact

Our Programme Delivery

Inspire

eSeminars

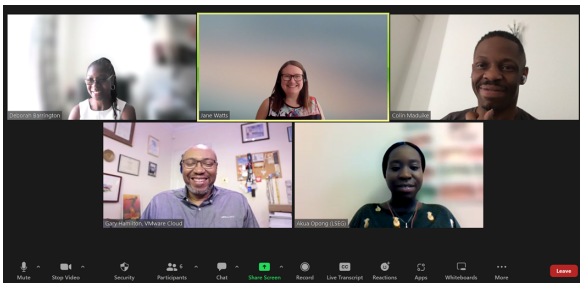
Our in-school and online Career Seminars work to bridge the gap between the classroom and the workplace.

These programmes are designed to inspire and empower young people. We introduce them to role models who have overcome similar barriers, that raise their aspirations, offer a path to follow, and pass on the confidence to write their own future.

This year we have supported 5266 students aged between 9 and 18 through 61 e-seminars, delivering 268 volunteering opportunities, which generated 594 Volunteer hours.

Feedback from one teacher at a primary school shared: *"The students were so inspired to see relatable role models doing jobs that they traditionally thought of as a bit 'dull'. They enjoyed hearing about the wider impacts of those professions into things like make-up and the medications they take/are recognisable to them. "* She also shared *"This has helped me to focus some of my*

science curriculum for next year, drawing on topic discussions from the seminar. "



Ready for Work Seminars

Our ready for Work conferences deliver a full day of workshops and interactive activities for young people across a whole school year. The objectives of the day are for the students to feel more confident and motivated, to meet career role models and practise their interview skills, with real time feedback.

We deliver this through workshops including Smart Goal Setting, Interview skills and mock interview sessions, in partnership with 40 - 65 volunteers from our partners, bringing a diverse range of skills, knowledge, experience and advice.

The students' interactions with employers and employees helps the school to meet their Gatsby Benchmarks, (particularly benchmark number 5) as well as giving the students the opportunity to practise their professional networking skills.

Student feedback from a girls school in Greenwich said*: "It boosted my confidence and helped me grow on my knowledge in this aspect of life. "*

"All the people were really easy to talk to and made the whole day less nervous and more comfortable. "

"Taught me new skills and they helped me to feel more confident when applying for a job"

"The conference taught me to understand what are my strengths and my weak things and how to improve them"

Guide

eMentoring

Through engaging 1-to-1 e-Mentoring, Mentors offer valuable insight from their personal stories and how they carved out a path to success.

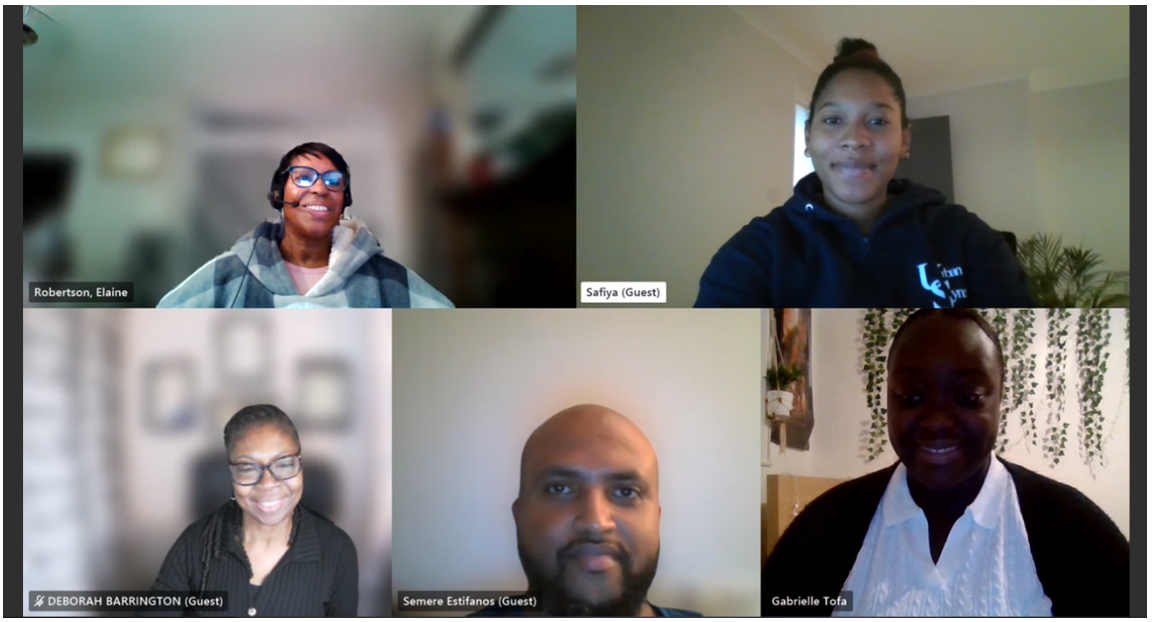
Our Mentors work with their Mentee to build their confidence in personal and professional skills, such as presentation, communication, interview practice, and career guidance. They deliver a personalised CV and a presentation to graduate the programme.

This year we have Mentored 127 students, onboarded 122 new mentors, and delivered 891 Volunteer Hours.

Following the e-Mentoring, we asked our mentees the rate the following statements and 100% agreed or strongly agreed to them:

- I can prepare a strong CV
- I am confident about attending a job interview
- I can build professional relationships and network
- I know what to expect in the workplace
- I have good organisational skills
- I have good presentation skills

One student aged 17 said *"I've enjoyed the relationship that I've built with my mentor, which enabled me to get the most help to improve my interview and presentation skills and my CV. I also enjoyed the fact that my mentor helped me to realise my potential which is causing me to continually see my improvements."*



Ignite

Work Experience

We work with industry-leading partners to secure meaningful work experience opportunities that ignite young people's passions and act as a catalyst for their journey into the workplace.

Periods of work experience have a positive impact on young people's soft employability skills and confidence.

This programme creates diverse, work-ready talent, prepared for their next opportunity.

Through these efforts and in collaboration with our partners, we can build a workforce based on fair opportunity, that everyone can benefit from.

This year we delivered 107 work experience placements, totaling 4395 hours of work experience for young people, much of which was paid. It also generated 2445 hours of volunteer work.

DREAM Work Experience Programme

Our DREAM work experience programme is a 6-week paid externship offered to mentees between 15-18 years of age. This programme is aimed to develop practical career skills for a mentee from an underrepresented community.

In many cases in disadvantaged communities, these skills are not necessarily part of the educational curriculum, which puts minority students at a disadvantage compared to other socio-demographic communities.

The selected candidate will gain the opportunity to meet with leaders across your functions, in order to benefit from their experiences and insights during the course of their own career. This part of the programme will be adaptable to the circumstances and interests of the student and the department offering the externship.

Our partners across our work experience and DREAM programmes included M&G Plc, Salesforce, PwC, Credit Suisse, UK Power Networks, Morgan Stanley, The City UK, Boku Inc, Payoneer, Epoch Capital and The National Black Crown Prosecution Association.

Student feedback included, *"This work experience placement has helped me gain a greater and more detailed insight into finance and the potential roles that we could be applying for. As well as an insight as to what life working in Finance/Investment is like, which is great as it helps me understand what to expect if I were to enter this field. Finally, the work experience placement was also an amazing opportunity to network with like-minded and talented individuals. "*

"This work experience has allowed me to build my confidence. This is due to the fact the work environment was happy which ultimately reflected on me. As a result, I was eager to speak to more people openly which gave me the chance to network and I'm very grateful for that. I have also learnt to be proactive during periods that I was free, I was messaging people on LinkedIn.

Most importantly, it has allowed me to look into other roles I was completely unaware of and has changed my uncertainty of my career path. Overall, this has been such a great opportunity and I have learnt so much in a professional work environment"

Our Impact

We work each and every day delivering meaningful programmes, upskilling and empowering the young people we work with to make knowledgeable and informed decisions.

Many young people first meet the Urban Synergy network through career role model seminars, either online or in person, inspiring them to start thinking about different career pathways.

We then welcome them onto the e-Mentoring programme to build their professional skills and practice interviewing and learn about how to apply to different roles. This leads them to be work ready, and more importantly application ready, so they can start applying for work experience, internships and apprenticeships, or early career roles.

When they successfully gain employment, we keep in touch with them, inviting them to talk about our programmes, and encourage more young people to join the Urban Synergy Network. Over the years, many of our alumni have come back as mentors, completing the Urban Synergy life cycle.

Below are three case studies of young people that have joined our programmes and gained work through Urban Synergy, gaining the essential skills they needed to apply for their roles from the e-Mentoring programme:

Ethan at Salesforce - National Apprenticeship Week 2022

Ethan joined the Urban Synergy e-Mentoring programme at the beginning of 2021 looking for direction and support with his career paths. Through Urban Synergy, Ethan secured a work experience placement at Salesforce, where he has made a great start on his apprenticeship.

Before starting the Salesforce apprenticeship, Ethan completed a 4-week paid Business Development, Support and Research Internship at

Moody's. He then went on to secure a place on a Degree Apprenticeship with Salesforce which started September 2021.

How are you getting on with your Salesforce degree apprenticeship, and what made you decide to do an apprenticeship rather than going to University?

"I knew University wasn't really for me because it would be similar to school where I was just coasting through. I enjoy working and getting stuck in, that's how I learn best, and so an apprenticeship made sense to me.

For the first 6-weeks, I did a launch camp at ADA College where I up-skilled in coding, which I'd never done before. I've completed all of my first-year tech modules now, so the rest are business-focused, which I'm really interested in. "

You're 4 months in now, what have been some of the highlights of your apprenticeship so far?

"One of the best parts of the Salesforce apprenticeship is the community. I've been very well supported at Salesforce. They have a number of equality groups and encourage everyone to get involved.

The office is amazing! I used to walk past places like Liverpool Street, with high-rise buildings that never really had anything to do with me. Now I'm actually going there; I'm getting to go inside the buildings and be a part of it. "

What are your goals for the future?

"Since I've been in Salesforce, I've realised that what I want from a job is to do a role that's purposeful to me and be in an environment where I get to meet and talk with lots of different people. "

Can you share some advice for future mentee's?

"Get a mentor, finding Ronan through the Urban Synergy e-Mentoring Programme was really positive for my career journey.

Nadia at Motability Operations Scholarship and Internships

Nadia joined the Urban Synergy mentoring programme in the summer of 2021 after coming across a leaflet for a scholarship at Motability Operations in partnership with Urban Synergy. After doing some research into Urban Synergy, she decided it would be an excellent opportunity to develop her soft skills and career skills.

Thanks to her hard work and dedication to her studies, Nadia secured a scholarship from Motability Operations. The scholarship covers her yearly tuition fees for the duration of her studies and includes three summer work placements.

How has the Urban Synergy programme supported you?

"The mentoring has been a huge support for my education as I gained some fundamental career skills. Everything from organisation, time management, and goal setting to understanding workplace values and building confidence and self-belief!

I have been given many opportunities to practise and refine my application and interview skills with my mentor and other experienced professionals that Urban Synergy introduced me to. Since being on the programme, I have successfully gotten three job roles within my university, one of which is tutoring and supporting young students with their studies.

The mentoring programme showed me how much an experienced person, such as a mentor, can help a young person navigate their studies and future career goals. This inspired me to apply for the role of tutor. The mentoring I received helped me immensely through the application and interview process and played an important part in helping me get the job. "

Can you share some advice for future mentee's?

"If you aspire to go to university, I would advise you to work as hard as you can during secondary school and post-16 education. Ask for help from your teachers, ask questions in lessons and speak to your Urban Synergy mentor about revision advice.

I would also advise you to be open to different subject areas and career options. The more open you are to different experiences, the better you will understand what you would like to do in the future. "

Ava: How Mentoring and Work Experience Opportunities Transformed Ava's Outlook for the Future.

Ava first heard about Urban Synergy back in 2017 at a Role Model seminar. Fast forward 3 years and Ava joined our e-mentoring programme during the pandemic. Like many, Ava had concerns about what her future would look like

following the impact the pandemic had on her education.

Despite this, Ava went on to complete our DREAM work experience programme with London Stock Exchange Group, and an internship with UK Power Networks. Because of her hard work and inspiration to others, Ava won our Star Mentee award in 2021.

Ava recently completed an internship with the MOBO Awards ahead of attending University College London in September. Ava sat down with us recently to share her story

How did you hear about Urban Synergy, and why did you decide to join?

"I had fears over my future job prospects, and how online teaching would affect my education. The programme seemed like an excellent opportunity for me to improve my skill set. "

What was the best part of the mentoring programme?

“Definitely the relationship I built with my mentor. We have similar backgrounds, so it was inspiring to gain advice from someone so successful.

The biggest skill I developed was balancing multiple responsibilities. I had to maintain consistent communication with my mentor whilst being flexible with my schedule. Learning how to write and structure my CV was incredibly valuable. It has given me confidence when applying for internship roles. "

Tell us about your experience on the DREAM programme with the London Stock Exchange Group.

“It was a very enlightening experience! I was quite intimidated. But, during the internship, I spoke with the entire risk department through online meetings. I became inspired by their different career trajectories.

Che Sidanius, my mentor at the time, was incredibly supportive. He set me a task to research and write a paper about Green Crime which I engaged with. At the end of the internship, my paper was published by the Royal United Services Institute! This was a huge highlight for me.

The biggest challenge I faced during this experience was my final presentation. I had to complete it under time constraints which was stressful. But doing so improved my resilience and taught me how to work under pressure. I felt more accomplished and capable at the end of the programme compared to when I started. "

You also completed an internship with UK Power Networks, can you tell us more about that?

“Working in an office with other interns for the first time was exciting. We were able to meet up, share our opinions about the company culture, and talk about our individual challenges.

I love research, so when tasked with researching energy transition in the UK, I was delighted. It was a challenge to structure my own investigation and work independently on a large project. But the electrical design team was always there to give me advice and steer me in the right direction. "

What made you decide to become a part of the Urban Synergy youth council? How are you finding your role so far?

"The charity has helped me so much professionally and personally, and I wanted to continue supporting them.

Urban Synergy's mission to build an equitable future is important to me. Especially as someone who attended school in the Lewisham borough. Joining the Youth Council was the perfect opportunity to share ideas and support the charity's further growth.

So, what are you up to at the moment?

"I'm currently doing a 2 month summer internship at LSEG's Canary Wharf office, and being able to work in person has been an insightful experience so far. It feels great to meet so many of the people I spoke to during my first internship, and being exposed to a new department is definitely broadening my scope of the company. "

Do you have any advice for future mentees?

"Be inquisitive and eager - no question is out of bounds!

This is a great opportunity to improve both your interpersonal and practical skills. If you're unsure about your career path, don't worry. This will unfold the more you branch out and explore your options.

There are alternative pathways into work! So if university isn't for you, there are many other routes to consider, such as degree apprenticeships. "

Events and Campaigns

Celebration Event

On 5th October 2021 we held a celebration event sponsored by London Stock Exchange Group in Canary Wharf. The event brought together our strategic partners and some of our sponsors, our young people and community to celebrate the highlights and achievements over the last year.

Awards presented included: Paul Lawrence award, Teacher's Advocacy award, Star Mentee award, School award, Inspire - Outstanding Role Model award, Guide - Mentor award, Ignite - Work Experience Hero award, and Ally Award.

The event was restricted to be covid safe, but we were able to have a meal, raffle, Auction and entertainment from some of our very talented young people.

The event was hosted by Eddie Nestor and brought a cross section of our Urban Synergy community together.

Charity Golf Day

On 18th October 2021 we held our inaugural charity golf day fundraiser at Brockett Hall, sponsored by EC1 Partners, raising £11,468. 66 for Urban Synergy.

The day was a great success with 64 attendees joining us on the day for breakfast, round of golf, silent auction, raffle, and prizes, as well as a three course lunch. The players got to meet with and head from the young people we support daily, and were very generous with their support.

Other event sponsors included Salesforce, Brentford Football Club, Thomson Reuters, UK Power Networks, DMGT plc, FE fundinfo, FTI Consulting, Thompson Alexander Ltd, PwC, Amosu Robinshaw Solicitors, Morrison & Foerster LLP, Stryker, Boku, Refinitiv, and London Stock Exchange Group.

Black History Month Campaign

After the success of our 2020 Black History Month campaign featuring black role model heroes and active allies, we ran it for a second year. The campaign featured a total of 33 individuals, including 8 young role models participating in our programmes.

On LinkedIn the campaign generated 73,652 impressions, 2,256 likes, and had an average engagement rate of 7. 2%.

We also shared the content into schools with learning packs to aid discussions around the different industries roles and jobs performed by our Heroes. We provided talking points on difficult conversations around race, equity and inclusion, with tasks and activities for the classrooms.

Awards

Urban Synergy won the East London Business Award winner for, 'Response to Covid' in November 2021, for their innovative work to continue to support young people remotely, with proper safeguarding, delivering the essential support young people desperately needed.

Urban Synergy's Future

2021 to 2022 has seen us stabilise further and improve our processes, governance while pursuing our purpose. Our team has grown significantly and we have come back to pursuing many more in person events, while still delivering online.

We have chosen to continue with this Hybrid model, as it enables us to support large numbers of young people, while delivering highly impactful support for our students.

Urban Synergy continues to be successful and we intend to do more. Our focus is on expanding our blueprint to support more young people, schools, parents across London and beyond.

We will also engage more partners and corporate companies to realise volunteer role models and Mentors.

Last year we shared the below plan, which we are continuing to deliver on.

Within the next three years we plan to:

- Expand our online Programmes:
    - e-Seminars London wide
    - e-Mentoring London wide
- Continue to offer our mentee activities to include additional online workshops
- Improve volunteer management and communications
- Improve our partnership management and reporting
- Streamline our information management system
- Grow our Strategic Partners
- Expand our programmes to other schools in other cities in the UK with similar socio economic challenges
- Create a Fundraising and PR Team – promote the raising of funds and awareness of our success and ongoing funding purposes
- Increase our income to grow our charity
- Continue to expand our resources and team

Individual Supporters

We continue to receive donations from individual groups and people through their own fundraising efforts, including office staff sales, marathons, competitions, auctions, personal challenges and more. For this we are truly grateful!

Our People

Urban Synergy Board of Trustees

Dr. Patrick Clarke O. B. E, Charmaine Charles, Leila Thomas, Trevor Cole, Donovan Davidson, Emma Miller, Emma Miller and Dr. Keith Davidson.

Trustee Changes

June 2022: Courtenay Griffiths QC, Eddie Nestor and Garry Green step down as Trustees and have been appointed as patrons of Urban Synergy.
Dr. Patrick Clarke OBE appointed Chair of Trustees.

Urban Synergy Team

Leila Thomas CEO & Founder seconded to Urban Synergy from the London Stock Exchange Group

Employees are Dianne Johnson, Nigel Williams, Kate Williams, Deborah Barrington, Jane Watts, Safiya Chiappa-Forrester, Semere Estifanos, Chaunte Robinson, Phoebe Blair.

Contractors are Chantelle Barrett, Odeshea Gordon, Makesha Sutherland and Begum Halil

Volunteer Directors: Donovan Davidson and Charmaine Charles, Trevor Cole

Urban Synergy Leadership Team:

Leila Thomas

Kate Williams

Dianne Johnson

Nigel Williams Trevor Cole

THANK YOU

Finally, we'd like to extend a huge thank you to you, our Donors, Sponsors, Strategic Partners, Volunteers, Role Models and Mentors. We could not have helped so many young people without each and every one of you.

FINANCIAL STATEMENTS

URBAN SYNERGY
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 August 2022

	Notes	Unrestricted funds £	2021 £
Income and endowments from:			
Donations and legacies	2	421,035	533,526
Other trading activities	3	17,492	1,114
Investments	4	323	-
Other income	5	7,387	1,054
Total		**446,237**	**535,694**
Expenditure on:			
Charitable activities	6/7	(438,502)	(260,716)
Other expenditure		(215)	-
Total		**(438,717)**	**(260,716)**
Net income		**7,520**	**274,978**
Reconciliation of funds			
Total funds brought forward		325,011	50,033
Total funds carried forward		**332,531**	**325,011**

Registered Number : 07358294

URBAN SYNERGY
Statement of Financial Position
As at 31 August 2022

	Notes	2022	2021
		£	£
Fixed assets			
Intangible assets	12	940	940
		940	**940**
Current assets			
Debtors	13	42,220	4,635
Cash at bank and in hand		409,596	460,865
		451,816	**465,500**
Creditors: amounts falling due within one year	14	(120,225)	(141,429)
Net current assets		**331,591**	**324,071**
Total assets less current liabilities		**332,531**	**325,011**
Net assets		**332,531**	**325,011**
The funds of the charity			
Unrestricted income funds	15	332,531	325,011
Total funds		**332,531**	**325,011**

For the year ended 31 August 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:

23/6/23

Donovan Davidson
Trustee

Charity number: 1138802

Company number: 07358294

(England and Wales)

URBAN SYNERGY

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 August 2022

URBAN SYNERGY
Contents Page
For the year ended 31 August 2022

Report of the Trustees	1 to 2
Independent Examiner's Report to the Trustees	3
Statement of Financial Activities	4
Statement of Financial Position	5
Notes to the Financial Statements	6 to 10
Detailed Statement of Financial Activities	11 to 12

URBAN SYNERGY
Report of the Trustees
For the year ended 31 August 2022

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 August 2022. 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 the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

See Trustee's Annual Report on Appendix One

Objectives and Aims

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

FINANCIAL REVIEW

Significant events and activities

A combination of higher charitable expenditure and lower income has resulted in a reduction in our net income compared to the previous year.
The ongoing Ukraine War and the aftermath of Covid in 2022 significantly increased the number of young people seeking our support, resulting in substantially higher delivery costs.
This was further amplified by inflationary price increases, with charitable expenditure rising by £178k compared to the previous year.
The inflationary effects also led to monetary tightening, putting several funding opportunities on hold and causing a £90k decrease in overall donations compared to the previous year.
Despite these challenges, our positive net income reflects the management's recognition of the financial challenges faced and the concerted efforts made to achieve savings.

By closely monitoring the evolving situation, adapting our strategies as necessary, and making prudent financial decisions, we were able to navigate through these challenges and continue our mission of providing support to those in need.

Going concern

The Trustees, who are also Directors, considers that, there are no material uncertainties about the Charity's ability to continue as a going concern for the next 12 months.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	URBAN SYNERGY
Charity registration number	1138802
Company registration number	07358294
Principal address	2 Lewisham Hill London SE13 7EJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Keith Davidson
Trevor Cole
Patrick Clarke
Courtenay Griffiths
(Resigned: 30 June 2022)
Leila Thomas
Donovan Davidson
Charmaine Charles
Eddie Nestor
Garry Green
(Resigned: 30 June 2022)

Emma Miller
Amanda Osuagwu

Independent examiner

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Approved by the Board of Trustees and signed on its behalf by

23/6/23

.....

Donovan Davidson – Trustee

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2022

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2022.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: 23 June 2023

URBAN SYNERGY

Statement of Financial Activities (including Income and Expenditure Account)

For the year ended 31 August 2022

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Cash at bank and in hand		409,596	460,865
		451,816	**465,500**
Creditors: amounts falling due within one year	14	(120,225)	(141,429)
Net current assets		**331,591**	**324,071**
Total assets less current liabilities		**332,531**	**325,011**
Net assets		**332,531**	**325,011**
The funds of the charity			
Unrestricted income funds	15	332,531	325,011
Total funds		**332,531**	**325,011**

For the year ended 31 August 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:

23/6/23

.....

Donovan Davidson
Trustee

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 (FRS 102), and the Companies Act 2006.

URBAN SYNERGY 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).

Going concern

2. Income from donations and legacies

	2022	2021
	£	£
Unrestricted funds		
Donations received	57,834	56,320
Grants received	363,201	477,206
	421,035	**533,526**

3. Income earned from other activities

	2022	2021
	£	£
Unrestricted funds		
Fund raising events	17,492	1,114
	17,492	**1,114**

4. Investment Income

	2022	2021
	£	£
Unrestricted funds		
Bank interest receivable	323	-
	323	**-**

5. Other income

	2022	2021
	£	£
Unrestricted funds		
Other Income	7,387	66
Other Income (Creditors Write-back)	-	988
	7,387	**1,054**

6. Costs of charitable activities by fund type

	2022	2021
	£	£
Unrestricted funds		
Youth Mentoring, Seminars & Workshops	230,026	190,113
Support costs	208,476	70,603
	438,502	**260,716**

7. Costs of charitable activities by activity type

	Activities undertaken directly	Support costs	2022	2021
	£	£	£	£
Support costs				
Youth Mentoring, Seminars & Workshops	230,026	208,476	438,502	260,716

8. Analysis of support costs

	2022	2021
	£	£
Youth Mentoring, Seminars & Workshops		
Management	174,950	49,976
IT	11,240	4,471
Support Costs - Resources	15,265	7,103
Governance costs	7,021	9,053
	208,476	**70,603**

9. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2022	2021
	£	£
Independent Examiner's fees	4,314	5,352
Staff pension contributions	2,217	-

10. Staff costs and emoluments

Total staff costs for the year ended 31 August 2022 were:

	2022	2021
	£	£
Salaries and wages	151,675	81,532
Social security costs	28,055	7,779
Pension costs	2,217	-
	181,947	**89,311**

	2022	2021
Admin & Support Staff	7	4
	7	**4**

11. Comparative for the Statement of Financial Activities

The comparative year values on the Statement of Financial Activities are for unrestricted funds.

12. Intangible fixed assets

	Intangible asset 3
Cost or valuation	£
At 01 September 2021	940
At 31 August 2022	**940**
Net book values	
At 31 August 2022	**940**
At 31 August 2021	**940**

13. Debtors

	2022	2021
	£	£
Amounts due within one year:		
Prepayments and accrued income	4,081	4,635
Other debtors	38,139	-
	42,220	**4,635**

14. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	-	11,255
Other creditors	7,836	5,947
Accruals and deferred income	112,389	124,227
	120,225	**141,429**

15. Movement in funds

Unrestricted Funds

	Balance at 01/09/2021	Incoming resources	Outgoing resources	Balance at 31/08/2022
	£	£	£	£
General				
General	325,011	446,237	(438,717)	332,531
	325,011	**446,237**	**(438,717)**	**332,531**

Unrestricted Funds - Previous year

	Balance at 01/09/2020	Incoming resources	Outgoing resources	Balance at 31/08/2021
	£	£	£	£
General				
General	50,033	535,694	(260,716)	325,011
	50,033	**535,694**	**(260,716)**	**325,011**

Purpose of unrestricted Funds

General

These are funds not restricted in nature and can be applied as the Board sees fit but within the scope of the charities objects and intended purposes.

16. Analysis of net assets between funds

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	331,591	332,531
	940	**331,591**	**332,531**

Previous year

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	324,071	325,011
	940	**324,071**	**325,011**

URBAN SYNERGY
Detailed Statement of Financial Activities
For the year ended 31 August 2022

	2022	2021
	£	£
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	50,811	36,930
Special Donations	5,886	10,092
Gift Aid Income	1,137	9,298
CAB Contributions	216,252	168,667
Corporate Sponsorships	134,269	153,596
E-Mentoring Income	12,680	80,919
E-Seminars	-	35,840
Refinitiv	-	38,184
	421,035	**533,526**
Other trading activities		
Fund raising events	17,492	1,114
	17,492	**1,114**
Investments		
Bank interest receivable	323	-
	323	**-**
Other income		
Other Income	7,387	66
Other Income (Creditors Write-back)	-	988
	7,387	**1,054**
Total incoming resources	**446,237**	**535,694**
EXPENDITURE		
Charitable activities		
Staff costs - wages & salaries	(6,997)	(39,335)
Contract Staff Costs	(50,321)	(97,873)
E-Mentoring	(80,345)	(14,320)
E-Seminars	(45,662)	(16,321)
UKPN Mentee Salaries	(12,861)	(7,449)
Mentee Expenses	(7,567)	(5,327)
Mentee CRB Checks	(2,650)	(4,315)
Professional Fees	(9,899)	-
Recruitments - Staff	(6,480)	-
Black History Month	(900)	-
Fundraising Activities	(3,573)	-
Subscriptions & Mem. Dues	(2,771)	-
Grants/Donations/Scholarships	-	(5,173)
	(230,026)	**(190,113)**
Other		
Other resources expended	(215)	-
	(215)	**-**
SUPPORT COSTS		
Management		
Staff costs - wages & salaries	(144,678)	(42,197)

This page does not form part of the statutory financial statements

Staff costs - social security costs	(28,055)	(7,779)
Staff costs - pension contributions	(2,217)	-
	(174,950)	**(49,976)**
IT		
IT Equipments & Software	(11,240)	(4,471)
	(11,240)	**(4,471)**
Support Costs - Resources		
Support Costs - Resources	(15,265)	(7,103)
	(15,265)	**(7,103)**
Governance costs		
Independent Examiners fees	(4,314)	(5,352)
Other office costs	(2,707)	(3,701)
	(7,021)	**(9,053)**
Total resources expended	**(438,717)**	**(260,716)**
Net Income	**7,520**	**274,978**

This page does not form part of the statutory financial statements

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2022

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2022.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: 23 June 2023

URBAN SYNERGY

England & Wales - Charity number 1138802

Accounts

The Mentoring Resource Pool

Annual Report and Financial Statements for the Year Ending August 2021

Urban Synergy is a youth empowerment charity, on a mission to inspire, guide and ignite the ambitions of young people.

Our approach focuses on early support, to build confidence and show young people what's possible. That's why we connect them with aspirational - yet relatable - role models and mentors, as well as industry leading companies.

Understanding that every young person, their circumstance, and their dreams are unique, we tailor our school programmes, mentoring and work experience opportunities to help them reach their individual potential.

With the collaboration of our valued partners, we are building an equitable world where everyone, regardless of their background, is empowered to write their own future.

Urban Synergy | Registered office: 2 Lewisham Hill, Lewisham, London SE13 7EJ England Registered number: 07358294 | Registered in England and Wales. Registered Charity No. 1138802

Message from the Founder & CEO

I am delighted to share Urban Synergy's Annual Report covering the period from September 2020 to August 2021. It will detail our achievements over the last year and information on our supporters, volunteers, donor activities and our future plans.

Over this year we at Urban Synergy have faced many challenges due to the global pandemic, but we have continued to push ourselves and with the help of our community, donors and sponsors, we have supported more than 6500 young people.

We have established three clear pillars for our programmes; we Inspire, Guide and Connect our young people to opportunities, helping them to reach their full potential.

We thank you for your donations which provide young people with the skills, knowledge and opportunities they need to be successful in their transition from education to the workplace.

We continue to deliver our comprehensive outcome focused mentoring programmes, which have all been modified and refined to work online in safe and meaningful ways.

Our programmes are only possible with the huge network of support we have built up, with each of our Mentors, Role Models Volunteers and Supporters providing essential time and guidance to the young people we meet.

This year we have grown hugely. We have stabilised our charity despite multiple government enforced lock downs, and even managed one in person school event. Our team has grown and we have established a payroll system, enabling our team and previous volunteers to join Urban Synergy formally.

We have gained new sponsorships and launched our Urban Synergy Corporate Advisory Board, which you will hear more about in this report, and most importantly we have supported:

- 6515 Young people through career s-seminars
- Mentored 122 students through our e-mentoring
- Delivered 186 work experience placements
- Totaling 3192 hours of work experience for young people (half of which was paid)

The overwhelming support we have received in the year following George Floyd's death, including accessing Racial Equity funding pots, has been impactful and helped us to significantly increase the reach and volume of young people we support.

Together we are building an equitable future for all young people.

Leila Thomas, Founder & CEO

Message from the Chair of Trustees at Urban Synergy

This has been a significant year of growth for Urban Synergy with a serious increase in the number of young people we supported.

The Global Pandemic has continued to cause disruptions to us, but more importantly to the young people Urban Synergy supports, with another year of exam cancellations. We have built upon our transformation to online working and now offer opportunities to raise the aspirations of young people with career e-Seminars and virtual work experiences, as well as e-Mentoring.

This virtual way of working has removed geographic barriers and is going some way towards providing work experiences as the traditional in-office opportunities diminished due to government restrictions.

Since 2015 McKinsey have been investigating the business case for diversity in the workplace and in May 2020 they published their third paper Diversity Wins: How Inclusion Matters.

They said *"The business case for diversity, equity, and inclusion (DE&I) is stronger than ever. Taking a closer look at diversity winners reveals what can drive real progress," but how does that equate to the young people we support?*

If we dig a little deeper we see that the most successful companies have common threads. Including, "*ensure the representation of diverse talent," and "foster belonging through unequivocal support for multivariate diversity."*

Both of these are key to the foundation of our mission. We continue to showcase successful diverse role models and give young people the skills and understanding they need to feel they belong in the working world. As we illuminate these pathways into careers, we show our young people the way.

To that, we thank our Corporate Advisory Board, Sponsors and Donors, not just for their generous donations, but for the opportunities they are offering our young people.

My hope is that, with their help, we can continue to help young people reach their full potential.

We know that together we can make a difference.

Dr. Courtenay Griffiths Q.C. Chair of Trustees - Urban Synergy

Our Programmes

Role Model Seminars

Due to the global pandemic we refrained from holding our traditional in person career role model seminars, but we did launch e-Seminars detailed below and even used a hybrid model, with some of the Urban Synergy team in person and the corporate volunteers online. When it is completely safe, we will resume interactive role model seminars at various schools and sixth form colleges.

e-Seminars

At Urban Synergy, we focus on early support, to build confidence and help young people see what's possible for their future, so in September 2020 we launched the first e-Seminar and it was a great success.

Our school e-Seminars work to bridge the gap between the classroom and the workplace.

This programme is specially designed to inspire and empower young people. We introduce them to role models who have overcome similar barriers, that raise their aspirations, offer a path to follow, and pass on the confidence to write their own future.

In the last 12 months (Sept 2020- Aug 2021) we have reached 6515 students in 52 seminars. To run these and including work experience we have engaged 293 volunteers and they have completed 1056 volunteer hours.

School Feedback:

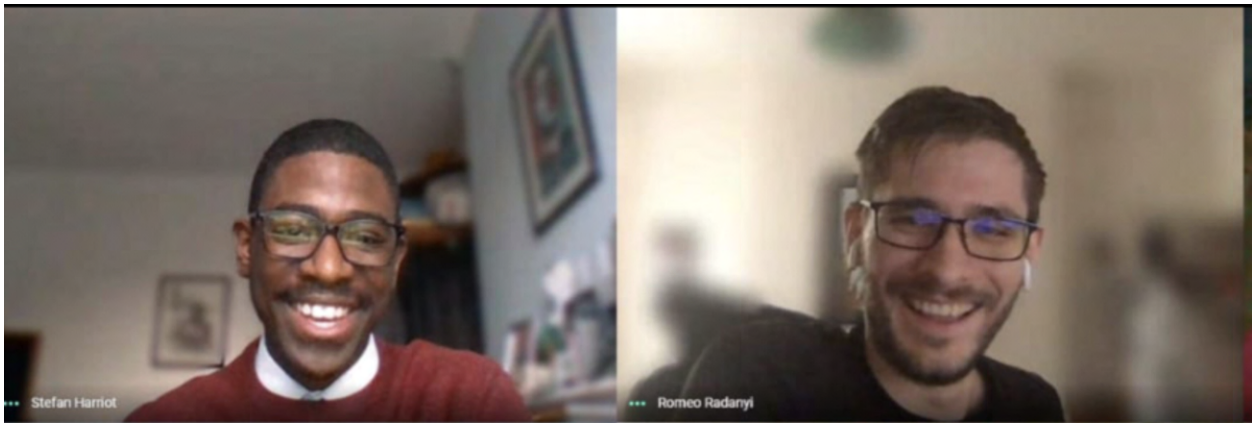
"Thank you again for the seminar today which the students enjoyed enormously. They got a huge amount out of it, and when talking to them over lunch, many said that they feel inspired to look at different career options now.

Our staff were very enthusiastic about it and thought it was great too. Please pass on my thanks to your CEO, the panellists, and everyone involved – you were great! Ms Bernie Boyle, Headteacher at Bishop Thomas Grant School.

1-2-1 Mentoring

We have decided to focus on the e-Mentoring programme that we piloted and launched in 2020 as it was much more attainable with face to face restrictions imposed by the UK Government. It was also very impactful and more cost effective as it was a shorter programme to deliver and less resource intensive. We have therefore retired our 1-2-1 12 month Mentoring programme.

e-Mentoring



We guide young people on their unique paths to the workplace via access to aspirational, yet relatable, mentors.

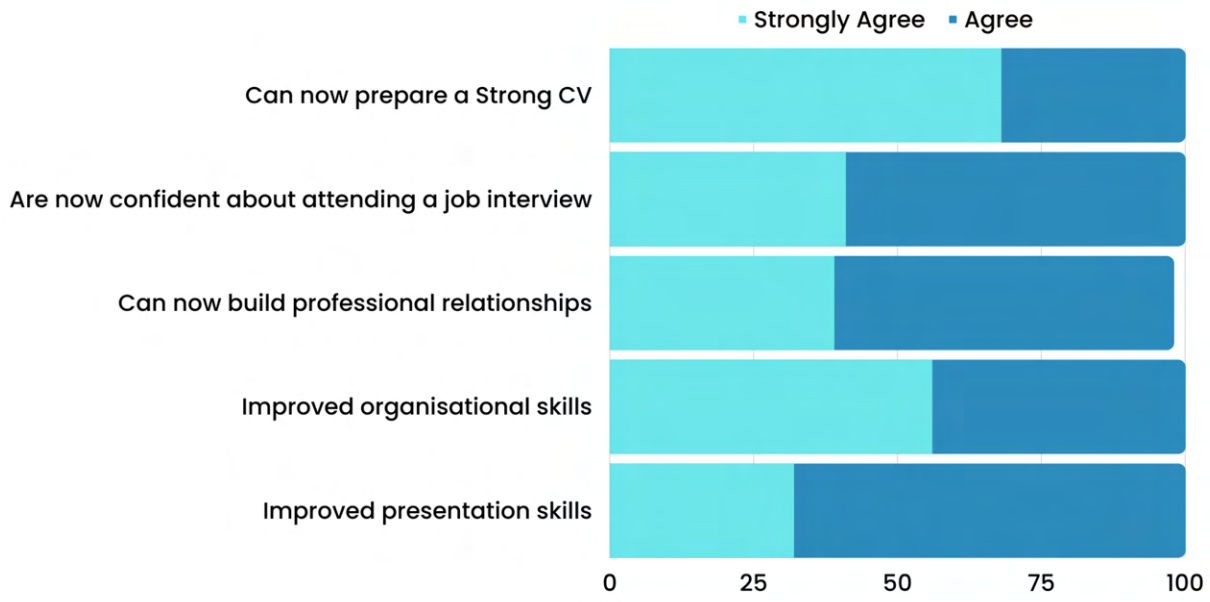
Our e-Mentoring provides engaging one-to-one sessions, with leaders offering valuable insight from their personal stories and how they carved out a path to success.

Based on the specific needs of their mentee, our mentors work with them to build their confidence in personal and professional skills, such as presenting, communication, organisation and interview practice, as well as delivering personalised CV's and giving careers guidance.

In the last **12 months (Sept 2020- Aug 2021)** we have had **295 new mentees apply for the e-mentoring programme, with 122 mentored.** The **mentors have logged 657.36 volunteering hours** through their Safeguarding session Logs.

The e-Mentoring programme has enabled us to reach young people across 23 London boroughs and in many different schools and sixth form colleges.

Feedback from our mentees after completing the programme below showed their improved skills and confidence (%):



e-Mentee Student Feedback

"I had a great relationship with my mentor, it felt natural and he clearly understood what he was talking about. I learnt alot and I feel more confident pursuing my goals."

"I enjoyed being able to have regular contact with someone who's already successfully done something similar to what I aspire to do too. Additionally, the CV and mock interview sessions were especially insightful and helpful."

"Having a mentor helped me realise that I need to be more optimistic and never give up with my education in order to be successful."

"The thing I enjoyed the most was when I got to do the mock interview. This is because it helped me to see how it would be in a real interview and I also received good feedback so I now know where to improve for any job interviews that I have in the future. It also gave me confidence so that now if I have an interview I won't be shy when I'm talking to the employer."

Parent Feedback

"Just a little message to say thank you for pairing John with my son Dwaine as his mentor, the two have so much in common and it was really nice to see them interact at our first meeting earlier this week. So refreshing to watch my Dwaine actually listening and conversing with an adult, he found it really helpful and is looking forward to meeting with John in a couple of weeks." Carol

"At the time that my son was introduced to Urban Synergy he was experiencing low self esteem and confidence and was unconsciously searching for support and direction. He was struggling to hear this from us, his parents.

He was paired with a mentor who inspired him to focus, set goals and dreams and become aspirational in a way he previously hadn't envisioned beyond his social environment.

My son was put forward for a presentation with a large investment company and made the top 5. This accomplished the goal of confidence boosting and organisational skills. I was provided with regular updates on his progress with parents evenings via Zoom and emails.

The impact of using this service also helped improve home life, opening dialogue between us and allowing him to open up to receiving support from us, his parents.

Both my son and I had an amazing experience accessing Urban Synergy service and my son has gone on to complete his first year at university which I attribute to their support. Highly recommended service." Doriel (Mentee Parent)

Mentor Feedback

"You guys are doing an amazing thing! I have told my colleagues about it at work and once things settle down, I'd be sure to get my team involved. Thanks for a great experience!" Daniel

"I would like to make a point that I think this programme is fabulous. The ethos, approach and outcomes of the Urban Synergy programme are really solid and It gave me a lot of pleasure to be part of it and see Ava's success over time. I'd love to continue to be a mentor moving forward." Jeramie

"Such a great programme! Thanks for making this happen and giving people the opportunity to help others through mentoring! I learned a lot in the process too!" Romeo

Why Mentors and Role Models Sign up?

During this year we have experienced the continued isolation and separation caused by the Covid 19 pandemic. Just like the students we support, we have been largely separated from our colleagues and normal routines.

Even more than before our volunteers sign up because doing good feels good! It also united us on a combined mission to help young people and gives us a sense of community.

Our established programme, with clear processes makes it easy for our Role Models and Mentors to work in their local communities and give back. As a result, we have had overwhelming support and feedback from our mentors with many coming back to mentor year after year. Many of our Role Models share what they are doing with Urban Synergy and introduce new role models from their networks, who tell us that they enjoy using their spare time for a greater good.

Through the Urban Synergy network, they have also found new connections, helping them to advance their own careers as well as make new friends. When we talk to our volunteers they tell us, they wish that Urban Synergy had been around to help them when they were young.

Why do corporate partners support us?

During the pandemic a lot of in person volunteering opportunities were cancelled. By moving our programmes online, we were able to continue to take on volunteers and enable them to do good, which was really appealing to our corporate partners.

We also know that diverse teams deliver better performance and our partners tell us there are benefits to the staff, in developing their coaching and communications skills, as well as the team building opportunities it brings. They have seen improved staff morale and it helps them to reach their own sustainable development goals, which are often focused on good health, well-being and reduced inequality, as well as Diversity, Equity & Inclusion.

Urban Synergy provides easy ways of using volunteering days to work directly with their local communities to positively influence young people. Many of our partners give their staff 1 or 2 volunteering days each year.

Work Experience

We know our young people thrive when they feel motivated, valued and challenged.

That's why we work with industry-leading partners to secure **meaningful work experience** opportunities that ignite their passions and act as a catalyst for their journey into the workplace.

This programme helps us to create diverse, work-ready talent, prepared for their next opportunity. We believe that through these efforts, in collaboration with our partners, we can build a workforce based on fair opportunity, that everyone can benefit from.

In the last **12 months (Sept 2020 - Aug 2021) we have 186 work experience placements** ranging from a taster day, to 6 week internships. This **totaled 3412 hours** of work experience for our young people.

Of these opportunities, **1605 hours were paid work.**

To deliver the Work Experience we partnered with Boku, Citi, Dynamic Planner, Epoch Capital, London Stock Exchange Group, M&G Plc, Moody's Investor Services, Morgan Stanley, National Black Crown Prosecution Association, PwC, Refinitiv, RWS, Salesforce, Tideway, Tru Rating, UK Power Networks, UK Supreme Court.

We also delivered more Bright Horizons programmes, following our pilot last year and through feedback from stakeholders and young people, we renamed it our DREAM programme. Which stands for:

Dream

Responsibility

Enjoy opportunities

Appreciate

Make it happen

The Work Experience programmes delivered by Boku, Dynamic Planner, Epoch Capital, Tru Rating and UK Power Networks followed the DREAM format though some partners ran multiple placements and also full time during the school holidays.

Mentee Work Experience feedback:

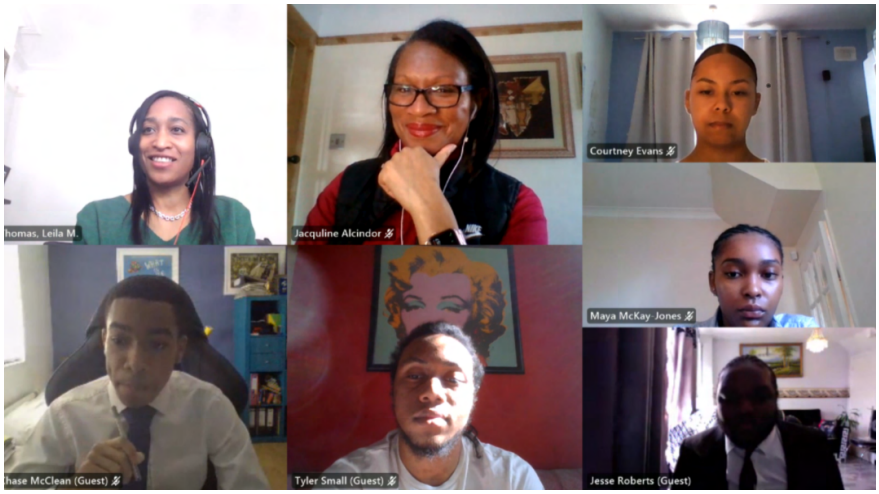
"I enjoyed it very much, I believe I have gained a vast amount of skills during it including learning how to use certain technology and presenting skills." Glory

"I enjoyed the work experience, because it helped me be more confident in working with people I don't know and taught me more about apprenticeships." Temidayo

"The work experience gave me a good insight on how it is to work in a fast paced environment, and building confidence and to work collaboratively with a creative team." Syed

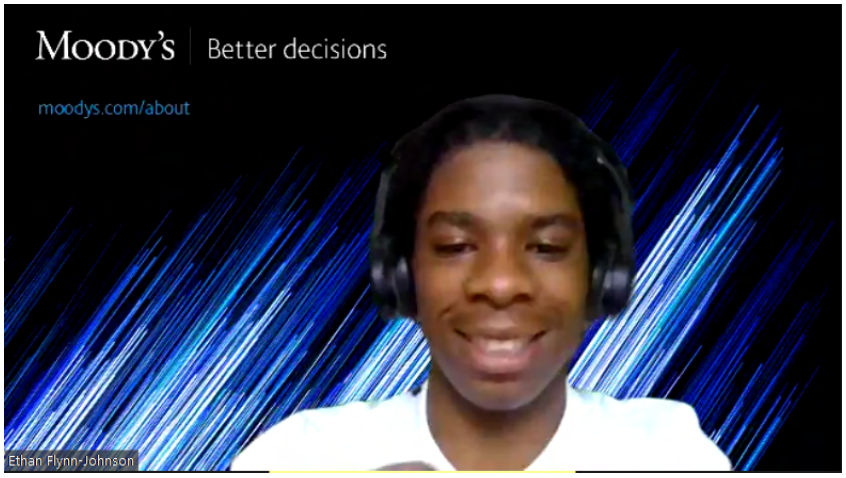
M&G work experience

In partnership with M&G plc, Urban Synergy delivered six one-week virtual internship opportunities, where mentees learned about all aspects of investment management. Mentees each completed 32 hours of work during the internship, totalling 192 hours of work experience. These vital insights gave the young people the information they needed to understand the industry, routes into asset management including apprenticeships and the variety of roles available in a large financial institution.



Moody's Work Experience

Over the summer one of our Mentees, Ethan completed a 4-week paid Business Development, Support and Research Internship at Moody's, totalling 140 hours of work experience.
He said *"One of the best parts about my Moody's internship was getting to make those one-to-one relationships with different people. Even now, 6 months later, I'm still in contact with some of the people from Moody's that I found inspiring. It's helped me see that even in large corporations,and even those in senior positions, everyone's still a person."*



Tideway Work Experience

In July we worked with Tideway to deliver a week of work experience for ten students, finding out about the innovative work being done to preserve the River Thames. They worked both online and in person with visits to two different sites.

This amazing opportunity learning about the Engineering industry delivered:

- Deeper understanding of the Super Sewer project and its impact on London
- Improved knowledge of Sustainability and Engineering

- Interactive assignments and tasks
- Networking with senior leaders and teams across the business and understanding their roles
- A project and final presentation
- Improved understanding of apprenticeship programmes and how to apply

Mentees presenting their engineering presentation to Tideway during their work experience with Tideway via Urban Synergy.

Salesforce Work Experience

With Salesforce we delivered an inspiring week of work experience for 23 students in April. 40 Keen volunteers gave up a total of 275 Hours to deliver this interactive online work experience programme. Each student completed 35 hours of work experience.

They gained insight into Business, Sales and Technology during the work experience opportunity, and had to work in small groups to use technology to solve a real world challenge.

100% of the young people said they gained the following skills: Networking, Working Remotely, Personal Responsibility, Building Relationships with Professionals. They all said they wouldn't have had access to an opportunity like this without Urban Synergy.

For many it opened up their eyes to a career in technology which they would now like to pursue.

One of the teams of young people during their final presentation.

Some of the Salesforce team, Urban Synergy team and young people.

Boku Work Experience

Boku offered a DREAM programme focused around Operations. The student gained exposure to the software and mobile payments industries meeting with leaders across Boku functions including; Commercial, Operations, Finance, Product, Marketing, Technology, Legal and IT & Security. They also took part in these initiatives:

- Business development – sales & commercial planning and working with digital merchants
- Operations – project management and customer support for identity and payment software services

- Technology – software development of identity and payment platforms
- IT & Security – planning and developing secure information technology (IT) systems for Boku's growth

PwC work experience

In August, 13 mentees in year 12, successfully gained places on PwC's New World New Skills programme through Urban Synergy. This was a paid week of work experience, which was hybrig, some online and also a site visit to an office. Their goal was to gain insights in technology and how it is used in business, linking to PwC's mission of everyone being able to live, learn, work and participate in the digital world. The students valued the insights they had and learned essential business and communication skills.

UK Power Networks Work Experience

Six students supported during a one-week work experience programme, creating 71 hours of volunteering. Mentees gained insight into areas across the business, including electrical design, end user computing and telecoms, marketing and communications, and employee engagement. They also developed the CV writing, interview and presentation skills with UK Power Networks employees.

Dynamic Planner Work Experience

Ryan completed our DREAM programme with Dynamic Planner, the UK's leading risk-based financial planning system:

"Meeting the senior leadership was inspiring, especially hearing from the CEO and how he built the company. During the internship, not only did I meet a great team of people, I saw that the company's mission was very clear: to support clients and make portfolio management easier for them. Everyone I met was focused on that goal. It was a privilege to be trusted to help wherever I could."

Here's what Elly Gallagher, Head of People & Values at Dynamic Planner had to say:

"We chose to work in partnership with Urban Synergy, recognising that we could make a real difference to the students by providing interesting work opportunities that are not always easily accessible.

Our team members who supported the DREAM programme, which Ryan was part of, got to develop their own mentoring skills and impart valuable knowledge gained through their own working lives. Ryan fitted in really well as part of our finance team; we were really impressed by his contributions, professionalism and ideas, some of which have been implemented and are of benefit to the company."

Highlights of the year

Urban Synergy Corporate Advisory Board Launch

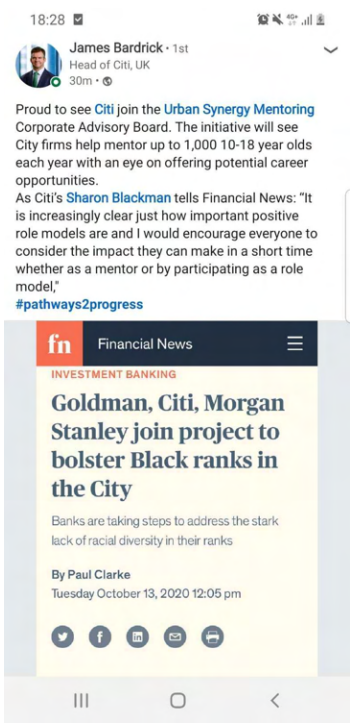
Race and the City

As Black Lives Matter protests sparked by the death of George Floyd in America swept the world last summer, Segun Osuntokun decided to step into the limelight. The UK managing partner of law firm Bryan Cave Leighton Paisner (BCLP) said conversations with his three children – aged 17 to 21 – spurred him into action.

"My children were very vocal in their unhappiness and their anxieties and anger at what they saw as continuing systemic racism, and I guess I felt challenged in that regard," said Osuntokun.

"They would say, 'Well, this is how we feel' – almost throwing down the gauntlet to me, saying, 'Well, what are you

Despite the big promises, progress on diversity in finance is painfully slow. *Anna Menin* investigates



18:28

James Bardrick · 1st
Head of Citi, UK
30m ·

Proud to see Citi join the Urban Synergy Mentoring Corporate Advisory Board. The initiative will see City firms help mentor up to 1,000 10-18 year olds each year with an eye on offering potential career opportunities.
As Citi's Sharon Blackman tells Financial News: "It is increasingly clear just how important positive role models are and I would encourage everyone to consider the impact they can make in a short time whether as a mentor or by participating as a role model,"
#pathways2progress

fn Financial News

INVESTMENT BANKING

Goldman, Citi, Morgan Stanley join project to bolster Black ranks in the City

Banks are taking steps to address the stark lack of racial diversity in their ranks

By Paul Clarke
Tuesday October 13, 2020 12:05 pm

In October 2020 we launched our Urban Synergy Corporate Advisory Board to enable Urban Synergy to grow successfully by bringing new expertise and experience as well as supporting sustainable fundraising, idea generation and corporate participation. Corporate Sponsors will also provide expertise, mentors and funding.

The Advisory Board has no formal responsibility in terms of performance, finance or operation of the charity, but will serve as advisors to the Trustee Board and Management of Urban Synergy, based on their extensive operational experience and key networks. They will be material supporters to Urban Synergy both financially and through mentorship and career openings for mentees.

As well as providing sustainable funding to the charity, the Corporate Advisory Board will share their expertise, including PR & marketing, technology systems, fundraising, and HR. They will develop career learning and pathways for the young people served by Urban Synergy into employment through corporate insight days, job shadowing, internships, apprenticeships and other work experience.

- Corporate Advisory Board members include: Goldman Sachs, UK Power Networks, Dynamic Planner, EC1 Partners, DMGT and Refinitiv.

- Corporate sponsors include: Citi, Morgan Stanley, Capgemini, The International business of Federated Hermes, Moody's,Newable, PwC and RWS.

Chair of the Urban Synergy Corporate Advisory Board, Refinitiv CEO, **David Craig**, said: "*We owe it to all children, to level the playing field and create opportunities for everyone to thrive according to their abilities. The financial community will benefit enormously from more diversity; and I'm delighted at the range and depth of individuals joining this Board. I know we will make a difference."*

Basil Scarsella, chief executive of UK Power Networks, a company which has joined the Urban Synergy Corporate Advisory Board, said: *"Our support for Urban Synergy is another example of our determination to ensure UK Power Networks is a truly inclusive and diverse workplace. We are already working hard to achieve this, but we can always do more. All companies have a responsibility to ensure equal opportunities for all and my genuine belief is that a vibrant workforce, from diverse backgrounds, ensures a whole range of fresh ideas and perspectives emerge to reflect the community we serve."*

Haberdashers Ready 4 Work Conference

In January, 120 students from Haberdashers Aske's Knights Academy attended our Ready 4 Work e-Seminar with volunteers from Goldman Sachs, Refinitiv, EC1 Partners, PwC, Citi and Adobe.

Year 12 students, preparing for their next steps, had the opportunity to connect with and question a diverse panel of professionals, as well as receiving career advice and guidance to support their transition from further education onto their professional path.

Students were split into online classrooms with role model panellists, working in a range of sectors including Banking and Capital Markets, Financial Crime, Law and Sport, sharing their personal professional pathways and decoding the world of work.

Students were given 'top tips' by the host and panellists working in recruitment and talent. One Knights student told us, *"I learned how to give a good first impression on future employers and that not knowing what you want to do in the future at this stage is perfectly fine."*

Jamie Cole, Haberdashers head of yr 12 : "I know students would have greatly benefited from the experience Urban Synergy has provided for them, allowing them to aspire to be what and who they want to be. They have been assisted in making decisions regarding their short and long term futures. Receiving first hand insight and tips from credible, relatable young professionals as well as experienced more senior individuals is so beneficial to my students."

London Thunder Seminars

Urban Synergy partnered with community Basketball club London Thunder to deliver a series of online Role Model Seminars called ‘Careers in..’, featuring role models from different jobs/industries including; healthcare, business & finance, sport, technology during lockdown.

We also worked with the basketball club Manager Steve Bucknall to encourage his players to join our e-Mentoring scheme as it delivered valuable transferable skills for players looking for scholarships and further education.

We also delivered a special Black History Month seminar with Paul Obina and one of our Mentees Nathanael Newyear talking about the black history timeline.

UK Supreme Court Virtual Tour

In February we partnered with the UK Supreme Court to deliver a virtual tour of the court and how the cases there work.They illustrated the creation and work of the UK Supreme Court. With an interactive tour, discussing some of their more accessible cases, covering such topics as freedom of the press versus personal privacy or the limits of religious freedom or the stop and search laws. Their aim is stimulating young people’s interest and perhaps inspiring them to look at the law as a career. They had two Judicial Assistants, who were qualified lawyers, working for a period in this junior position, to give them insight into the work of Queens Councillors, with a view of becoming one, later in their careers.

The young people really enjoyed getting to talk to the Judicial Assistants who made extra time to answer all their questions. The young people said, “*the event was very informative and it gave me a good perspective of job roles within the law sector and history of law.”*

“The event was very informative and it gave me a good perspective of job roles within the law sector and history of law.”

Court 1 at the UK Supreme Court

Motability Operations Scholarship

We partnered with Motability Operations Ltd to launch their University Scholarship Programme for Black, Asian and Ethnic Minority students to provide financial help and work experience during their University education.

This opportunity included:

- Funding of up to £9,250 per academic year, for a maximum of four years.
- Paid summer placements at the Motability Operations London office.
- Mentoring from both Motability Operations and Urban Synergy.
- The chance to apply for a permanent job when they graduate.

Nadia Begum, one mentee who obtained the scholarship has said: *"The scholarship has enabled me to go to university to study my desired course without having the financial burden of tuition fees that comes with higher education. The scholarship has also helped me to pursue my career goals, as I will gain valuable work experience during the yearly summer internships at Motability Operations."*

St Ursula's Ready for Work Seminar Partnered With Citi

In July, Urban Synergy hosted a hybrid Ready 4 Work seminar with 28 volunteers from Citi, supporting 130 students at St Ursula's School. The students got to develop their interview skills through mock interviews, learn how to write a good CV with Citi HR and Apprentices, and talk with a diverse panel of professionals sharing career pathways, inspirational stories followed by Q&A with students asking questions via chat. Top tips to the top, to prepare the students for their next steps.

Our goal for the day was: Helping to raise the aspirations of students by sharing real and tangible information about career journey's and prospective jobs.

Student feedback: *“I learnt how to give a good first impression on future employers and that not knowing what you want to do in the future at this stage is perfectly fine.”*

Head Teacher Conference

In March we were guests at two head teachers conferences. The first was with Lewisham Council and their focus was Embedding Race Equality in Lewisham schools and raising the attainment of black caribbean pupils. The second was with the Arch Diocese of Brentwood with a focus on Racial Equity. On both we presented our programmes and how we were helping young people and schools to bridge the gap from the school gates to the workplace.

These conferences gave us an invaluable opportunity to hear from the Head Teachers and School Governors about the challenges they are facing and the issues affecting the young people they teach.

We have since worked with many schools to run e-Seminars and share e-Mentoring with the Secondary schools and sixth form colleges and continue to strengthen our relationships with the schools.

PwC Virtual Park Event

In May we partnered with PwC to run a virtual careers fair in their Virtual Park, an interactive software solution that allows visitors to create an avatar, move around a virtual conference centre and network with PwC professionals. The young people enjoyed the interactive aspect and gained vital employability skills. Using avatars made it easier for young people who are shy and the event had lots of different sessions to keep things interesting. The PwC volunteers had a great diversity of different roles and seniority levels as well as gender and ethnicity.

Science Magic

Science Magic worked with Urban Synergy on a pro-bono basis to assess our brand, mission and any unique selling points. They helped to position us better, with our brand messaging,

communications and PR offering. We now have a brand positioning and messaging deck that can be used for communications across our digital platforms, and at in person events.

To complete this they completed interviews and research with all our stakeholders, including schools, young people, the USCAB, Role Models and Mentors, as well as the Urban Synergy Team.

They helped us express our USP as a 'Youth Empowerment Charity' and helped us to understand how we are perceived and received by all our different stakeholders.

This has helped to refine our website, and our messaging.

Careers Week - Oasis Academy Arena

Seven colleagues attended an e-Seminar that was part of a careers focus week at Oasis Academy Arena providing a wide cross section of roles, seniority levels, culture, backgrounds and advice.

Feedback Kat Maguire - Maths Teacher & Career Lead at Oasis Academy Arena:

"We cannot thank the Urban Synergy team enough. Building quality relationships with real employers is a very difficult task for schools but Urban Synergy made these seamless and extremely professional events.

The calibre of the speakers was more than we could have hoped for. We were lucky enough to hear from a range of individuals in senior positions. It was also very powerful for our students to get to hear from panels consisting of such diverse backgrounds, races and genders.

We were really impressed with the panel's openness and honesty in discussing their personal career challenges and highlights. I know that this has impacted on students who might have a tendency to see setbacks as a barrier to success rather than something that simply sets them on a different path.

We are very excited to continue working with Urban Synergy as we know their involvement in our careers programme is going to bring immeasurable benefits to all of our students."

Black History Month Campaign

At Urban Synergy we feel accessible, positive role models are so important to show young people career pathways and how to access them.

With that in mind in October we showcased interviews with Role Model Hero's during UK Black History Month (BHM). By showing the diversity of roles and role models to the next generation, we can help them to write their own futures.

We must make significant changes to raise the aspirations of the young people in our communities. We believe in order for that change to happen we must work together to help each other, to lift our young people and make their futures brighter. For this purpose we also included our active allies who are taking action, in our Black History month showcase with our role models. Nelson Mandela wisely said "It is in your hands, to make a better world for all who live in it."

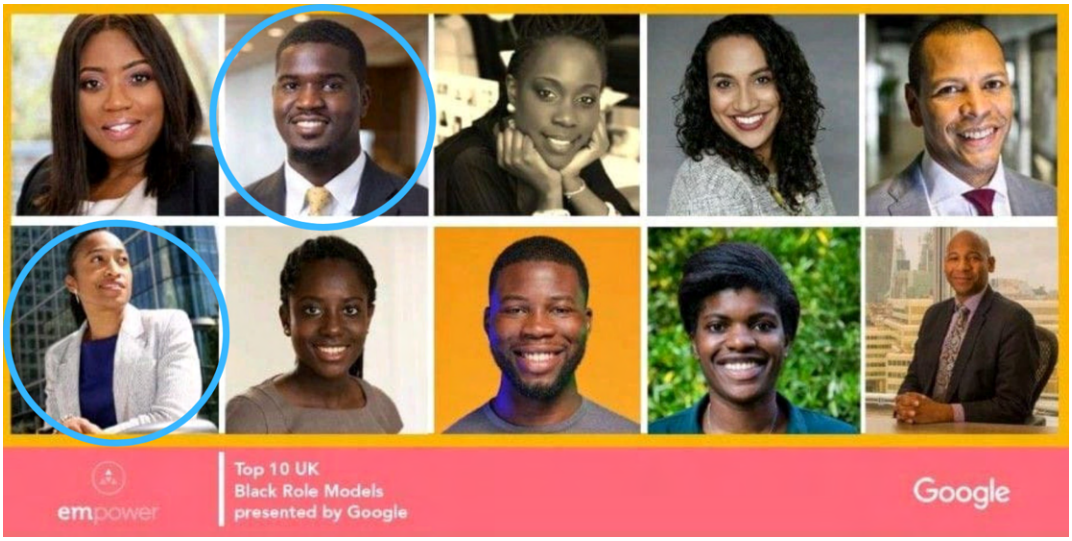
LinkedIn Pro Bono

In June we ran a sponsored LinkedIn campaign to raise the profile of Urban Synergy and reach new potential supporters. LinkedIn gave us a pro bono $50,000 spend to use on sponsored messaging, advertising and posts. This generated 1,647,174 impressions during the campaign and led to new sponsors and supporters as well as expanding our brand awareness.

Award Wins

This year saw Leila Thomas win and be shortlisted for many awards, most notably:

- Leila Thomas received the National Black Crown Prosecution Association (NBCPA) 'Profile in Courage Award' 2021
- Leila Thomas featured on the EMpower 100 Ethnic Minority Executives List.
- Leila Thomas featured in the EMpower Top 10 UK Black Role Models list, presented by Google. Leila was delighted to be listed alongside **Sengova Kailondo, a past** mentee who gained valuable work experience in Law, through Urban Synergy when he was 15.



Outcomes for our Alumni

Urban Synergy is an outcome focused charity. We continually monitor the outcome of mentees who embark on our programmes and document successes through case studies to show the impact that the charity has made to that young person's life

This year we have mentored and supported thousands of young people, offering many work experience placements, below are a few highlights below:

- Jaden Auguste-Lowe completed paid work experience with UK Power Networks via Urban Synergy and also performed at our Celebration Event at the London Stock Exchange Group building in Canary Wharf.
- Kareem Mercier was introduced to a NASA Engineer via his mentor and also completed paid work experience with PwC at their office in London Bridge, also work experience with Tideway engineering who are building the super sewer.
- Morgan McKay Simpson completed paid work experience with TruRating, they also offered him a paid summer placement.
- Kofi Duah aspiring lawyer was mentored by a Barrister, Q.C. and Kofi also completed work experience with technology giant Salesforce and presented with a team of other students to the Salesforce Executive Team. Their team won an Amazon TV Stick Lite each for their group presentation.
- Ryan Odita completed paid work experience at FinTech company Dynamic Planner.

Impact - Mentees Graduated 1/9/2020 - 31/8/2021: Before and after self evaluation average responses

Sept 2020 - Aug 2021 Financial Summary

URBAN SYNERGY
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 August 2021

	Notes	Unrestricted Funds £	2020 £
Income and endowments from:			
Donations and legacies	2	533,526	109,770
Other trading activities	3	1,1114	10,000
Other income	4	1,054	1,289
Total		**535,694**	**121,059**
Expenditure on:			
Charitable activities	5/6	(260,716)	(75,291)
Total		**(260,716)**	**(75,291)**
Net income		**274,978**	**45,768**
Reconciliation of funds			
Total funds brought forward		50,033	4,265
Total funds carried forward		**325,011**	**50,033**

Statement of Financial Position
As at 31 August 2021

	Notes	2021 £	2020 £
Fixed assets			
Intangible assets	11	940	-
		940	-
Current assets			
Debtors	12	4,635	
Cash at bank and in hand		460,865	98,345
		465,500	**98,345**
Creditors: amounts falling due within one year	13	(141,429)	(48,312)
Net current assets		**324,071**	**50,033**
Total assets less current liabilities		**325,011**	**50,033**
Net assets		**325,011**	**50,033**
The funds of the charity	14		
Unrestricted income funds		325,011	50,033
Total funds		**325,011**	**50,033**

Urban Synergy's Future

2020 to 2021 has been a year of transformation and growth. We have still had challenges, and lockdowns to navigate, but we have stabilised, increased our reach, funding and the number of young people supported significantly.

Urban Synergy continues to be successful and intends to expand its model, working in partnership with more corporate companies, gaining more role models, reaching more young people and delivering more positive outcomes.

Within the next three years we plan to:

- Increase our income to grow our charity
- Continue to expand our resources and team
- Expand our online Programmes:
    - e-Seminars London wide
    - e-Mentoring London wide
- Continue to offer our mentee activities to include additional online workshops
- Improve volunteer management and communications
- Improve our partnership management and reporting
- Streamline our information management system
- Grow our Corporate Advisory Board
- Expand our programmes to other schools in other cities in the UK with similar socio economic challenges
- Create a Fundraising and PR Team – promote the raising of funds and awareness of our success and ongoing funding purposes

Urban Synergy Board of Trustees

Leila Thomas – CEO

Dr. Patrick Clarke O.B.E, Charmaine Charles, Trevor Cole, Donovan Davidson, Dr. Courtenay Griffiths QC, Emma Miller, Paul Lawrence, Eddie Nestor, Garry Green and
Dr. Keith Davidson.

Trustee Changes

Paul Lawrence, our friend and Urban Synergy Trustee, sadly passed away in December 2020. Paul was hugely influential in training mentors and to all young people he met. His guidance as a Trustee is sorely missed and his passing was felt all across the charity, especially the young Ambassadors and also the local community. His legacy lives on at Urban Synergy and we plan to launch the Paul Lawrence Star Mentee Award. Our thoughts, love and support remain with his family.

Emma Miller, Head of Investment Banking & Capital Markets - Data & Analytics - London Stock Exchange Group (LSEG) has joined us as a trustee and brings a wealth of account management, financial and strategy experience.

Urban Synergy Team

Leila Thomas, Dianne Johnson, Nigel Williams, Trevor Cole, Kate Williams, Jacquline Alcindor, Donovan Davidson and Charmaine Charles, Deborah Barrington, Vanessa Morrile, Jane Watts & Richelle Case

Urban Synergy leadership team

THANK YOU

Finally, we'd like to extend a huge thank you to you, our Donors, Sponsors, Strategic Partners, Volunteers, Role Models and Mentors. We could not have helped so many young people without each and every one of you.

Charity number: 1138802

Company number: 07358294

(England and Wales)

URBAN SYNERGY

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 August 2021

URBAN SYNERGY
Contents Page
For the year ended 31 August 2021

Report of the Trustees	1
Independent Examiner's Report to the Trustees	2
Statement of Financial Activities	3
Statement of Financial Position	4
Notes to the Financial Statements	5 to 9
Detailed Statement of Financial Activities	10 to 11

URBAN SYNERGY
Report of the Trustees
For the year ended 31 August 2021

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 August 2021. 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 the Republic of Ireland (FRS 102) (effective 1 January 2019).

The trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

See Trustees Annual Report on Appendix One

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity	URBAN SYNERGY
Charity registration number	1138802
Company registration number	07358294
Principal address	2 Lewisham Hill London SE13 7EJ

Trustees

The trustees and officers serving during the year and since the year end were as follows:

Keith Davidson
Trevor Cole
Patrick Clarke
Courtenay Griffiths
Leila Thomas
Donovan Davidson
Charmaine Charles
Eddie Nestor
Garry Green
Emma Miller
(Appointed: 03 September 2020)

Independent examiner	Emmanuel Mensah FMAAT Ground Floor West Office 10 Nicholas House, River Front Enfield EN1 3TF

Approved by the Board of Trustees and signed on its behalf by

13/5/22

.....

Donovan Davidson – Trustee

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2021

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2021.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: 13 May 2022

URBAN SYNERGY

Statement of Financial Activities (including Income and Expenditure Account)

For the year ended 31 August 2021

	Notes	Unrestricted funds	2020
		£	£
Income and endowments from:			
Donations and legacies	2	533,526	109,770
Other trading activities	3	1,114	10,000
Other income	4	1,054	1,289
Total		**535,694**	**121,059**
Expenditure on:			
Charitable activities	5/6	(260,716)	(75,291)
Total		**(260,716)**	**(75,291)**
Net income		**274,978**	**45,768**
Reconciliation of funds			
Total funds brought forward		50,033	4,265
Total funds carried forward		**325,011**	**50,033**

URBAN SYNERGY
Statement of Financial Position
As at 31 August 2021

	Notes	2021	2020
		£	£
Fixed assets			
Intangible assets	11	940	-
		940	**-**
Current assets			
Debtors	12	4,635	-
Cash at bank and in hand		460,865	98,345
		465,500	**98,345**
Creditors: amounts falling due within one year	13	(141,429)	(48,312)
Net current assets		**324,071**	**50,033**
Total assets less current liabilities		**325,011**	**50,033**
Net assets		**325,011**	**50,033**
The funds of the charity			
Unrestricted income funds	14	325,011	50,033
Total funds		**325,011**	**50,033**

For the year ended 31 August 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:

.....

Donovan Davidson
Trustee

Date: 13/5/22

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 (FRS 102), and the Companies Act 2006.

URBAN SYNERGY 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).

2. Income from donations and legacies

	2021	2020
	£	£
Unrestricted funds		
Donations received	56,320	71,770
Grants received	477,206	38,000
	533,526	**109,770**

3. Income earned from other activities

	2021	2020
	£	£
Unrestricted funds		
Fund raising events	1,114	10,000
	1,114	**10,000**

4. Other income

	2021	2020
	£	£
Unrestricted funds		
Other Income	66	-
Other Income (Creditors Write-back)	988	1,289
	1,054	**1,289**

5. Costs of charitable activities by fund type

	2021	2020
	£	£
Unrestricted funds		
Youth Mentoring, Seminars & Workshops	190,113	2,425
Support costs	70,603	72,866
	260,716	**75,291**

6. Costs of charitable activities by activity type

	Activities undertaken directly	Grant funding of activities	Support costs	2021	2020
	£	£	£	£	£
Support costs					
Youth Mentoring, Seminars & Workshops	184,940	5,173	70,603	260,716	75,291

7. Analysis of support costs

	2021	2020
	£	£
Youth Mentoring, Seminars & Workshops		
Management	49,976	-
IT	4,471	-
Support Costs - Resources	7,103	63,874
Support cost - Operations	-	6,891
Governance costs	9,053	2,101
	70,603	**72,866**

8. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2021	2020
	£	£
Independent examiner's fees	5,352	948

9. Staff costs and emoluments

Total staff costs for the year ended 31 August 2021 were:

	2021	2020
	£	£
Salaries and wages	81,532	-
Social security costs	7,779	-
	89,311	-

	2021	2020
Support Workers	5	0
	5	**0**

10. Comparative for the Statement of Financial Activities

The comparative year values on the Statement of Financial Activities are for unrestricted funds.

11. Intangible fixed assets

	Intangible asset 3
Cost or valuation	£
At 01 September 2020	940
At 31 August 2021	**940**
Net book values	
At 31 August 2021	**940**
At 31 August 2020	**940**

12. Debtors

	2021	2020
	£	£
Amounts due within one year:		
Prepayments	4,635	-
	4,635	-

13. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	11,255	-
Other creditors	5,947	9,180
Accruals and deferred income	124,227	39,132
	141,429	**48,312**

14. Movement in funds

Unrestricted Funds

	Balance at 01/09/2020	Incoming resources	Outgoing resources	Balance at 31/08/2021
	£	£	£	£
General				
General	50,033	535,694	(260,716)	325,011
	50,033	**535,694**	**(260,716)**	**325,011**

Unrestricted Funds - Previous year

	Balance at 01/09/2019	Incoming resources	Outgoing resources	Balance at 31/08/2020
	£	£	£	£
General				
General	4,265	121,059	(75,291)	50,033
	4,265	**121,059**	**(75,291)**	**50,033**

Purpose of unrestricted Funds

General

These are funds not restricted in nature and can be applied as the Board sees fit but within the scope of the charities objects and intended purposes.

15. Analysis of net assets between funds

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	940	324,071	325,011
	940	**324,071**	**325,011**

Previous year

	Intangible fixed assets	Net current assets / (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General			
General	-	50,033	50,033
	-	**50,033**	**50,033**

URBAN SYNERGY
Detailed Statement of Financial Activities
For the year ended 31 August 2021

	2021	2020
	£	£
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	36,930	71,770
Special Donations	10,092	-
Gift Aid Income	9,298	-
Reuters Ltd UK Donation	-	10,000
CAB Contributions	168,667	-
Corporate Sponsorships	153,596	-
E-Mentoring Income	80,919	-
E-Seminars	35,840	-
Mayors Office	-	10,000
Capgemini	-	10,000
UK PN	-	5,000
Catch 22	-	3,000
Refinitiv	38,184	-
	533,526	**109,770**
Other trading activities		
Fund raising events	1,114	10,000
	1,114	**10,000**
Other income		
Other Income	66	-
Other Income (Creditors Write-back)	988	1,289
	1,054	**1,289**
Total incoming resources	**535,694**	**121,059**
EXPENDITURE		
Charitable activities		
Direct Charitable Costs	-	(2,425)
Staff costs - wages & salaries	(39,335)	-
Contract Staff Costs	(97,873)	-
E-Mentoring	(14,320)	-
E-Seminars	(16,321)	-
UKPN Mentee Salaries	(7,449)	-
Mentee Expenses	(5,327)	-
Mentee CRB Checks	(4,315)	-
Grants/Donations/Scholarships	(5,173)	-
	(190,113)	**(2,425)**
SUPPORT COSTS		
Management		
Staff costs - wages & salaries	(42,197)	-
Staff costs - social security costs	(7,779)	-
	(49,976)	-
IT / Internet Costs		
IT Costs	(4,471)	-
	(4,471)	-

This page does not form part of the statutory financial statements

Support Costs - Resources		
Support Costs - Resources	(7,103)	(63,874)
	(7,103)	**(63,874)**
Support cost - Operations		
Support cost - Operations	-	(6,891)
	-	**(6,891)**
Governance costs		
Independent Examiners fees	(5,352)	(948)
Other office costs	(3,701)	(1,153)
	(9,053)	**(2,101)**
Total resources expended	**(260,716)**	**(75,291)**
Net Income	**274,978**	**45,768**

This page does not form part of the statutory financial statements

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2021

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2021.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiners statement

Since the Charitable company's gross income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination by virtue of my membership of , which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT
Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: 13 May 2022

URBAN SYNERGY

England & Wales - Charity number 1138802

Accounts

Annual Report and Financial Statements for the year ending August 2020

We help children and young people between the ages of 10-18 years, in southeast London, to reach their full potential and empower them to take responsibility for their lives. At the same time raise their aspirations, improve their social skills, keep them in education and prepare them for the world of work. This in turn helps to deliver a diverse talent pipeline.

Urban Synergy | Registered office: 2 Lewisham Hill, Lewisham, London SE13 7EJ England
Registered number: 07358294 | Registered in England and Wales. Registered Charity No. 1138802

Message from the Founder & Managing Director

I am so pleased to share Urban Synergy's Annual Report covering the period from September 2019 to August 2020. It will set out our achievements over the last year and our future plans for our supporters, volunteers, donors and potential friends.

Your donations are providing young people with the life chances they need to reach their full potential. We wish to thank you. Because of your generosity, Urban Synergy continues to reach hundreds of young people between 10-18 years of age and enable them to be enthusiastic about their future, by broadening career horizons and enabling them to succeed.

We do this by delivering our comprehensive outcome focused mentoring programmes, building life skills, delivering inspirational seminars and work experience opportunities.

These programmes and events are only possible with the support of the huge network of support we have built up, with each of our Mentors, Role Models volunteers and

Supporters providing essential time and guidance to the young people we meet.

We must acknowledge two significant events that have influenced the path of Urban Synergy during this reporting year. Firstly, the global pandemic that, in March 2020, triggered lockdowns, school closures and exam cancellations. Our programmes until this time had been face to face, and this was no longer possible, due to the restrictions enforced by the Government to keep people safe.

The students we helped were in more need than ever to have support, so we had to pivot our operations online and deliver our programmes virtually through video conferencing software. This brought new challenges, but as you will read in this report, we are no longer restricted by geography and have reached even more young people for 1-2-1 mentoring.

Our funding was also greatly impacted by the limitations on face-to-face contact, as we'd run in person fundraising in the past. We changed our model, reached out to our community, and applied for new grants helping us to stabilize.

Secondly on the 25th of May 2020, George Perry Floyd Jr., an African American man, was murdered by a police officer during an arrest after a store clerk suspected he may have used a counterfeit $20 bill in Minneapolis, USA. This triggered a global call for change and reignited the Black Lives Matter movement globally.

For Urban Synergy it triggered huge numbers of colleagues, partners, and supporters to contact us and see what we could do collectively, to help young people from Black Minority Ethnic backgrounds. It has helped us to secure funding, volunteers, and opportunities for the young people we support.

This was a truly difficult time for all of us in our community, but by coming together, working hard and taking action, we will realise a more equitable future.

Leila Thomas, Managing Director

Message from the Chair of Trustees at Urban Synergy

This has been a significant year for Urban Synergy, and I must address the influencing factors. The Global Pandemic and the death of George Floyd have changed our course and led the charity to adapt to continue to support our community. We have actually reached beyond, to support our partners and create new partnerships, as more companies have wanted to realise impactful change to benefit the Black Minority Ethnic community.

We thank our very generous supporters which include Bio-therapeutic, Capgemini UK Plc,Catch 22 Charity, Citibank, FE fundinfo, the Lord Mayor's Office, Newable Management, Refinitiv, Thomson Reuters Ltd, The Rothermere Foundation and UK Power Networks for all of their assistance. Their support has enabled our team to grow

and for them to reach more young people. But why is it so important for us to reach more young Londoners?

On the 13th of February 2020 Oliver Wyman in partnership with the London Mayor's office, published a report; “One City Two Worlds'' which investigated social mobility opportunities for young people in London. It said, *“On the surface, London provides a very positive environment for young people, due to its strong academic attainment and dynamic job market. But under the surface, young people in London experience two worlds in one city.”*

We at Urban Synergy are continually striving to provide young people with the skills, training and opportunities they need to be successful, as well as opening their eyes to the vast number of jobs, roles and industries available to them.

The report concluded *“Our research has demonstrated that, for many young people, London is not sorted. Despite the popular narrative that our capital is a social mobility engine, too many young Londoners grow up in a separate world and are not fulfilling their potential. The whole of London suffers as a result. As shown in this report, poverty and funding for support are major issues. But there are other powerful actions that London can take now. We call on those that can make change happen, to commit to making it happen.”*

We have known of this imbalance for many years but this research provides context to the work we are doing and motivates us to do even more. We are realising positive change and positive outcomes for the young people we work with and hope to gain further funding so we can again widen our scope to help more young people to write their own future.

We are still active in primary, secondary and sixth form colleges and through the Mentoring and Seminars moving online, we will be able to reach schools outside of our traditional Lewisham and surrounding borough reach.

Together we make a difference.

Dr. Courtenay Griffiths Q.C. Chair of Trustees - Urban Synergy

Our Programmes

Role Model Seminars

We have continued to deliver our 'Top Tips to the Top' Role Model Seminar programme from September - February (until the lockdown started) and are pleased to have reached 883 students. These ran in schools, colleges and corporate offices, broadening career horizons, for primary, secondary and sixth form students.

The Role Model Seminars covered many industries including Arts, Publishing, Fashion, Sports, Entrepreneurship, Law, Banking and Finance, Technology, Project Management, Hospitality, Architecture, Aviation/Aerospace, Consultancy, Defence/Forces, Education, Chemical/Pharmaceutical and Academic.

Prendergast Hilly Fields, Lewisham	5th September 2019	Secondary	Secondary Role Model	Yr 12 age 16-17 yrs
Sedgehill School	19th September 2019	Secondary	Secondary Role Model	Yr 11 age 15-16 yrs
John Roan Secondary School	25th September 2019	Corporate Seminar (R)	Refinitiv Corporate Seminar	Yr 9 & Yr 10 age 13-15 yrs
Gordonbrock Primary School	3rd October 2019	Primary	Primary Role Model	Yr 5&6 age 9-11 yrs
Addey & Stanhope School	17th October 2019	Corporate Seminar (TR)	TR Corporate Seminar	Key stage 3 age 11-14yrs
Haberdashers Aske's Knights Academy	18th October 2019	Corporate Seminar (Citi)	Citi Corporate Seminar	
Kender Primary School	13th November	Primary	Primary Role Model	Yr 5 & 6 age 9 - 11 yrs
Christ the King Sixth Form College	19th November	Secondary/ Sixth Form	Sixth Form Role Model	Yr 12 & 13 age 16 - 18 yrs
Haberdashers	5th December	Corporate	Refinitiv	Yr 7 & Yr 8

Aske's Knights Academy	2019	Seminar (R)	Corporate Seminar	age 11- 13 yrs
Haberdashers Aske's Knights Academy	29th January 2020	Secondary	Refinitiv Corporate Seminar	Yr 11 age 15-16 yrs
Eliot Bank Primary School	12th February 2020	Primary	Primary Role Model	Yr 6 age 10-11 yrs

Student Feedback

"I wanted to become a historian, but now I want to work for Refinitiv because they inspired me"

"Take advantage of the opportunities and contacts you make."

"Take advantage of the opportunities and contacts you make."

"Thank you very much to show us we can be amazing people like you"

'I learned that a long time ago people were sexist and racist about most jobs. I will always be resilient, even in the face of doubt and always be ready and give my all.'

'The role models inspired me and motivated me by showing me that I can be anything I want to be in life.'

'I will be ambitious and try to achieve my goals. The Data scientist inspired me as he made robots and was really creative.'

'You have to have a dream to be successful. I will study harder and be on time for school.'

Head teacher Feedback

“What an inspirational start for the next two years”

“We have been fortunate enough to work with Urban Synergy for a couple of years now. This has included having two Role model seminars here at Sedgehill which have been extremely enjoyable and productive. We were very impressed with the wide range and calibre of speakers that came to the school to engage with our students. On both occasions we had large numbers of students choosing to attend and reporting that they found them to be extremely valuable evenings. We now consider this annual event as a key milestone in our work with Year 11. We found the evening inspired many of our students to work hard and aim to achieve high GCSE grades which was exactly what we wanted to achieve by engaging with the programme”

As the Assistant Head Teacher and Phase Leader for Years 5 and 6 at Eliot Bank Primary, I was blown away by the impact of the Urban Synergy sessions with the children across both year 6 classes. The way the speakers captured their attention and spoke with the children was fantastic and weeks after the event, the children recall the morning with fond memories.'

ROLE MODEL QUOTES

"You need to think about all the opportunities out there "
"You need to think about what you like and what you're good at"
"Try hard doing the things you like and try even harder with the things you don't like"

Alex Cesar, Global Head Enterprise Data - Refinitiv, CTO - WIBF., Women In Business & Finance

"Do not be jealous of anyone, just find your own path"
"Ambition is good, but be realistic about your own shortcomings"
"Be kind and give back as much if not more than you take"
"Grow well and develop always"

Charlie Easmon, Medical Director, YEHS (Your Excellent Health Service)

"Be very aware of how you are to people you don't know, be very kind and be very authentic "
"Always be authentic, always be yourself"
"Whatever your do stand out"
"Always hold your own, be proud of who you are... be true to yourself"

Carina White, Head of Business Affairs & Partnerships at Tongue Tied Media

e-Seminars

We have also been developing a plan for online Role Model seminars, following the webinar we piloted over the summer. We feel it will be a welcomed addition to our offering in schools and can also be broadcast to students that are home learning. We have pilots planned for September 2020.

1-2-1 Mentoring

We postponed our face to face 12-month 1-2-1 mentoring programme because of resource and funding constraints. This was a tough decision, but with the financial constraints we were facing it was the best option.

e-Mentoring

We did however, in June launch a virtual Covid-19 Emergency Response e-Mentoring pilot and programme. This project was designed to connect disadvantaged Year 11 and 13 children directly affected by the COVID19 pandemic school exam cancellations to mentors virtually. The e-Mentoring programme continued to support young people with career soft skills, knowledge and practical activities like CV creation and Interviewing. This programme made it possible to roll out in South London and also cover broader areas of London and the UK.

e-Mentee Student Feedback

“In regard to the questions, for me personally, contacting my mentor weekly has been very helpful. The tasks have been very useful so far, the CV I have completed and now know what to do and put on it when I have to apply for other jobs. My presentation has taught me how to do research and find new and innovative ideas. I don’t believe that there is anything needed to be improved. I am very happy with my mentor (Michael Lee) and honestly couldn’t have asked for a better one.”

“I must say that I believe that the mentoring is definitely useful and vital for my future in the working world. I enjoy working with and talking to my mentor Courtney as he clearly highlights my strengths and weaknesses and helps me on how to improve them. I can't think of anything that needs to be improved.”

Parent Feedback

"*Please send my Thanks to Simon, Charlie enjoyed chatting to him and I have to say he really inspired Charlie to aim high. Charlie gets bored very quickly, but he stuck with this each week not wanting to let Simon down.*
Also, I'm not sure if Simon is interested, but just to say Charlie is doing well at the academy, studying for his retakes, and really focused on his training.
He's grown with confidence in himself since taking part with the mentoring program and it has been fantastic to watch. Thank you." Patricia

Mentor Feedback

"I really enjoyed the medium of e-mentoring and would volunteer to do it again!"

"I loved doing the mentoring. Charlie had a great attitude and it's fantastic to see how happy and proud he is to get his place at the NFL academy. That was his own doing (he seized an opportunity and went for it) but I think the programme provided that extra boost to his confidence at a crucial moment in his life!"

"Online approach worked very well and is less demanding on time, as traveling is not involved. This means you can do more with the Mentee."

The pilot was successful and in July we launched our online e-Mentoring programme to help young people to reach their full potential, by connecting them to corporate role models, to help young people to write their own future. The e-mentoring replaced our face to face 1-2-1 mentoring programme.

With support from corporate partners, we have piloted a successful e-Mentoring model with a focus on year 11-13 students (16-18 years old) who have been disproportionately affected by the pandemic. Year 11-13 students are in vital transition years and have been greatly impacted. By connecting them with a professional person, mentoring them for 7 sessions over 3 months, we can help them to refocus and plan for their future careers. Helping the young people with CV, presentation and interview skills as well as presenting them with work experience opportunities.

Why Mentors and Role Models Sign up?

Essentially because it feels good! We have an established programme, with a clear process that makes it easy for our Role Models and Mentors to work in their local communities and give back. As a result, we have had overwhelming support and feedback from our mentors with many coming back to mentor year after year. Many of our Role Models share what they are doing with Urban Synergy and introduce new role models from their networks, who tell us that they enjoy using their spare time for a greater good.

Through the Urban Synergy network, they have also found new connections, helping them to advance their own careers as well as make new friends. When we talk to our volunteers they tell us, they wish that Urban Synergy had been around to help them when they were young.

Why do corporate partners get involved?

Diverse teams deliver better performance and our partners tell us there are benefits to the staff, in developing their coaching and communications skills, as well as the team building opportunities it brings. They have seen improved staff morale and it helps them to reach their own sustainable development goals, which are often focused on good health, well-being and reduced Inequality, as well as Diversity & Inclusion.

Urban Synergy provides an easy way of using volunteering days to work directly with their local communities to positively influence young people. Many of our partners give their staff 1 or 2 volunteering days each year.

Work Experience

From the 27th of January to the 31st we delivered a work experience week in partnership with Refinitiv. The work experience hosted 8 Year 10 students aged between 14 and 15 years. We started the week with a ready for work coaching session, followed by many different sessions with the students enabling them to see the vast variety of roles available in a corporate company. They met with teams across the business including the Legal, Sales, Technology and News. They took part in a role model seminar and were challenged to conduct a presentation on their final day, relating to Business.

The students learned a lot about being organised as they had to navigate through their days, being in the right place at the right time for their next presentation.

,

Student feedback

“I really enjoyed the work experience as I met new people and learnt about the range of possible careers that I could go into.”

“It has helped me gain an insight into the world of work and helped with my confidence. I am now more open to talking to more people and being professional.”

“I will focus more in school and work harder because I learnt that hard work is the path of life.”

“I enjoyed the work experience because I learnt a lot of life lessons and things I could take out of the working world and also it made me more certain of what I am intending to do in the future. I also learned teamwork, listening skills, leadership, public speaking skills”

Unfortunately our planned work experience week over Easter (30th March - 3rd April) had to be cancelled due to the pandemic and the restrictions that were put in place.

Highlights of the Year

Youth Board

In September 2019, we formed a Youth Board made up of our alumni of mentees, our Young Ambassadors who take the lead role of being a voice for the young people in the community and provide us with valuable feedback on our programmes.
Our young Ambassadors benefited first-hand from Urban Synergy's mentoring programme and now give back by contributing to the ongoing development of the services that Urban Synergy offers to young people behind them.

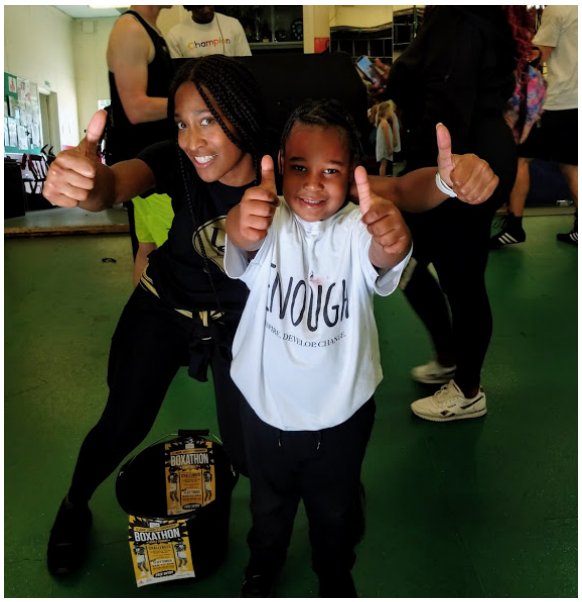
Our young ambassadors take an active role providing feedback to improve our programmes and also actively volunteer by:

- Peer mentoring - supporting young people at seminars/mentee activities
- Fundraising - taking part in sponsored activity challenges
- Assisting with PR - creating positive media stories of young people who have benefited from our mentoring programme
- Raising awareness of the charity - being the voice of young people's successes to inspire
- Co-hosting events

Boxathon

On September 14th we partnered with Balham Amateur Boxing Club to run a Boxathon community outreach and fundraising event. The charity boxathon was a 12 hour event, where throughout the 12 hours at least one member of Balham ABC was skipping and shadowboxing. In the afternoon there was a display from Balham ABC members, showing off their talents with technical sparring and pad work. The local radio station arrived further amplifying the work Urban Synergy are doing in the community as well as Eddie Nestor, actor and radio broadcaster and Dr Rosena Allin-Khan, Labour MP for Tootling.

There was a raffle all day as well as an auction. There was a brilliant community feel with many of the boxers giving training to the volunteers and the community attendees. The event raised £1120.



ENOUGH
PUMA
NIKE
AIR MAX

Corporate Mentoring

In December 2019 we worked with Barclays volunteer mentors to support the corporate mentoring programme - Barclays RISE programme 14 students from Christ The King Sixth Form attending a number of workshops at Barclays in Canary Wharf. Led by members of the Embrace Black Professionals forum, there were workshops on workplace values, CV/Interview skills, Python coding and guest speakers talking about their own career journeys and entrepreneurial endeavours. The mentors also provide inspiration and valuable advice on academic and professional career paths to the participants.

Street Smart

We also ran a Street Smart and well-being workshop in December for mentees at Refinitiv Canary Wharf where mentees were made aware of the dangers on the streets and the outcome if they become involved in illegal activities. Students were also made aware of Stop and Search by a Sergeant from the Metropolitan Police Service.

But what do all these life skill activities mean to the young people in our programmes? Read their feedback below:

What action will you take to be successful after attending this workshop?

I will engage appropriately with the police and say no to freebies
I will be more understanding with the Met Police
I will not be reluctant towards the police
I will not carry a weapon
I will be more peaceful and more aware to the police
I will make sure I follow the law and won't get into trouble
I will be careful of the company I keep
I will comply with the police when getting stopped and searched
I will be vigilant
I will be more aware of my surroundings

What was learnt?

I learnt that grooming is not good and the true purpose of Stop and Search
We have rights and boundaries
I learnt that young people can be groomed by older people in order to sell drugs and make them money
Many people have mental health issues

Outcome	Percent Responses
Rated the Workshop Good / Very Good	100%
Felt more confident after attending the workshop	80%
Felt more informed after attending the workshop	90%

Salesforce

In April 2020, we implemented Salesforce for Nonprofits, as a full customer relationship management solution, for tracking the Role Models, Mentors, Students, Schools, Parents, Partners, Donors and Leads.

Salesforce brought us significant benefits:

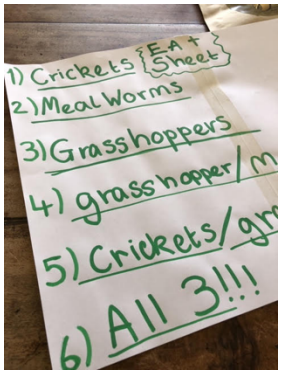
- Centralised repository of all Volunteer, Mentee and Parent details

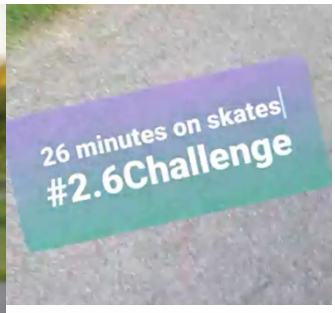
- Improved data capture of Programme impact
- Single source of truth, making planning and reporting easier and more efficient.
- Improved constituent engagement
- Comprehensive reporting and analytics
- Improved security and sharing
- Streamlined processes and increased productivity

2.6 Challenge

In May we were seeing the true impact of the Pandemic on our fundraising streams as well as the young people we supported. The weight of home learning was heavy for many young people and really impacted morale and motivation. We as a team were under pressure to maintain income, whilst looking for alternative ways to support young people. The team came together and created the 2.6 challenge, this challenge was a call to our community for our supporters to challenge themselves in fun and imaginative ways to complete their own personal challenge that related to the number 2.6. This number was chosen as a reflection of the cancelled London Marathon.

The fundraiser lasted two weeks and Role Models, Mentors and the Urban synergy team took part, by cycling, skating, walking and even doing a live bush tucker trial, raising over £6,000 for the charity.



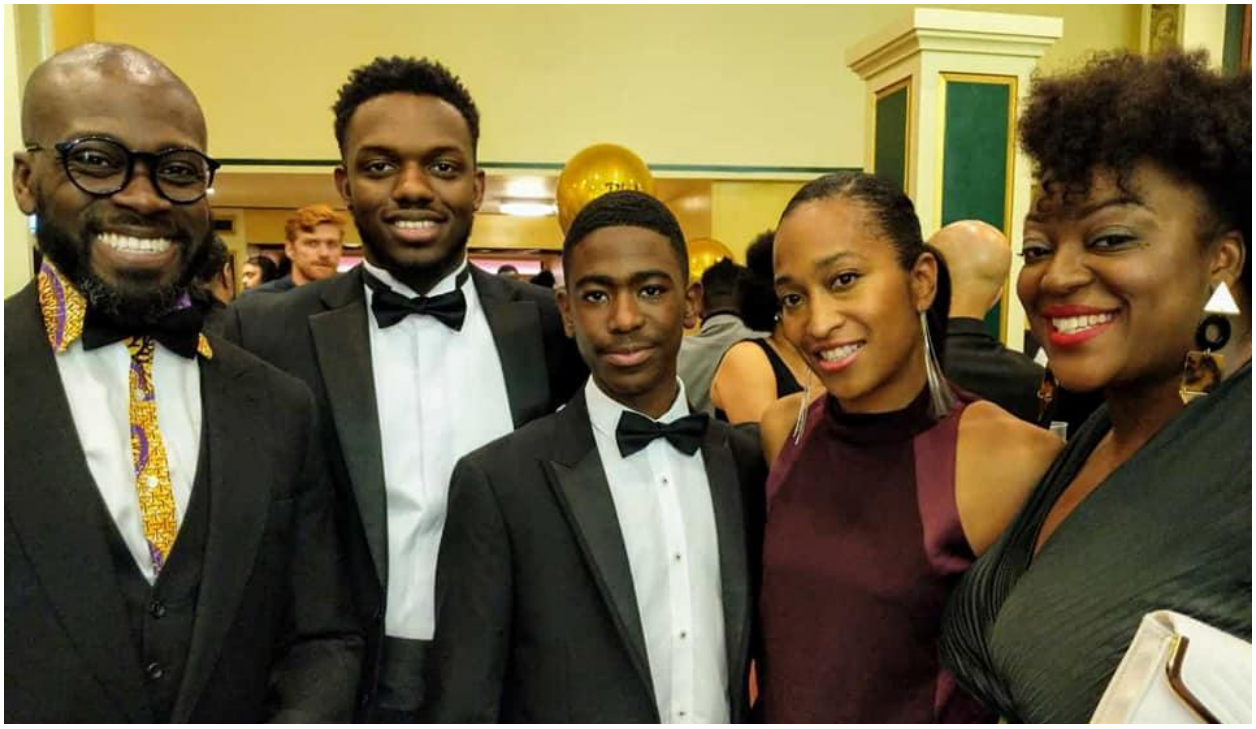


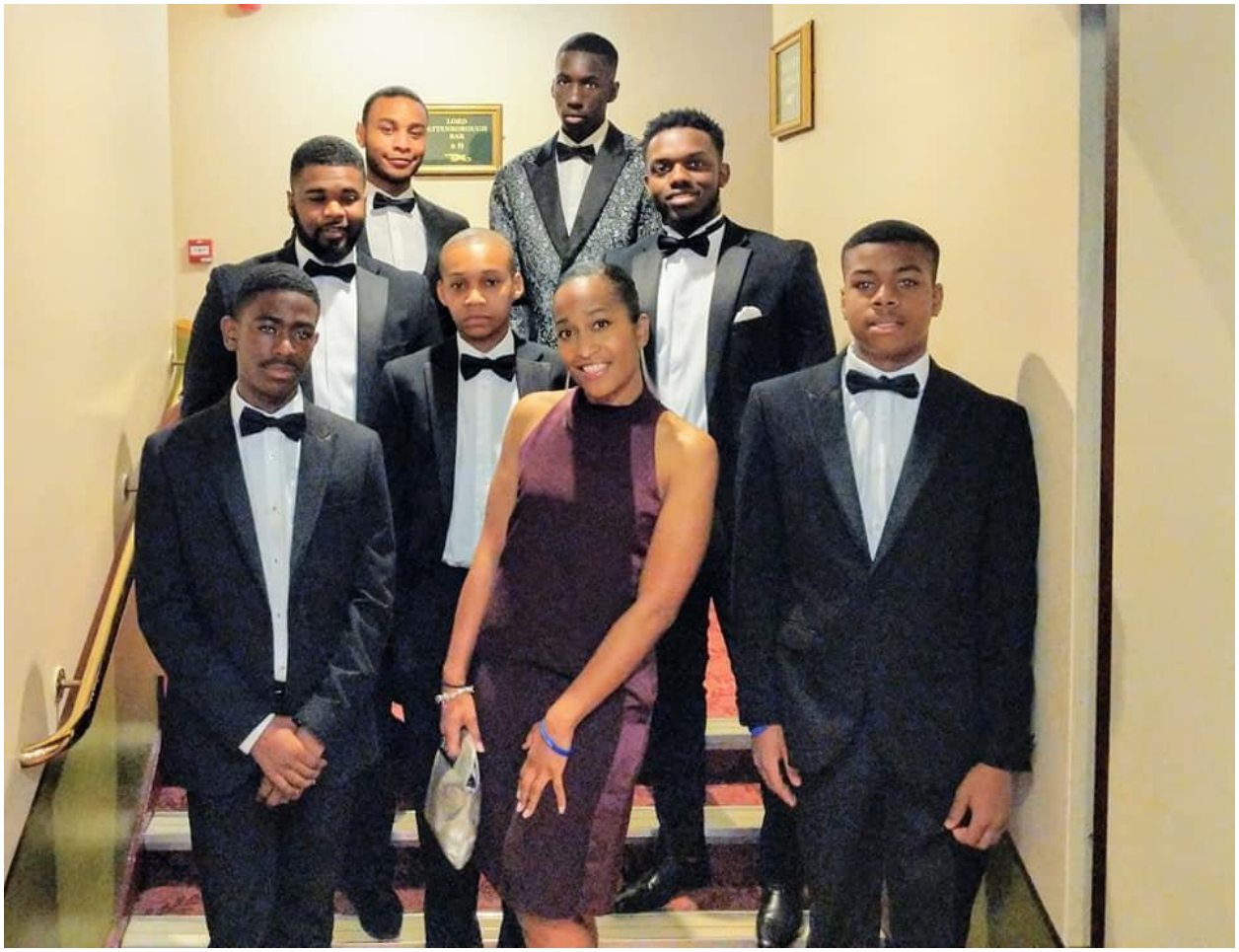
the 2.6 challenge
Urban Synergy
Save the UK's Charities

Black magic awards

On Monday 10th June, Urban Synergy's Young Ambassadors and Mentees were invited to attend the Black Magic Awards in Piccadilly, London.

It was a wonderful opportunity for our mentees to meet and network with inspirational role models. The evening made a huge impact on the boys and will leave a lasting impression on them, raising aspirations, building their confidence to reach their full potential. One of our mentees said it was "Enjoyable and Empowering!" and it left them feeling proud.





Work Human Interview

In July 2020 Leila Thomas and Jacquline Alcindor were invited to feature in an interview video for Work Human, a company that leverages the power of human connection to build resilient, high-performing teams – no matter where those teams happen to be.

Steve Pemberton, their Chief Human Resources, led this episode of their “Keeping Work Human” series. He was pleased to welcome Leila and Jacquline and talk about the benefits of mentoring, how essential role models are for everyone, especially young people and the true cost of the pandemic on young people.

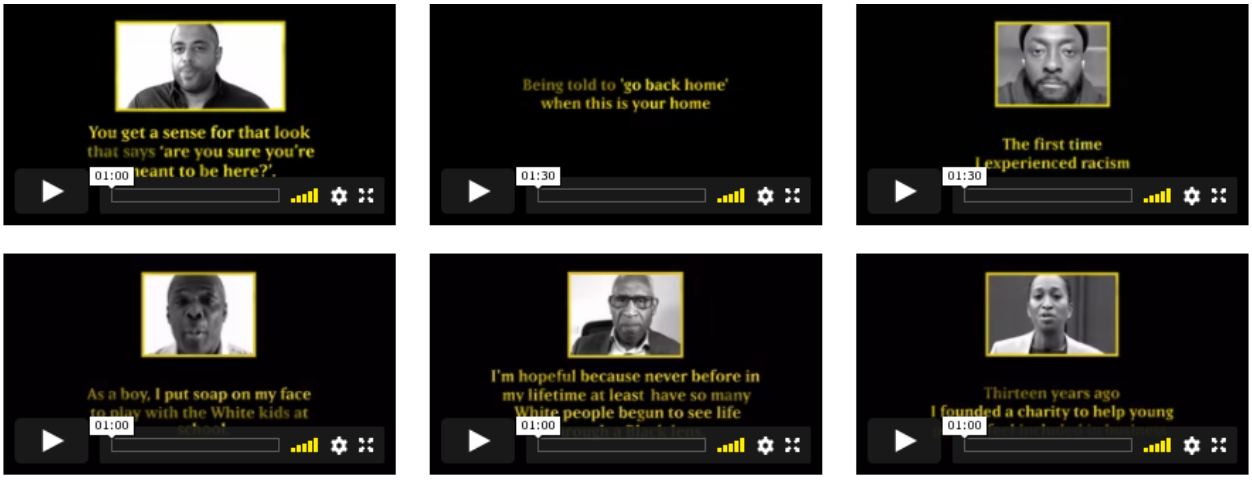
Black voices ITV

In July Leila Thomas was invited to record a short video for the ITV Black Voices website. It was also broadcast on national Television to raise awareness of the lived experiences of Black people in the UK.

Black Voices was created to give Black people a platform to share experiences, stories and ultimately to educate. These are important stories to tell so that we can begin to

head towards real equality. Black voices said; Black people deserve to be heard now more than ever. So, the hope for this platform is that it will create debate and much needed discussion about racism and how we can all be part of the solution. ITV believes it's important to listen, learn and make lasting changes. Because Black lives matter.

Leila received praise and support after her video appeared on television. Will I Am rapper and tv personality and David Lammy MP were also amongst the featured videos. All videos can be found **https://www.itv.com/blackvoices/**



Doughty Street Chambers Diversity Webinar

In July 2020, Doughty Street Chambers led a discussion relating to Black Lives Matter, addressing the question *"Can a leaderless movement be a force for change?"* Looking to see if misinformation, distraction and fear tactics played a part.

It was the first in a series of virtual events and Leila was asked to join the panel which included. Althea Brown and Dr. Tunde Okewale MBE of Doughty Street Chambers, and David Lammy MP. They discussed tried and tested methods grassroots organisations can use to build lasting, positive change, and the hurdles they should expect along the way.
The session was open to all, and included guests from grassroot organisations to discuss this topic, and offer insights on how recommendations are formed, and the process required to secure implementation.

Leila was well received and we had mentors and sponsors reach out on the back of the event.

Bright Horizons Pilot Launched

In July 2020 we launched a pilot of the Bright Horizons “externship” work experience programme with our partner Refinitiv. (An “externship” is an online internship). It was a six-week paid internship programme offered to 1 student around 15/16 years of age to focus on essential skills needed in the future job market. It also provided exposure to international high-profile initiatives that aim to fight financial crime. The candidate was selected from the underrepresented community through Urban Synergy. They worked with very senior leaders at Refinitiv for approximately 10 hours a week around their studies.

It was opened up to all the graduates of the e-Mentoring programme and who were interviewed, short-listed and then interviewed again by a panel at Refinitiv.

Ava Tambala secured the Bright Horizon externship and her time on the programme was spent working in a senior team and completing challenges. She spoke to 35 individuals during the internship, learning something from each of them. She got to feel what it was like working in a private corporate environment. Initially she was unsure what would come of it, however her *"misconceptions about working in the private sector were broken down"*. She got to see that the team was *"multifaceted"*, and each team member had different backgrounds.

Both the mentoring and internship programme were a very positive experience for Ava. They were extremely flexible and were fitted around her studies, the only con was not being able to meet people in person.

Ava initially felt uncertain and was unsure of which university course to study and she wanted to feel confident in her career choices. From the mentoring she was able to *"finetune her future pathways"* and has now decided which courses she wants to study. She also learnt how to deal with certain situations and that *"there are always two sides to the coin"*.

Ava wrote a paper on The Rise of Green Crime, for one of her challenges, that has been published by Royal United Services Institute. Ava has also been offered multiple jobs from two companies when she has finished her studies through the connections she has made.

The Bright Horizons programme has been analysed and it was a success so will be rolled out on a wider scale.

Exam Results Day 2020 Webinar

In August 2020 we hosted 'Exam Results' Webinar for pupils affected by the COVID 19 pandemic exam cancellations. It was to help prepare pupils, and enable them to manage their calculated exam grade expectations, as a result of all GCSE and A-level exams being cancelled. The Webinar covered exam results - what to expect, parental support and well-being, retakes, careers /destinations i.e. apprenticeships, university, University preparation and UCAS (clearing), Appeal process and career top tips.

The webinar was hosted by Paul Laurence, Author and Entrepreneur, Urban Synergy Trustee and founding member of the 100 Black Men. He hosted the expert panel of volunteers made up of Dr June Alexis, Author and Dr of Education, Dr Keith Davidson, Author, Dr of Education and Christine Hodes Education Specialist and Juliet Alexander Careers Lead.

We had very positive feedback from the webinar and will consider one for August 2021 if exam disruptions continue.

Pilot of Big School - transition

In August we launched our pilot of Big School, a new Group Mentoring programme working with Six Year 6 students to help prepare them for transition into secondary school. Big School was a series of workshops to help through the transition phase starting in August and running until December 2020.The programme aimed to provide:

- A head start
- Resources for the child and their parent / carer
- A fresh start, an opportunity for the child to begin the next phase of learning positively
- Awareness - the child is given an opportunity identify and or be reminded of their talents and excellence; peer assessment and feedback
- Goal setting and the resilience required to achieve goals and remain on track (thinking positively, problem solving, thoughts, feelings etc.), development of motivation strategies
- Enrichment, creating an appreciation for learning
- A method for removing barriers/ self limiting thoughts behaviours so that children can access and engage in the curriculum.
- Group work enabling the child to see that, whilst they are unique their, fears, challenges, and development needs are the same as their peers
- Broaden Career Horizons - Gatsby
- Positive environment - Collaboration with parent, child, school

The programme has got off to a great start, and will run through to the end of 2020.

Outcomes for our Alumni

Urban Synergy is an outcome focused charity. We continually monitor the outcome of mentees who embark on our programmes and document successes through case studies to show the impact that the charity has made to that young person's life.

Indiana Thompson

Indiana joined our 1-2-1 mentoring programme lacking confidence and was at risk of exclusion. With the support of her mentor Viv, she has been working to focus her energy and time on positive ways to broaden her interests, stretch and develop her skills so that she can be more confident and self-assured.

Indiana, 14, recently won an essay competition at her school and she also independently applied and secured a place on a Fantasy Wings programme, provided to her by her mentor Viv. The Fantasy Wings programme supports young people from Black and Minority Ethnic communities to understand more about the careers in the aviation industry.

A year ago, she would not have dreamed of entering the school essay competition or applying for the Fantasy Wings programme.

Indiana has now also been asked to run a school newspaper with a small group of other young people in the school, which has in the past normally been done by the teaching staff and is now also on the school council.

Harry Enright

Harry joined our 1-2-1 mentoring programme as a frustrated young man, feeling depressed and lonely. He was having difficulties at school struggling to express his emotions to teachers not completing set work or homework and dealing with dyslexia.

His mentor Simon worked with Harry to draw out the things he was good at and his passions. Harry's main passion was horse riding and he dreamed of going to the British Racing School.

Though Harry had the additional challenge of being born with one hand. This didn't stop him from horse riding, but to become a jockey he needed to get a new bespoke prosthetic created to enable him to ride safely.

Harry, now 17, didn't give up and worked hard at school to show the British Racing school he was determined to achieve. He has now been accepted into the British Racing School as an apprentice jockey and hopes to continue his riding career. Since starting at the British Racing School he has passed his level 1 diploma in horse racing and care.

Harry also decided to join the army cadets and received the Detachment Commanders Commendation for best recruit. This would never have been possible before his mentor encouraged him to get stuck in and take on new challenges.

Lerkai Fearon-Bennett

Lerkai aged 16, joined our 1-2-1 mentoring programme, at risk of exclusion and with low aspirations. During his primary school years he had a passion for Law and wanted to become a lawyer, but a rocky start to secondary school saw Lerkai lose his aspirations and disengage.

Ovie, Lerkai's first mentor was able to keep him grounded and supported him in understanding that his future is greater than his friendship groups.

Zim, his second mentor, was instrumental in supporting Lerkai in breaking down steps to achieving his goals, in smaller, tangible and achievable steps. Lerkai was able to see that he needed to take things step by step focusing on finishing school before planning University.

Lerkai joined the Urban Synergy Legal work experience at Refinitiv and thrived, even though he was the youngest on the internship. Lerkai presented well and now is firmly set on a career in Law again. He has just completed his GCSEs and passed with great grades even though he was not able to sit his actual GCSE exams due to Covid 19.

Ava Tambala

Ava, aged 17, nervously joined our e-Mentoring programme in August. She had known about Urban Synergy for some time, but did not have the confidence to join, so when we moved the mentoring online she thought she would try it.

Her mentor, Jeramie quickly recognised Ava's talents and confirmed she was ready for a more challenging opportunity. She encouraged Ava to apply for the new Bright Horizons programme of externships (online internships), though this meant Ava would be working with very senior leaders within the company. Four candidates were interviewed and Ava was the successful candidate and worked around her studies,

giving her the opportunity to attend online industry events and get involved with real world problems.

She even wrote a paper on Green Crime, as one of the challenges, which has been published by the world's oldest independent think tank on international defence and security; the Royal United Services Institute.

SEPT 2019 - AUG 2020 FINANCIAL SUMMARY

URBAN SYNERGY
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 August 2020

	Notes	Unrestricted funds	2019
		£	£
Income and endowments from:			
Donations and legacies	2	109,770	45,205
Other trading activities	3	10,000	12,873
Other income	4	1,289	-
Total		**121,059**	**58,078**
Expenditure on:			
Charitable activities	5/6	(75,291)	(72,268)
Other expenditure		-	(1,301)
Total		**(75,291)**	**(73,569)**
Net income/expenditure		**45,768**	**(15,491)**
Reconciliation of funds			
Total funds brought forward		4,265	19,756
Total funds carried forward		**50,033**	**4,265**

URBAN SYNERGY
Statement of Financial Position
As at 31 August 2020

	Notes	2020	2019
		£	£
Current assets			
Cash at bank and in hand		98,345	6,324
		98,345	**6,324**
Creditors: amounts falling due within one year	10	(48,312)	(2,059)
Net current assets		**50,033**	**4,265**
Total assets less current liabilities		**50,033**	**4,265**
Net assets		**50,033**	**4,265**
The funds of the charity			
Unrestricted income funds	11	50,033	4,265
Total funds		**50,033**	**4,265**

Our future

2019 to 2020 has been a busy year. We have had many challenges, especially with the Covid 19 pandemic and George Floyd's death, but despite these challenges we have had many successes and also identified new online programmes to support our young people, parents and the local community, extending our reach UK wide.

Urban Synergy continues to be successful and intends to expand its model, working in partnership with more corporate companies, gaining more role models, reaching more young people and delivering more positive outcomes.

Within the next three years we plan to:

- Increase our income to grow our charity
- Expand our resources and team
- Expand our online Programmes:
    - e-Seminars to neighbouring boroughs
    - e-Mentoring to neighbouring boroughs
- Expand our mentee activities to include additional online workshops
- Improve volunteer management and communications
- Streamline our information management system
- Create a corporate advisory board with partners
- Stabilize, become sustainable and scalable
- Expand our programmes to other schools in other cities in the UK with similar socio economic challenges
- Create a Fundraising and PR Team – promote the raising of funds and awareness of our success and ongoing funding purposes

THANK YOU

Finally, we'd like to extend a huge thank you to you, our; Donors, Sponsors, Partners, Volunteers, Role Models and Mentors. We couldn't help so many young people without each and every one of you.

Urban Synergy Board of Trustees

Leila Thomas – Managing Director

Charmaine Charles, Trevor Cole, Donovan Davidson, Dr. Courtenay Griffiths, Paul Lawrence, Eddie Nestor, Garry Green, Dr. Keith Davidson and Dr. Patrick Clarke O.B.E

Urban Synergy Team:

Leila Thomas, Dianne Johnson, Nigel Williams, Trevor Cole, Kate Williams, Jacquline Alcindor, Donovan Davidson and Charmaine Charles

URBAN SYNERGY
Independent Examiners Report to the Trustees
For the year ended 31 August 2020

I report to the trustees on my examination of the accounts of the charitable company for the year ended 31 August 2020.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts 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 examiners statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Emmanuel Mensah FMAAT

Ground Floor West Office 10
Nicholas House, River Front
Enfield
EN1 3TF

Date: