

PROTEGE DNA

England & Wales · Charity number 1139004

Details

Status	Registered
Legal form	Charitable company
Company number	06933072
Registered	2010-11-15
Register	View on the Charity Commission register

Contact

Address	Protege Dna The Old Wall Upper Butts Brentford TW8 8DA
Phone	07957124254
Website	www.protegetv.co.uk

Activities

Objects: A) TO ADVANCE THE EDUCATION OF YOUNG PEOPLE, IN PARTICULAR THOSE WHO HAVE BEEN EXCLUDED IN MAINSTREAM EDUCATIONAL ESTABLISHMENTS AND THOSE WHO HAVE BEEN OTHERWISE MARGINALISED OR DISADVANTAGED ("MARGINALISED YOUNG PEOPLE"), IN PARTICULAR BY PROVIDING THEM WITH PERSONALISED LEARNING PROGRAMMES IN ORDER TO BETTER TO MEET THEIR INDIVIDUAL NEEDS AND CULTIVATE THEIR POTENTIAL. B) TO ADVANCE IN LIFE MARGINALISED YOUNG PEOPLE BY PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS. IN THIS CLAUSE "MARGINALISED YOUNG PEOPLE IS DEFINED AS YOUNG PEOPLE WHO HAVE BEEN EXCLUDED FROM, OR MATERIALLY DISADVANTAGED BY, MAINSTREAM EDUCATIONAL ESTABLISHMENTS OR WHO HAVE ENCOUNTERED SIGNIFICANT OBSTACLES TO LEARNING WITHIN A CONVENTIONAL SCHOOL ENVIRONMENT, OR WHO HAVE A HISTORY OF DIFFICULTIES IN LIFE WHETHER DUE TO A LACK OF SOCIAL SKILLS, POOR HEALTH, CULTURAL OR ECONOMIC FACTORS.

Activities: The main objective of the charity is to advance the education of young people, in particular those who have been excluded from mainstream educational establishments and those who have been otherwise marginalised or disadvantaged, by providing them with personalised learning programmes to better meet their individual needs and cultivate their potential.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Economic/community Development/employment
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL
- City Of London
- Ealing
- Hounslow
- Richmond Upon Thames

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£158,943	£124,521	-	-
2024-06-30	£134,285	£225,609	-	-
2023-06-30	£156,605	£155,740	-	-
2022-06-30	£142,900	£115,717	-	-
2021-06-30	£140,970	£102,068	-	-

Trustees

Name	Role	Appointed
BARBARA GRACE HARRIS		
DR CANDY MCCABE		
PAUL BROOKING		
SABITA KUMARI-DASS		

PROTEGE DNA

England & Wales - Charity number 1139004

Accounts

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

Registered Charity No. 1139004

Company Registration Number 06933072

PROTÉGÉ DNA

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
YEAR ENDED 30 JUNE 2025**

LEGAL AND ADMINISTRATIVE DETAILS

DIRECTORS/TRUSTEES	Paul Brooking (Chairman) Sabita Kumari-Dass Barbara Harris Candida McCabe Samantha McCully Andrew Bell
COMPANY SECRETARY	Paul Brooking
PRINCIPAL ADDRESS	10 Market Place Brentford Middlesex TW8 8FL
REGISTERED OFFICE	6 Upper Butts Brentford Middlesex England TW8 8DA
REGISTERED CHARITY No.	1139004
COMPANY NUMBER	06933072
ACCOUNTANTS	A and C Services Flat 68 Ranton House 1b Commerce Road Brentford TW8 8FU

PROTÉGÉ DNA REPORT OF THE TRUSTEES YEAR ENDED 30 JUNE 2025

The trustees of the charity, who are also Directors of the company submit their annual report and financial statements for year-end 30 June 2025.

Professor Candy McCabe, Trustee.

I have had the privilege of being a trustee for Protégé since it became a Charity. Over this time, Protégé has evolved in scale and offer, and operated from a number of different sites; always in response to meeting the diverse needs of its growing client group.

Regular, well-structured Trustee meetings, and ad hoc additional correspondence from the charity director, Sabita Kumari-Dass and her team, have ensured that I have always felt sufficiently well-informed about the Charity's daily operating challenges and successes to be confident in delivering my trustee duties. In recent years, when Protégé successfully secured Arts Council National Portfolio funding, the structure of Trustee meetings adapted to meet the rigorous terms and funding conditions of the funder and their required documentation. To my mind, this new format has provided more detailed insight into the workings of the charity and helped to move Protégé to the 'next level' as a highly effective and very well-respected charity.

Object of the Charity

The Company is constituted as a charity and is limited by guarantee. The main objective of the charity is to advance the education and development of young people, in particular, those who are excluded from mainstream education and those otherwise marginalised or disadvantaged, by supporting them with non-institutional and personalised learning programmes to meet their individual needs and cultivate their potential.

Protégé is about valuing difference. Our core purpose is to work with young people to design tailored learning for divergent and disadvantaged young people who are struggling to benefit from conventional learning. The Protégé methodology is continually refined and evolved by the collaborative DNA of artists and marginalised young people working together to create meaningful learning and training opportunities that enable participants to engage in the programme on their own terms, and to the extent that fits with other demands on their time, physical stamina, mental wellbeing, personal caring and other responsibilities. Outside of the programme, these young people lead troubled lives, they negotiate complex and conflicting demands. These demands can separate them from their peer group, from the normality/luxury of childhood and childlike experiences and crucially - from aspiration.

These same demands can force children into premature adulthood for which they have sometimes had little preparation or support. The unique value of the Protégé methodology is that student's interests and needs define their learning journey and personal curriculum. We design flexibility into our ethos and activities in ways that are productive for the young person and sustainable for our organisation.

Protégé views young people's difference as an asset rather than a deficit of their character –we nurture uniqueness – valuing it as a raw material, that with trust and support, young people can learn to self-direct towards creative goals and productive outcomes. Protégé designs peer-supported learning in which young people from diverse backgrounds can engage in high quality artistic and creative experiences to develop vocational, art-form specific and transferable skills.

Addressing Need

Young people who are referred to Protégé often describe their lives as being 'out of control'. They say that school exclusion makes them feel 'invisible' and 'ignored' because it separates them from peers and deprives them of positive and formative childhood experiences that are important on the journey to becoming a well-rounded adult. We respond to these needs in consultation with beneficiaries, families/carers and referring partners to deliver targeted support responsive to the changing needs of long-term beneficiaries. We work with referring partners to understand emerging, urgent needs of the most-in-need young people. In recent years this approach has led to new work with migrant and refugee referrals and mental health referrals experiencing a range of issues including psychosis, gender identity challenges, body dysmorphia.

We tailor projects that help students regain motivation and catch up. Many come to Protégé after other provisions have failed. They are described by their referring agencies as 'hard-to-reach' and 'impossible-to-teach' We reject these unhelpful labels. We steer clear of off-the-shelf solutions and focus on individually progressive pathways to counter negative labelling, working closely with each young person so that disillusioned mindset can be reversed.

PROTÉGÉ DNA REPORT OF THE TRUSTEES YEAR ENDED 30 JUNE 2025

2024-2025 AT A GLANCE:

- **288 CREATIVE SKILLS & WORKPLACE SKILLS WORKSHOPS DELIVERED**
- **25 YOUNG PEOPLE ACHIEVED THEIR FIRST FORMAL QUALIFICATION**
- **30 FREELANCE ARTISTS ENGAGED AS SKILLS PRACTITIONERS, WORKSHOP FACILITATORS AND/OR EXHIBITING ARTISTS AT FESTIVALS AND EVENTS**
- **STUDENT REFERRALS CAME FROM EXISTING AND NEW EDUCATIONAL AND HEALTH PARTNERS**
- **OUTCOMES INCLUDED RE-INTEGRATION TO MAINSTREAM EDUCATION, EMPLOYMENT, COLLEGE ENROLMENT, IMPROVED HEALTH AND WELLBEING**
- **PARTNERSHIPS WITH CULTURAL, CREATIVE AND CIVIC PARTNERS INCLUDED HOUNSLOW COUNCIL CULTURE TEAM, GUNNERSBURY MUSEUM, SYON HOUSE, CENTRAL SAINT MARTINS, ROYAL COLLEGE OF ART**

The need for Protégé's work is evidenced in our own evaluation work, and publicly in the education, health, justice and social welfare sectors by organisations like NSPCC, Trust for London, The Children's Society, Refugee Council, Open University, Joseph Rowntree Foundation and many others.

Programme of Work July 2024–June 2025

We continued to develop our gallery/studios as an aspirational learning space for progression of marginalised young people. Our ambition is to develop a young person led studio/gallery space for building skills and confidence through workshopping ideas and testing appetites for diverse art and discourse. We facilitate young people to use their lived experience and unique worldview to enrich the cultural offer of our borough. As a community space we support young people to be at the heart of curating and creating content that is reflective or resonant to themselves and their communities.

Our goal is that young people who feel rejected by the education system can use the space and resources available to develop their voice, creative skills, artistic vision and intellectual capacity to challenge the narrative that they are lazy, disruptive, 'hard to reach', hard to teach'. It is crucial that young people who have been isolated from mainstream experiences have opportunity to demonstrate their skills and enterprise, so that local businesses and employers can consider them a solution to local skills gaps, a benefit rather than a burden on resources.

Note: some names have been shown as acronyms for safeguarding purposes.

During this accounting period we have worked with educationally excluded and marginalised young people from various referral routes, including recently arrived refugees and migrants from refugee support services in west London and Hounslow; young people from College Park, Ealing Alternative Provision, Ellen Wilkinson High School, Elthorne Park High School. We have seen an increase in mental health referrals from hospital schools including Chelsea & Westminster Hospital School and the Lavender Ward Mental Health Service. While some referrals are made directly by hospital consultants others are via word of mouth and 'self-referral' by young people and direct referrals by parents who have heard about Protégé's track record.

Specialist school referrals include young people on the Autism Spectrum, and with neurodiverse, cognitive, motor, communication, processing disorders. Groups are of mixed ability and competency. Our engagement with these young people and their school community extends into managing transport to and from our studio or other learning setting, arranging visits off-site e.g. Kew Gardens, V&A, Gunnersbury Museum. We transform every environment into a learning and socialisation opportunity, enabling the young person to develop new skills and apply/increase cognitive, communication and coordination skills. Eg for non-verbal students, we create opportunities for communication in different forms, using different media, resources etc.

Long-term hospitalised young people are referred to Protégé close to discharge time. We are trusted to be part of the support package of a managed return to the community. Each young person's needs are specific and complex and can change from one week to the next. We are guided by mental health consultants or other healthcare and pastoral professionals. Together we develop approaches and activities that re-introduce the young person to everyday tasks and competencies e.g. packing a healthy lunch, taking the bus, remembering what to take to college or work. Referrals from these partners are sometimes accompanied by a healthcare support work, parent or teaching assistant.

PROTÉGÉ DNA REPORT OF THE TRUSTEES YEAR ENDED 30 JUNE 2025

At Protégé we use our skills and connections as cultural producers to test new learning approaches and content production that centres displaced and marginalised voices. We support individual referrals (including self-referrals) refugee, displaced, BME women trainees – facilitating them to create content for our studio and digital/social space and unique digital content for a new Global Artists Database platforming art and discourse from their diasporas. BME girls/young women participate in training to use cultural production to amplify their voice and visibility to tell their stories and bring their community and culture in from the margins.

Referral partners during this period included:

Ealing Alternative Provision students are medical/mental health referrals between ages 14-18, receiving mental health support for stress and anxiety, increasingly in relation to neurodiversity, gender identity challenges, body dysmorphia and other conditions. Protégé is part of the managed reintegration to school or sixth form for those who have missed long periods of schooling. Working closely within the school's blended approach we provide workshops off-site at the sixth form and on-site at our studio. The challenges faced by this group include mental health, stamina, gender identity, neurodiversity, suicide ideation, life changing self-harm. We support students to develop skills, create portfolios and explore progression pathways. Projects were delivered in partnership with tutors and graduates from Central Saint Martin's College of Art, Royal College of Art and Brighton University. Accreditation: Arts Award and Level 1 UAL Award.

College Park students are accompanied by specialist/pastoral support teachers trained to support neurodivergent pupils. This allows Protégé's artists to focus on delivering the content and skills elements of the workshop, while the personal and pastoral needs of students are managed by appropriately trained professionals. Many CP pupils are on the spectrum for Autism and/or Asperger's Syndrome, between the ages of 12 and 17 experiencing a range of motor, processing, cognitive and communication disorders which make it difficult for them to access mainstream education. Arts Award is their first formal qualification. Projects cover both work experience in the role of studio assistant and creative workshops making logos, gift cards, resources, information leaflets etc.

Lavender Ward /Chelsea & Westminster – Children/young people, mental health referrals who have been inpatients in the hospital environment for extended periods of time, under intensive supervision. The cohort includes young people who have engaged in extreme forms of self-harm; others with suicide ideation and/or recovery from a life-changing accident.

These young people have experienced significant challenges in their personal/family life which have impacted severely on their mental health and attainment relative to their peer/age group. Their aim is to re-integrate to college or a foundation course at university. Our focus is to handhold them back into learning in the community, with creative/cultural projects to raise their aspirations, and a gentle re-integration into the mainstream. Protégé plays an important role in nurturing their wellbeing and raising their aspirations after hospitalisation has isolated them from their peer group and often from their self-belief.

Testimonial – MS, Head Teacher, LW/C&W Hospital School

Protégé provides the perfect 'stepping-stone' for young people to see themselves, perhaps even for the first time, as successful learners with the potential to achieve. My only regret is that there are not more Protégé Projects all over the city and further afield to support young people in this way. I cannot recommend, Protégé highly enough.

"For many of the children and young people that we work with who have a chronic medical condition or who experience in adolescence a mental health crisis, they can have a very fractured experience of education. Often their education placements have broken down or they have lost confidence in themselves as learners. We work with young people whilst admitted to hospital to re-engage them with education and with having plans for their future. This requires a flexibility of approach and an understanding of how the mental health issues that our young people experience impact on them as learners.

Protégé's team are consistently focused on the wellbeing and interests of any young person that we have referred to them. They take the time to listen and to understand what it is the young person needs in terms of the pace and content of a project. For a young person to have this type of flexible and ongoing support as they re-engage with their life back in the community is extremely powerful and positive.

PROTÉGÉ DNA REPORT OF THE TRUSTEES YEAR ENDED 30 JUNE 2025

Young people are discharged from hospital and Tier 4 units all throughout the year; school and colleges generally only have one intake in at the start of the academic year and if you don't have an education, training or employment place already it can be challenging for a young person in that period of time. The thoughtful, nurturing and bespoke approach is just the right support for these young people to have another chance at exploring their interests.

Other referrals during this period have included young carers, recent refugee arrivals and looked after children from various schools including EP and EW Girls School (with main referral reasons being bullying, self-harm, under-attainment, cultural barriers).

Methodology – Asset vs Deficit Understanding of Young People

1) Core Academic & Creative Skills to increase functional competency and confidence. Activities that deliver skills for patients in the community, mental health referrals, recently arrived refugees and migrants, under-attaining 'hard-to-reach' learners and long-term educationally excluded. With patients in the community and long-term referrals we work around the complications of their medical routines as participation is often affected by consultant visits, treatment times, therapeutic work, in addition to the usual barriers such as prior under-attainment and disillusioned mindset. Skills include literacy, numeracy, web content and digital arts, video, photography, music. Accreditation: Arts Award & BTEC

2) Workplace Skills & Employability: As students start thinking about work and careers, we tailor projects to increase their understanding of different business models and entry points to the creative industries and other sectors. Workplace skills projects provide enriching experiences for students who struggle to access training through conventional routes. Students have opportunities to learn about setting up, branding and promoting a small business using our gallery/studios as a working model/case study. They learn about successful entrepreneurs and the unique paths they have taken towards business success. Our product design, craft-based 'making' project inspired by the boutique as a small business model focuses on craft-based skills in textile, acrylic and paper-based processes including sewing, collage, 3D digital processes. Skills included: Project Management, Admin, Research, Event Planning, Web Development, Digital Design, Excel Budgets/Spreadsheets, Fashion & Product Design, Display, Social Media, Public & Community Engagement. Accreditation: Arts Award & UAL Level 1.

Consultation with beneficiaries

We involve beneficiaries/young people in governance as trustees and in project design, planning and delivery. All projects are designed in collaboration with our Youth Panel, informed by their lived experience, needs, interests and abilities. In addition, participants' views are gathered through session feedback reports providing user perspective and understanding of what is working or not working. Detailed understanding of the obstacles that affect students' troubled lives means we are better skilled to help them negotiate these complexities. We avoid off-the-shelf solutions and design bespoke projects that develop their skills, and fit around any social/environmental obstacles to their progress. This is in keeping with our ethos that 'one size does not fit all'.

Andrew Bell – young trustee, ex-service user: *"In my time being a trustee with Protégé, I've had excellent exposure to professional working standards that have served me well in my career. I've come to understand the value of organisation, time keeping and being prepared. The board, and specifically Sabita, have always supported me and held me accountable for my ideas, and motivated me to follow through on them.*

I have also greatly expanded my professional communication skills. Structuring a productive meeting. Understanding the right amount of personal and work talk. Being able to read documents eg excel spreadsheets, budget plans, itineraries. And most importantly learning to really listen to other parties and respond to key points. Whilst I don't regularly work directly with Protégé's learners. I feel I am in a great space to offer my viewpoint as a neurodivergent person, which aids the charity in working with neurodivergent learners. Also, thanks to a recent Protégé project I had the opportunity to compose a written think piece on my lived experiences as an autistic young man. The work itself was rewarding as I essentially put my own life into a narrative, allowing me to draw a positive line underneath any hardships.

I had wonderful feedback from other trustees saying that a young neurodivergent learner read it and connected with it. This was an incredibly validating experience for me".

PROTÉGÉ DNA REPORT OF THE TRUSTEES YEAR ENDED 30 JUNE 2025

Artists & Creative Practitioners

Protégé prioritises and evolves a ‘non-institutional’ culture with artists, designers and creatives delivering creative skills, cultural education and core curriculum. It is this chemistry of artists and students working closely together that is the USP of Protégé’s transformative outcomes with and for young people. To sustain this model, Protégé provides CPD and peer-to-peer learning for artists to continually refresh their skillset to strengthen the impact of their work supporting beneficiaries.

We work closely with art schools to recruit graduates and alumni who understand the complexities of designing workshops to support the neurodivergent and non-conforming mindset. Empathy is a key ingredient in the Protégé toolset, from which individual creativity and innovation flows to produce industry standard skills development and accreditation for young people.

In April 2023 we become an NPO in the Arts Council’s prestigious National Portfolio 2023-2027. This responsibility places Protégé at the heart of ACE’s mission to deliver its 10-year *Let’s Create* strategy. In 2025 ACE confirmed our 3-year grant from 2023-2026 would be extended to 2027 (confirmed), and with possible extension to 2028 (tbc).

Place-Based Partnerships include:

Hounslow Council’s Culture Department, Volunteer Fair, CPP and Culture Providers Network to deliver the borough’s Cultural Strategy Framework.

Skills and Training experiments to increase access and participation with Shaw Trust, Hounslow Council Refuge Employment Pathways and Gunnersbury House to deliver paid training for our cohort gaining professional standard film-making and Arts Award certificate www.visitgunnersbury.org/museum/online-exhibitions/temples-of-industry/

The Volunteer Fair has led to first cultural work placement opportunities for retirees, jobseekers and people looking for ways to ‘give back’ and enrich their own lives by trying something different from the career paths they are on, or were on. The Volunteer Fair – a borough wide event was an opportunity for different cohorts to meet people outside of their usual social and professional sphere.

Collaborations with Creative Mile and the Canal Festival provided opportunities for young people to get involved in public facing activities, increasing their confidence, knowledge and skills. These public-facing community events draw upwards of 4000+ visitors to Brentford over the event period.

Organisational Structure and Staffing

Trustees oversee the activities of the charity. The Trustees are responsible for policy development and general issues of the charity and assist with fundraising and strategic development.

Our board is privileged to benefit from the perspectives of two young people, ex-service users, who have lived experience of mental health, caring and Asperger’s Syndrome. Following an initial year of observation, young trustees are guided by senior trustees and continue to receive training and individual support to perform their governance responsibilities and develop cultural leadership skills.

Samantha McCully, young trustee, ex-service user: *“Becoming a trustee at Protege has been a truly wonderful experience for me, and I have learned so much about the work that Protege does with marginalised young people. I have been able to gain a deeper understanding into the way projects are planned around the complex needs of those taking part and seeing how they change and progress over time. The outcomes that are achieved has been eye-opening.*

When I first became involved with Protege I was a troubled teenager trying to cope with the adult responsibility of caring for my mother and brother. It was a dark time in my life and has left me with mental health struggles that still impact me as I try to navigate life as a new, young mother. It is those experiences that help me to give honest feedback from the perspective of a young person who is still deep in those trenches. It is these experiences that inform how I engage in discussions, keeping young people and their needs at the centre of my advice and contributions”.

PROTÉGÉ DNA REPORT OF THE TRUSTEES YEAR ENDED 30 JUNE 2025

The charity is supported by a flexible advisory board, enabling it to tap into expertise, on a pro bono basis in education, alternative learning provision, youth justice, child health, communications and education methodology/innovation. The advisory board includes lived experience of refugees, asylum seekers, carers, mental health referrals, non-binary and gender fluid young people, long term hospitalised in-patients anticipating discharge into the community.

We employ experts and artists with appropriate skillset to match project need. During the financial year ending June 2025, the charity employed 1 full time freelance member of staff, and nine part-time freelance artists/creatives across various projects and disciplines hired on a need's basis, subject to student progression plans and project requirements.

We continually refresh our in-house methodology and peer-to-peer training, as well as sourcing highly recommended courses by relevant organisations such as NSPCC. We update safeguarding policies regularly. A highly professional creative team are provided with ongoing support, training and development opportunities tailored in response to project requirements. Training has included online courses by NSPCC and New Direction, and in-person training by Civil Society Roots3, Greater London Arts/TfL.

Guiding Principles - Protégé starts from an 'asset vs deficit' model of understanding young people. We challenge the assumptions that exist about their mindset, ability and commitment. A significant impact is that young people themselves also start to challenge their own negative mindsets and limited self-perceptions. This is crucial if we want disengaged young people to reframe their sense of rejection and failure. If they can begin to develop positive opportunities by learning from their negative experiences – these deficits can become assets, and raw material for creative expression and skills attainment.

Accreditation - Protégé offers a flexible learning opportunity driven and directed by students, taking their own pace, ability, interests and previous attainment into consideration. Students are not pressured towards exams and qualifications as the only way of showing their potential. However, for those who wish to attain qualifications, the Protégé portfolio can lead to accredited qualifications at four levels of the Arts Award, and/or UAL Level 1-3 Award, or GCSE supplementary work.

Protégé is a registered centre for Arts Award delivery. The charity has undertaken staff training and development to acquire the certification necessary to deliver Arts Award accreditation. The Arts Award is accredited by Ofqual within the National Qualifications Framework. The awarding body is Trinity College, London. The points earned in this qualification can count towards GCSE and UAL Level 1 points for college entry eg a Silver Arts Award is the equivalent point scoring of half a GCSE, and UCAS points for university aspirants.

During the report period 25 young people achieved their Arts Award. Protégé portfolios are crucial for students who have missed the chance to take GCSE's or A-Levels in the conventional way. Arts Award is often a student's first formal qualification. The process of creating a portfolio can enable students to develop specific new skills, catch up in core skills they have under-attained in, and to use their positive experience at Protégé as a passport for re-integration to school, college or employment.

Financial Review

Protégé is supported by grants from trusts, foundations and charities. Some grants are multi-year grants and others for specific projects. Other income includes referral fees for individual and group students.

Reserves Policy

The trustees have set a policy that the charity's free reserves should cover 18 months of expenditure. At this level, the trustees believe they would be able to continue with the charity's current level of activities and obligations. This would enable the charity to maintain its programme of work without adversely affecting its commitment to the progress of highly complex young people and for long-term attenders who are not accessing any other form of learning provision.

Trustees' responsibilities statement

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

PROTÉGÉ DNA REPORT OF THE TRUSTEES YEAR ENDED 30 JUNE 2025

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to auditors

In so far as the Trustees are aware:

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

Small Company Exemptions

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

This report was approved by order of the Board on 18 March 2026 and signed on its behalf by:

Paul Brooking
Trustee



Paul Brooking

Chairman

**PROTÉGÉ DNA
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES**

I report on the accounts of the company for the year ended 30 June 2025, which are set out on pages 11 to 16.

Respective responsibilities of Trustees and Examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention:

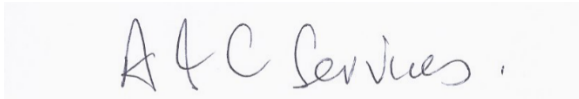
(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006;
- and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

**PROTÉGÉ DNA
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES**

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



A and C Services
Flat 68 Ranton House
1B Commerce Road
Brentford
TW8 8FU

18 March 2026

PROTÉGÉ DNA

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2025

		Unrestricted	Restricted	Year ended	Restated
		Funds	Funds	ended	Year ended
		£	£	30 June 2025	30 June 2024
				£	£
INCOME	4	<u>158,943</u>	<u>-</u>	<u>158,943</u>	<u>145,990</u>
EXPENDITURE					
Charitable activities					
Artist costs		30,014	-	30,014	29,960
Other direct costs		<u>94,507</u>	<u>-</u>	<u>94,507</u>	<u>195,649</u>
Total resources expended	5	<u><u>124,521</u></u>	<u><u>-</u></u>	<u><u>124,521</u></u>	<u><u>225,609</u></u>
Net income/(expenditure) and movement in funds		34,422	-	34,422	(79,619)
Transfer to restricted funds		-	-	-	-
Fund balance at 1 July 2024		<u>207,305</u>	<u>111,000</u>	<u>318,305</u>	<u>397,924</u>
Fund balance at 30 June 2025		<u><u>241,727</u></u>	<u><u>111,000</u></u>	<u><u>352,727</u></u>	<u><u>318,305</u></u>

PROTÉGÉ DNA

BALANCE SHEET AS AT 30 JUNE 2025

	Notes	2025 £	Restated 2024 £
Fixed assets			
Tangible fixed assets	7	1,671	2,632
Current assets			
Debtors	8	6,500	6,500
Cash at bank and in hand		<u>345,756</u>	<u>312,253</u>
		352,256	318,753
Creditors: Amounts falling due within one year	9	<u>(1,200)</u>	<u>(3,080)</u>
Net current assets		<u>351,056</u>	<u>315,673</u>
Net assets		<u>352,727</u>	<u>318,305</u>
The funds of the charity:			
Unrestricted funds	10	241,727	207,305
Restricted funds	10	<u>111,000</u>	<u>111,000</u>
		<u>352,727</u>	<u>318,305</u>

For the financial year ending 30 June 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees/Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements in accordance with section 476 of the Companies Act 2006.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

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

Approved by the Trustees and authorised for issue on 18 March 2026



Paul Brooking
Chairman

Company Registration No. 06933072

The notes on pages 13 to 16 form part of these financial statements.

PROTÉGÉ DNA

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 6 Upper Butts, Brentford, Middlesex, TW8 8DA.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland, the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic and Ireland (FRS 102)(Charities SORP (FRS 102) and the Charities Act 2011.

Protégé DNA meets the definition of a public benefit entity under FRS 102.

3. Accounting policies

Basis of accounting

The financial statements have been prepared under the historical cost basis. The financial statements are prepared in sterling, which is functional currency of the entity.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment 15% per annum on reducing balance

Income

The charitable company is a non-profit making organisation and receives grants from various bodies to provide alternative education and creative skills development to young people facing exclusion and disadvantage.

Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Fund accounting

Restricted funds relate to grants received for specific purposes and are held until the preconditions are met. Unrestricted funds are available to spend on any activity that furthers any purpose of the charity.

PROTÉGÉ DNA

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

4. Income

	Unrestricted	Restricted	2025 Total	Restated 2024 Total
	£	£	£	£
Grants from charitable trusts	139,335	-	139,335	133,312
Donations	135	-	135	86
Interest received	<u>19,473</u>	<u>-</u>	<u>19,473</u>	<u>12,592</u>
Total	<u>158,943</u>	<u>-</u>	<u>158,943</u>	<u>145,990</u>

5. Expenditure

	Unrestricted	Restricted	2025 Total	Restated 2024 Total
	£	£	£	£
Artist costs	30,014	-	30,014	29,960
Project management fees	55,167	-	55,167	55,290
Backdated pension costs	-	-	-	100,000
Materials and equipment	3,122	-	3,122	4,993
Premises costs	29,131	-	29,131	28,369
Insurance	1,782	-	1,782	-
General expenses	546	-	546	601
Subscriptions	228	-	228	156
Legal and professional fees	204	-	204	-
Accountancy	3,366	-	3,366	5,865
Loss on disposal of fixed assets	566	-	566	-
Depreciation	<u>395</u>	<u>-</u>	<u>395</u>	<u>374</u>
Total	<u>124,521</u>	<u>-</u>	<u>124,521</u>	<u>225,609</u>

6. Staff costs, Trustees and Key management personnel

The Charity has no employees (2024: Nil).

The Trustees comprise the key management personnel. Details of remuneration and reimbursement of expenses during the year are included in the note on 'Related Party Transactions'.

PROTÉGÉ DNA

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

7. Fixed assets

	Fixtures, Fittings & Equipment £
COSTS	
At 1 July 2024	9,299
Disposals	<u>(6,299)</u>
As at 30 June 2025	3,000
	=====
DEPRECIATION	
At 1 July 2024	6,667
Disposals	<u>(5,733)</u>
Charge for year	395
As at 30 June 2025	1,329
	=====
NET BOOK VALUE	
At 30 June 2025	1,671
	=====
At 30 June 2024	2,632
	=====

8. Debtors

	2025 £	2024 £
Other debtors	6,500	6,500
	=====	=====

9. Creditors: Amounts falling due within one year

	2025 £	2024 £
Accruals	1,200	3,080
	=====	=====

10. Statement of Funds

	Restated Balance at 01/07/2024 £	Incoming Resources £	Resources Expended £	Transfer £	Balance at 30/06/2025 £
Restricted Funds					
Special Projects	8,000	-	-	-	8,000
Funds for office move renovation	50,000	-	-	-	50,000
Pension allocation	25,000	-	-	-	25,000
Rent for current studio	<u>28,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>28,000</u>
Total Restricted Funds	111,000	-	-	-	111,000
Unrestricted Funds	<u>207,305</u>	<u>158,943</u>	<u>(124,521)</u>	<u>-</u>	<u>241,727</u>
Total Funds as at 30 June	<u>318,305</u>	<u>158,943</u>	<u>(124,521)</u>	<u>-</u>	<u>352,727</u>

PROTÉGÉ DNA

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

11. Analysis of Net Assets between funds

	Unrestricted Funds £	Restricted Funds £	2025 Total £
Funds	241,727	111,000	352,727
Debtors	6,500	-	6,500
Creditors	<u>(1,200)</u>	<u>-</u>	<u>(1,200)</u>
	<u>247,027</u>	<u>111,000</u>	<u>358,027</u>

12. Related party transaction

During the year the charity paid artist fees and project management fees to S Kumari-Dass, a Trustee, totalling £60,167 (2024: £55,290). The above arrangement has been agreed with the Charity Commission.

PROTEGE DNA

England & Wales - Charity number 1139004

Accounts

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
30 June 2024**

Registered Charity No. 1139004

Company No. 06933072

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
YEAR ENDED 30 June 2024**

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PROTÉGÉ DNA**LEGAL AND ADMINISTRATIVE DETAILS**

DIRECTORS/TRUSTEES	Paul Brooking (Chairman) Sabita Kumari-Dass Barbara Harris Candida McCabe Samantha McCully Andrew Bell
COMPANY SECRETARY	Paul Brooking
PRINCIPAL ADDRESS	10 Market Place Brentford Middlesex TW8 8FL
REGISTERED OFFICE	6 Upper Butts Brentford Middlesex England TW8 8DA
REGISTERED CHARITY No.	1139004
COMPANY NUMBER	06933072
ACCOUNTANTS	Cooper Parry Advisory Limited Aissela 46 High Street Esher Surrey KT10 9QY

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024**

The trustees who are directors of the company submit their annual report and financial statements for year-end 30 June 2024

Object of the Charity

The Company is constituted as a charity and is limited by guarantee. The main objective of the charity is to advance the education and development of young people, in particular, those who are excluded from mainstream education and those otherwise marginalised or disadvantaged, by supporting them with non-institutional and personalised learning programmes to meet their individual needs and cultivate their potential.

Protégé is about valuing difference. Our core purpose is to work with young people to design tailored learning for divergent and disadvantaged young people who are struggling to benefit from conventional learning. The Protégé methodology is continually refined and evolved by the collaborative DNA of artists and marginalised young people working together to create meaningful learning and training opportunities that enable participants to engage in the programme on their own terms, and to the extent that fits with other demands on their time, physical stamina, mental wellbeing, personal caring and other responsibilities. Outside of the programme, these young people lead troubled lives, they negotiate complex and conflicting demands. These demands can separate them from their peer group, from the normality/luxury of childhood and childlike experiences and crucially - from aspiration.

These same demands can force children into premature adulthood for which they have had little preparation and no support. The unique value of the Protégé methodology is that student's interests and needs define their learning journey and personal curriculum. We design flexibility into our ethos and activities in ways that are productive for the young person and sustainable for our organisation.

Protégé views young people's difference as an asset rather than a deficit of their character –we nurture and develop uniqueness – valuing it as a raw material, that with trust and support, young people can learn to self-direct towards creative goals and productive outcomes. Protégé creates peer-supported learning environments in which young people from diverse backgrounds can engage in high quality artistic and creative experiences to develop vocational, art-form specific and transferable skills.

Addressing Need

Young people who are referred to Protégé often describe their lives as being 'out of control'. They say that school exclusion makes them feel 'invisible' and 'ignored' because it separates them from peers and deprives them of positive and formative childhood experiences that are important on the journey to becoming a well-rounded adult.

We respond to these needs in consultation with beneficiaries, families/carers and referring partners to deliver targeted support responsive to the changing needs of long-term beneficiaries. We work with referring partners to understand emerging, urgent needs of the most-in-need young people. In recent years this approach has led to new work with migrant and refugee referrals and mental health referrals experiencing a range of issues including psychosis, gender identity, body dysmorphia.

We tailor projects that help students who are under-attaining and excluded to regain motivation and catch up. Many come to Protégé after other provisions have failed. They are described by their referring agencies as 'hard-to-reach and impossible-to-teach' We reject off-the-shelf solutions and focus on individually progressive pathways to reveal that this negative description need not be true, and that the disillusioned mindset can be reversed.

PROTÉGÉ DNA REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

The need for Protégé's work is evidenced in our own evaluation work, and publicly in the education, health, justice and social welfare sectors by organisations like NSPCC, Trust for London, The Children's Society, A New Direction, Open University and Joseph Rowntree Foundation.

Programme of Work July 2023–June 2024

The focus of the year was to develop our studios as an aspirational learning space for progression of young people. Our ambition is to develop a young person led studio for workshopping ideas and testing appetites for diverse art and discourse. We facilitate young people to use their lived experience and unique worldview to enrich the cultural offer of our borough. As a community space we support young people to be at the heart of creating and curating content that is reflective of themselves, their peer groups and communities.

Our goal is that young people who feel rejected by the education system can use the space and resources available to develop their creative skills, artistic vision and intellectual capacity to challenge and change the narrative that they are lazy, disruptive, 'hard to reach, hard to teach'. It is crucial that young people who have been isolated from mainstream experiences and opportunities are able to demonstrate their skills and enterprise, so that local businesses and employers can consider them as a solution to local skills gaps, a benefit rather than a burden on resources.

New referrals have included recently arrived refugees and migrants from refugee support services in west London and Hounslow; under-attaining young people from EAP, EW High School, EP High School. We have seen an increase in mental health referrals from hospital schools including C&W Hospital School and the LW Mental Health Unit. While some referrals are made directly by hospital consultants others via word of mouth and 'self-referral' by parents who had heard about Protégé's provision and track record.

Specialist school referrals include young people on the Autism Spectrum, and with neurodiverse, cognitive, motor, communication, processing disorders. Groups are of mixed ability and the competency levels within the group can be vast. Our engagement with these young people and their school community extends into managing transport to and from our studio or other learning setting, arranging visits off-site e.g. Kew Gardens, V&A, Gunnersbury Museum. We aim to turn every environment into a learning and socialisation opportunity for enabling the young person to develop new skills and apply/increase cognitive, communication and coordination skills. Eg for non-verbal students, we create opportunities for expression and communication in different forms, using different media, resources etc.

Hospital referrals are referred to Protégé close to discharge time from long term-hospitalisation. We are an important part of the 'support package' to achieve a gradual and managed return to the community. Each young person's needs are specific and individual and can change from one week to the next. Our approach is to be guided closely by mental health consultants or other healthcare professionals who have significant experience of the young person. Together we develop approaches and activities that re-introduce the young person to everyday tasks and competencies e.g. packing a healthy lunch, taking the bus, remembering what to take to college or work. Referrals from these routes are usually accompanied by a healthcare support work, parent or teaching assistant.

At Protégé we use our skills and connections as cultural producers to test new learning approaches and content production that centres displaced and marginalised voices. We support individual referrals (often self-referred) refugee, displaced, BME women trainees – facilitating them to create content for our studio and digital/social space and unique digital content for a new Global Artists Database platforming art and discourse from their diasporas. BME girls/young women are trained to use cultural production to amplify their voice and visibility to tell their stories and bring their community and culture in from the margins.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024**

Refugee/Migrant referrals - Referral partners during this period included: (please note names of organisations and individuals have been shown as acronyms for safeguarding purposes).

EAP referrals: young people receiving mental health support for stress and anxiety. Protégé is part of the managed return to school or sixth form for small groups that have missed long periods of schooling. Working closely within the school's blended approach we have provided workshops both off-site at the sixth form and on-site at our studio. The challenges faced by this group include mental health, stamina, gender identity, neurodiversity, suicide ideation/life changing self-harm.

EAP students are medical/mental health referrals between the ages of 14 and 17 – most of the group have missed significant periods of schooling and continue to manifest anxiety and stress, particularly in relation to gender identity and neurodiversity. The aim is that they will catch up and reintegrate to mainstream college in the following intake (September 2024). We support them to develop skills, create portfolios and explore progression in the creative sector. These projects were delivered in partnership with YZ, fashion tutor, Central Saint Martin's College of Art. Accreditation: Arts Award and Level 1 UAL Award.

CP referrals generally attend with a specialist teacher and specialist teaching assistant to support neurodiverse students' complex needs. This allows Protégé's team to deliver the content and skills elements of the workshop, while the personal/pastoral needs of students are managed by trained professionals. Many CP pupils are on the spectrum for Autism and/or Asperger's Syndrome, between the ages of 12 and 17 experiencing a range of motor, processing, cognitive and communication disorders which make it impossible for them to access mainstream education. For this neuro-diverse cohort the Arts Award is their first formal qualification. Projects cover both work experience in the role of studio assistant and creative workshops making logos, gift cards, resources, information leaflets etc.

LW/C&W referrals are mental health referrals who have been 'living in' a hospital environment for long periods of time under intensive supervision. The cohort includes young people engaging in extreme forms of self-harm; others with suicide ideation and/or recovery from a life-changing accident.

The young people in this group are talented and capable but have experienced challenges in their personal/family life which have impacted severely on their mental health and attainment relative to their peer/age group. This group aim to re-integrate to college or a foundation course at university, so our role is to handhold them back into learning in the community, with creative/cultural projects to raise their aspirations, and a gentle reintroduction to the idea of re-entering the mainstream. Protégé plays an important role in their wellbeing, progression and raising their aspirations as hospitalisation has isolated them from their peer group.

Testimonial - Head Teacher, LW/C&W Hospital School

"For many of the children and young people that we work with who have a chronic medical condition or who experience in adolescence a mental health crisis, they can have a very fractured experience of education. Often their education placements have broken down or they have lost confidence in themselves as learners. We work with young people whilst admitted to hospital to re-engage them with education and with having plans for their future. This requires a flexibility of approach and an understanding of how the mental health issues that our young people experience impact on them as learners. We have to work with young people to enable them to have control over the pace of their learning journey, its content and their future."

PROTÉGÉ DNA REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

This is where Protégé has been invaluable for our learners at LW. The period of time after an admission to a Tier 4 adolescent unit is crucial in supporting the successful onward journey for any young person. We have found that Protégé have been that incredible link. They are consistently focused on the wellbeing and interests of any young person that we have referred to them. They take the time to listen and to understand what it is the young person needs in terms of the pace and content of a project. For a young person to have this type of flexible and ongoing support as they re-engage with their life back in the community is extremely powerful and positive. All of the young people that we have referred to Protégé have really flourished.

Young people are discharged from hospital and Tier 4 units all throughout the year; school and colleges generally only have one intake in at the start of the academic year and if you don't have an education, training or employment place already it can be challenging for a young person in that period of time. The thoughtful, nurturing and bespoke approach is just the right support for these young people to have another chance at exploring their interests.

Protégé provides the perfect 'stepping-stone' for young people to see themselves, perhaps even for the first time, as successful learners with the potential to achieve. My only regret is that there are not more Protégé Projects all over the city and further afield to support young people in this way. I cannot recommend, Protégé highly enough.

MS. - Head Teacher, C&W Community Hospital School.

Other referrals during this period have included young carers, recent arrivals to the UK and looked after children from various schools including EP and EW Girls School (with main referral reasons being bullying, self-harm, under-attainment, cultural barriers).

Methodology: ongoing core and project work

1) Core Academic & Creative Skills to increase functional competency and confidence. Activities that deliver skills for patients in the community, mental health referrals, recently arrived refugees and migrants, under-attaining hard-to-reach learners and long-term educationally excluded. With patients in the community and long-term referrals we work around the complications of their medical routines as participation is often affected by consultant visits, treatment times, therapeutic work, in addition to the usual barriers such as prior under-attainment and disillusioned mindset. Skills include literacy, numeracy, web content and digital arts, video, photography, music. Accreditation: Arts Award & BTEC

2) Workplace Skills & Employability: As students start thinking about work and careers, we tailor projects to increase their understanding of different business models and entry points to the creative industries and other sectors. Workplace skills projects provide enriching experiences for students who struggle to access training through conventional routes. Students have opportunities to learn about setting up, branding and promoting a small business using the studios as a working model/case study. They learn about successful entrepreneurs and the unique paths they have taken towards business success. Our product design, craft-based 'making' project inspired by the boutique as a small business model focuses on craft-based skills in textile, acrylic and paper-based processes including sewing, collage, 3D digital processes. Skills included: Project Management, Admin, Research, Event Planning, Web Development, Digital Design, Excel Budgets/Spreadsheets, Fashion & Product Design, Display, Public & Community Engagement. Accreditation: Arts Award & UAL Level 1.

Consultation with beneficiaries

We involve beneficiaries/young people in governance as trustees and in project design and delivery meetings and project planning. All projects are designed in collaboration with our youth panel according to their lived experience and sense of our cohorts' needs, interests and abilities. In addition, participants' views are gathered through session feedback reports providing 'user perspective' and understanding of

PROTÉGÉ DNA REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2024

what is working or not working. Detailed understanding of the obstacles that affect students' troubled lives means we are better skilled to help them negotiate these complexities. We avoid off-the-shelf solutions and design bespoke projects that develop their skills and fit around any social/environmental obstacles to their progress. This is in keeping with our ethos that 'one size does not fit all'.

Artists & Creatives

Protégé's uniqueness is a model that prioritises and evolves a 'non-institutional' culture with artists, designers and creative practitioners delivering creative skills work and core education work. It is this chemistry of artists and students working closely together that is the USP of Protégé's transformative achievements with and for young people. To sustain this model, Protégé provides CPD and progression for artists to strengthen the outcomes of their work supporting our core beneficiaries, i.e. marginalised young people.

We work closely with art schools to attract graduates and alumni who understand and empathise with the complexities of designing workshops to support the neurodivergent and non-conforming mindset. It is this empathy, a key ingredient in the Protégé toolset, from which individual creativity and innovation flows to produce industry standard project outputs and accreditation for young people.

We embed in our approach workplace training and development supporting new freelance artists and creatives. Working collaboratively with young people and each other, they develop artist-led projects in thematically relevant work with their own communities of interest e.g. with refugees and recent migrants, with neurodiverse young people, with mental health referrals.

This accounting period also covers some major developments in Protégé's growth:

In April 2023, after a lengthy application process, we secured a place in the Arts Council's highly competitive 'NPO'. Becoming a National Portfolio Organisation is a prestigious and important achievement placing us in the Arts Council's list of organisations that have been strategically selected to help them deliver their 10-year *Let's Create* strategy. This means that we now receive 3-year funding (extending to 4 years in 2025) instead of having to re-apply every year for project grants.

We collaborate with influential local groups eg Hounslow Council's Cultural Strategy Framework, CPP and Culture Providers Network. A exciting partnership with Gunnersbury House led to paid training for our cohort gaining professional standard film-making and Arts Award certificate www.visitgunnersbury.org/museum/online-exhibitions/temples-of-industry/

We were approached by Beaconsfield School in Southall to deliver a school-wide project to build bridges across linguistic and cultural divides of their school community which includes pupils from 80+ different ethnicities/cultures.

We collaborated with cultural events Creative Mile and the Canal Festival providing opportunities for young people to get involved in public facing activities, increasing their confidence, knowledge and skills. The Volunteer Fair – a borough wide event was an opportunity for different cohorts to meet people outside of their usual social sphere and proved empowering.

To support such developments, we continue to refresh our in-house methodology and training, as well as sourcing highly recommended courses by relevant organisations such as NSPCC. We update safeguarding and other policies regularly, and tailor specific projects.

Organisational Structure and Staffing

Trustees oversee the activities of the charity. The Trustees are responsible for policy development and general issues of the charity and assist with fundraising and strategic development.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024**

Two young people, ex-service users, living with mental health struggles and Asperger's Syndrome have joined the board. New trustees observed board meetings for a year beforehand and continue to receive training to perform their governance responsibilities and develop cultural leadership skills.

The charity is supported by a flexible advisory board allowing us to tap into expertise, on a pro bono basis in education, alternative learning provision, youth justice, child health, communications and education methodology/innovation. The advisory board includes lived experience of refugees, asylum seekers, carers, mental health referrals, non-binary and gender fluid young people, long term hospitalised in-patients anticipating discharge into the community.

A highly professional creative team is central to the organisation. The team are provided with ongoing support, training and development opportunities tailored in response to projects to be delivered. Training has included online courses by NSPCC and New Direction, and in-person training by Civil Society Roots3, Greater London Arts/TfL.

We employ experts and artists with appropriate skillset to match project need. During the financial year ending June 2024 the charity employed 1 full time freelance member of staff, and nine part-time freelance artists/creatives across various projects and disciplines hired on a need's basis, subject to student progression plans and project requirements.

Guiding Principles - With all of the diverse young people we work with, Protégé starts from an 'asset rather than deficit' model of understanding excluded young people. We challenge the assumptions that exist about their mindset, ability and commitment. A significant impact is that young people themselves also start to challenge their own negative mindsets and limited self-perceptions. This is crucial if we want disengaged young people to reframe their sense of rejection and failure. If they can begin to develop positive opportunities by learning from their negative experiences – these deficits can become assets, and raw material for creative expression and skills attainment.

Accreditation - Protégé offers a flexible learning opportunity driven and directed by students, taking their own pace, ability, interests and previous attainment into consideration. We do not pressurise students towards exams and qualifications as the only way of showing their potential. However, for those who need them, the Protégé opportunity can lead to accredited qualifications in BTEC, or at four levels of the Arts Award and UAL Level 1-3 Award.

Protégé is a registered centre for Arts Award delivery. The charity has undertaken staff training and development to acquire the certification necessary to deliver Arts Award accreditation. The Arts Award is accredited by Ofqual within the National Qualifications Framework. The awarding body is Trinity College, London. The points earned in this qualification can counts towards GCSE and UAL Level 1 points for college entry eg a Silver Arts Award is the equivalent point scoring of half a GCSE, and UCAS points for university aspirants.

During the report period 21 young people achieved their Arts Awards, nine of these students were on the Autism spectrum. Protégé portfolios have been crucial for students who have missed the chance to take GCSE's in the conventional way and have no other formal qualification to their name. The process of creating a portfolio enabled students to develop specific new skills, catch up with core skills they have fallen behind in, and to use their positive experience at Protégé as a passport for re-integration, and a return to school, college or employment.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024**

Financial Review

Protégé is supported by grants from trusts, foundations and charities. Some grants are multi-year grants and others for specific projects. Other income includes referral fees for individual and group students.

Reserves Policy

The trustees have approved a policy whereby unrestricted funds not committed or invested in tangible fixed assets ('free reserves') held by the charity should be for 18 months of the resources expended. At this level, the trustees believe they would be able to continue with the charity's current level of activities. This would enable the charity to maintain its programme of work without adversely affecting its commitment to the progress of highly complex young people and for long-term attenders who are not accessing any other form of learning provision.

Trustees' responsibilities statement

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to auditors

In so far as the Trustees are aware:

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

Small Company Exemptions

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

This report was approved by order of the Board on 7 March 2025 and signed on its behalf by:



Paul Brooking

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2024
RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER**

I report to the charity trustees on my examination of the accounts of the company for the year ended 30 June 2024 which are set out on pages 12 to 18.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Cooper Parry Advisory Limited
Aissela
46 High Street
Esher
Surrey
KT10 9QY

PROTÉGÉ DNA
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2024

	Notes	Unrestricted £	Restricted £	Total 2024 £	Total 2023 £
INCOME	4	126,285 =====	8,000 =====	134,285 =====	156,605 =====
EXPENDITURE					
Charitable activities					
Artist costs		29,960	-	29,960	55,128
Other direct costs		<u>195,649</u>	<u>-</u>	<u>195,649</u>	<u>100,612</u>
TOTAL EXPENDITURE	5	225,609 =====	- =====	225,609 =====	155,740 =====
Net income/(expenditure) and movement in funds		(99,324)	8,000	(91,324)	865
Transfer to restricted funds		(103,000)	103,000	-	-
Fund balance at 1 July 2023		<u>397,924</u>	<u>-</u>	<u>397,924</u>	<u>397,059</u>
Fund balance at 30 June 2024		<u>195,600</u> =====	<u>111,000</u> =====	<u>306,600</u> =====	<u>397,924</u> =====

PROTÉGÉ DNA
BALANCE SHEET AT 30 JUNE 2024

	Notes	2024	2023
		£	£
FIXED ASSETS			
Tangible fixed assets	7	2,632	3,006
CURRENT ASSETS			
Debtors	8	6,500	12,763
Cash at bank and in hand		<u>300,548</u>	<u>404,285</u>
		307,048	417,048
CREDITORS			
Amounts falling due within one year	9	<u>3,080</u>	<u>22,130</u>
NET CURRENT ASSETS	12	<u>303,968</u>	<u>394,918</u>
NET ASSETS		306,600	397,924
		=====	=====
Unrestricted funds	10	195,600	397,924
Restricted funds	11	<u>111,000</u>	<u>-</u>
TOTAL FUNDS		306,600	397,924
		=====	=====

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

These financial statements were approved by the directors and authorised for issue on _____, and are signed on their behalf by:



- Paul Brooking (Trustee)

The notes on pages 13 to 17 form part of these financial statements

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2024

1. GENERAL INFORMATION

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 6 Upper Butts, Brentford, Middlesex, TW8 8DA.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland, the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic and Ireland (FRS 102)(Charities SORP (FRS 102) and the Charities Act 2011.

Protégé DNA meets the definition of a public benefit entity under FRS 102.

3. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost basis.

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

As at the date of approval of these financial statements, trustees have assessed the potentially adverse impact of the Covid-19 lockdown both on our current funding and also the future uncertainty regarding the endowments of the trusts and foundations that support Protege's activities from a cash flow perspective. The trustees will seek to ensure that the timing of payment for any deferred fees or pension liabilities does not impact negatively on the delivery of activities or the financial health of the charity.

Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the directors have concluded that they can continue to adopt the going concern basis in preparing the annual financial statements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment 15% per annum on reducing balance

Income

The charitable company is a non-profit making organisation and receives grants from various bodies to provide alternative education and creative skills development to young people facing exclusion and disadvantage.

Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Fund accounting

Restricted funds relate to grants received for specific purposes and are held until the preconditions are met. Unrestricted funds are available to spend on any activity that furthers any purpose of the charity.

4 INCOME

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Grants from charitable trusts	125,312	8,000	133,312	144,049
Donations	86	-	86	-
Interest Received	887	-	887	2,406
Referral Contract	-	-	-	10,150
	<u>126,285</u>	<u>8,000</u>	<u>134,285</u>	<u>156,605</u>
	=====	=====	=====	=====

5 EXPENDITURE

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Artist costs	29,960	-	29,960	55,128
Project management fees	55,290	-	55,290	34,660
Backdated pension costs	100,000	-	100,000	23,000
Materials and equipment	4,993	-	4,993	5,754
Premises costs	28,369	-	28,369	29,679
General expenses	601	-	601	919
Subscriptions	156	-	156	339
Training	-	-	-	3,000
Accountancy (incl. tax & Independent Examination)	5,865	-	5,865	2,731
Depreciation	<u>374</u>	<u>-</u>	<u>374</u>	<u>530</u>
	<u>225,609</u>	<u>-</u>	<u>225,609</u>	<u>155,740</u>
	=====	=====	=====	=====

6 STAFF COSTS, TRUSTEES AND KEY MANAGEMENT PERSONNEL

The Charity has no employees (2023: Nil).

The Trustees comprise the key management personnel. Details of remuneration and reimbursement of expenses during the year are included in the note on ‘Related Party Transactions’.

7 FIXED ASSETS

	Fixtures, Fittings & Equipment £
COST	
At 1 July 2023	9,299
Additions	-
	<u>9,299</u>
As at 30 June 2024	=====
DEPRECIATION	
At 1 July 2023	6,293
Charge for year	<u>374</u>
As at 30 June 2024	<u>6,667</u>
	=====
NET BOOK VALUE	
At 30 June 2024	<u>2,632</u>
	=====
At 30 June 2023	<u>3,006</u>
	=====

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2024

8 DEBTORS	2024	2023
	£	£
Other debtors	6,500	12,763
	=====	=====

9 CREDITORS: Amounts falling due within one year	2024	2023
	£	£
Other creditors	<u>3,080</u>	<u>22,130</u>
	3,080	22,130
	=====	=====

10 UNRESTRICTED FUNDS

	Balance at 01/07/2023	Income	Expenditure	Transfer to Restricted funds	Balance at 30/06/2024
	£	£	£	£	£
General Funds	397,924	126,285	(225,609)	(103,000)	195,600
	<u>397,924</u>	<u>126,285</u>	<u>(225,609)</u>	<u>(103,000)</u>	<u>195,600</u>
	Balance at 01/07/2022	Income	Expenditure	Transfer to Restricted funds	Balance at 30/06/2023
	£	£	£	£	£
General Funds	397,059	156,605	(155,740)		397,924
	<u>397,059</u>	<u>156,605</u>	<u>(155,740)</u>		<u>397,924</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2024

11 RESTRICTED FUNDS

	Balance at 01/07/2023	Transfer From Unrestricted Funds	Income	Expenditure	Balance at 30/06/2024
	£	£	£	£	£
Special Projects	-	-	8,000	-	8,000
Funds for office move renovation	-	50,000	-	-	50,000
Pension allocation	-	25,000	-	-	25,000
Rent for current studio	-	28,000	-	-	28,000
	<u>-</u>	<u>103,000</u>	<u>8,000</u>	<u>-</u>	<u>111,000</u>

	Balance at 01/07/2022	Transfer From Unrestricted Funds	Income	Expenditure	Balance at 30/06/2023
	£	£	£	£	£
Special Projects	-	-	-	-	-
Funds for office move renovation	-	-	-	-	-
Pension allocation	-	-	-	-	-
Rent for current studio	-	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2024

12 SUMMARY OF NET ASSETS BY FUND

	Unrestricted funds £	Restricted funds £	Total funds
Year ended 30 June 2024			
£			
Fixed assets	2,632	-	2,632
Other current assets	196,048	111,000	307,048
Current liabilities	<u>(3,080)</u>	<u>-</u>	<u>(3,080)</u>
	195,600	111,000	306,600
	=====	=====	=====
	Unrestricted funds £	Restricted funds £	Total funds
Year ended 30 June 2023			
£			
Fixed assets	3,006	-	3,006
Other current assets	417,048	-	417,048
Current liabilities	<u>(22,130)</u>	<u>-</u>	<u>(22,130)</u>
	397,924	-	397,924
	=====	=====	=====

13 RELATED PARTY TRANSACTIONS

During the year the charity paid artist fees and project management fees to S Kumari-Dass, a Trustee, totalling £55,290 (2023: £46,660). The above arrangement has been agreed with the Charity Commission.

PROTEGE DNA

England & Wales - Charity number 1139004

Accounts

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
30 June 2023**

Registered Charity No. 1139004

Company No. 06933072

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
YEAR ENDED 30 June 2023**

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PROTÉGÉ DNA

LEGAL AND ADMINISTRATIVE DETAILS

DIRECTORS/TRUSTEES	Paul Brooking (Chairman) Sabita Kumari-Dass Barbara Harris Candida McCabe Samantha McCully Andrew Bell
COMPANY SECRETARY	Paul Brooking
PRINCIPAL ADDRESS	10 Market Place Brentford Middlesex TW8 8FL
REGISTERED OFFICE	6 Upper Butts Brentford Middlesex England TW8 8DA
REGISTERED CHARITY No.	1139004
COMPANY NUMBER	06933072
ACCOUNTANTS	Cooper Parry Advisory Limited Aissela 46 High Street Esher Surrey KT10 9QY

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023**

The trustees who are directors of the company submit their annual report and financial statements for year-end 30 June 2023

Object of the Charity

The Company is constituted as a charity and is limited by guarantee. The main objective of the charity is to advance the education and development of young people, in particular, those who are excluded from mainstream education and those otherwise marginalised or disadvantaged, by supporting them with non-institutional and personalised learning programmes to better meet their individual needs and cultivate their potential.

Protégé is about valuing difference. Our core purpose is to work closely with young people to design tailored learning for divergent and disadvantaged young people who are struggling to benefit from conventional learning. The Protégé methodology is continually refined and evolved by the collaborative DNA of artists and marginalised young people working together to create meaningful learning and training opportunities that enable participants to engage in the programme on their own terms, and to the extent that fits with other demands on their time, physical stamina, mental wellbeing, personal caring and other responsibilities. Outside of the programme, these young people lead troubled lives, they negotiate complex and conflicting demands. These demands can separate them from their peer group, from the luxury of childhood and childlike experiences and crucially - from aspiration.

These same demands can force children into premature adulthood for which they have had little preparation and no support. The unique value of the Protégé methodology is that student's interests and needs define their learning journey and personal curriculum. We design flexibility into our ethos and activities in ways that are productive for the young person and sustainable for our organisation.

Within the remit of this mission Protégé views young people's difference as an asset rather than a deficit of their character – the charity nurtures and develops uniqueness – valuing it as a raw material, that with trust and support, young people can learn to self-direct towards creative goals and productive outcomes. Protégé creates peer-supported learning environments in which young people from diverse backgrounds can engage in high quality artistic and creative experiences to develop their competencies and capabilities. They learn skills that address their prior under-attainment. These skills can be vocational, art-form specific, transactional and transferable.

Addressing Need

Young people who enrol at Protégé often describe their lives as being 'out of control'. They say that school exclusion makes them feel 'invisible' and 'ignored' because it separates them from peers and deprives them of positive and formative childhood experiences that are important on the journey to becoming a well-rounded adult.

Our aim is to identify the greatest areas of need, and to respond to these needs in consultation with beneficiaries, families/carers and referring partners. This approach allows us to deliver targeted support responsive to the changing needs of long-term beneficiaries. We work with referring partners to understand emerging, urgent needs of the under-served and most-in-need young people in the boroughs we work in. In recent years this approach has led to new work with migrant and refugee referrals and mental health referrals experiencing a range of issues including psychosis, gender identity, body dysmorphia. Our resources are focussed on designing activities that help the young person regain a sense of control through creative pursuits to get their life progressing in a positive direction.

We tailor projects that help students who are under-attaining and excluded to regain motivation and catch up. Many come to Protégé after other provisions have failed. They are described by their referring agencies as 'hard-to-reach and impossible-to-teach' We reject off-the-shelf solutions and focus on individually progressive pathways to reveal that this negative description need not be true, and that the disillusioned mindset can be reversed.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023**

The need for Protégé's work is evidenced in our own evaluation work, and publicly in the education, health, justice and social welfare sectors by organisations like NSPCC, The Children's Society, Open University and Joseph Rowntree Foundation.

Programme of Work July 2022–June 2023

This accounting period was an opportunity to deliver project work that had been delayed due to Covid lockdowns in the year preceding, alongside significant new projects.

The focus of the year was to develop our gallery/studios as an aspirational learning space for progression of young people who are 'excluded from' or otherwise learning outside of mainstream education. Our ambition is to develop a young person led studio for workshopping ideas and testing appetites for diverse art and discourse. We facilitate young people to use their lived experience and unique worldview to enrich the cultural offer of our borough. As a community space we support young people to be at the heart of creating and curating content that is reflective of themselves, their peer groups and communities.

Our goal is that young people who feel rejected by the education system can use the space and resources available to develop their creative skills, artistic vision and intellectual capacity to challenge and change the narrative that they are lazy, disruptive, 'hard to reach, hard to teach', and to present their truth. It is crucial that young people who have been isolated from mainstream experiences and opportunities are able to demonstrate their skills and enterprise, so that local businesses and employers can consider them as a solution to local skills gaps, a benefit rather than a burden on resources.

New referrals have included recently arrived refugees and migrants from refugee support services in west London and Hounslow; under-attaining young people from EAP, EW High School, EP High School. We have seen an increase in mental health referrals from hospital schools including C&W Hospital School and the LW Mental Health Unit. While some referrals are made directly by hospital consultants others via word of mouth and 'self-referral' by parents who had heard about Protégé's provision and track record.

Specialist school referrals include young people on the Autism Spectrum, and with neurodiverse, cognitive, motor, communication, processing disorders. We work closely with trained professionals in the school setting with each student requiring bespoke support with learning. Groups are of mixed ability and the competency levels within the group can be vast. Our engagement with these young people and their school community extends into managing transport to and from the gallery or other learning setting, arranging visits off-site e.g. Kew Gardens, V&A, Gunnersbury Museum. We aim to turn every environment into a learning, integration and socialisation opportunity for enabling the young person to develop new skills and apply/increase cognitive and coordination skills they already have. Eg for non-verbal students, we create opportunities for expression and communication in different forms, using different media, resources etc.

Hospital referrals are referred to Protégé close to discharge time from long term-hospitalisation. We become part of the 'support package' to achieve a gradual and managed return to the community. Each young person's needs are specific and individual and can change from one week to the next. Our approach is to be guided closely by mental health consultants or other healthcare professionals who have significant experience of the young person. Together we develop activities that re-introduce the young person to everyday tasks and competencies e.g. packing a healthy lunch, taking the bus, remembering what to take to college or work. Referrals from these routes are accompanied by a healthcare support work, parent or carer.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023**

Refugee/Migrant referrals

At Protégé we use our skills and connections as cultural producers to test new learning approaches and content production that centres displaced and marginalised voices. We support individual referrals (often self-referred) refugee, displaced, BME women trainees – facilitating them to create exhibition content for the gallery space and unique digital content for a new Global Artists Database platforming art and discourse from their diasporas. BME young women are trained to use cultural production as a means to amplify their voice and visibility to tell their stories and bring their community and their culture in from the margins.

Referral partners during this period included: (please note names of organisations and individuals have been shown as acronyms for safeguarding purposes).

EAP referrals: young people receiving mental health support for extreme stress and anxiety. Protégé is part of the managed return to school or sixth form for small groups that have missed long periods of schooling. Working closely within the school's blended approach we have provided workshops both off-site at the sixth form and also on-site at our gallery. The challenges faced by this group included mental health, stamina, gender identity, neurodiversity, suicide ideation/life changing self-harm.

EAP students are medical/mental health referrals between the ages of 14 and 17 – most of the group have missed significant periods of schooling and continue to manifest anxiety and stress, particularly in relation to gender identity and neurodiversity. The aim is that they will catch up and reintegrate to mainstream college in the following intake (September 2024). We support them to develop skills, create portfolios and explore progression in the creative sector. These projects were delivered in partnership with YZ, fashion tutor, Central Saint Martin's College of Art. Accreditation: Arts Award and Level 1 UAL Award. Progression for our cohort includes building their confidence and competence, alongside skills attainment that is accredited.

CP referrals generally attend with a specialist teacher and specialist teaching assistant to support neurodiverse students' complex needs. This allows Protégé's team to deliver the content and skills part of the workshop, while the personal needs of students are managed by trained professionals. Many CP pupils are on the spectrum for Autism and/or Asperger's Syndrome, between the ages of 12 and 17 experiencing a range of motor, processing, cognitive and communication disorders which make it impossible for them to access mainstream education. For this neuro-diverse cohort the Arts Award is their first formal qualification. Projects cover both work experience in the role of gallery assistant and creative workshops for making logos, gift cards and visitor resources, information leaflets etc for the gallery.

LW/C&W referrals are mental health referrals who have been 'living in' a hospital environment for long periods of time under intensive supervision. The cohort includes young people engaging in extreme forms of self-harm; others with suicide ideation and/or recovery from a life-changing accident.

The young people in this group are talented and capable but have experienced challenges in their personal/family life which have impacted severely on their mental health and attainment relative to their peer/age group. This group aim to re-integrate to college or a foundation course at university, so our role is to handhold them back into learning in the community, with creative/cultural projects to raise their aspirations, and a gentle reintroduction to the idea of re-entering the mainstream. Protégé plays an important role in their wellbeing, progression and raising their aspirations as hospitalisation has isolated them from their peer group.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023**

Testimonial from Head Teacher, LW/C&W Hospital School

LW is part of the C&W Community Hospital School. This school comprise of six sites, five of which are located in medical hospital or mental health units, and one based in the community. We provide education for children and young people during an admission to hospital. Admissions can last from one morning to three years, be recurring or one-off admissions and everything in between.

For many of the children and young people that we work with who have a chronic medical condition or who experience in adolescence a mental health crisis, they can have a very fractured experience of education. Often their education placements have broken down or they have lost confidence in themselves as learners. We work with young people whilst admitted to hospital to re-engage them with education and with having plans for their future. This requires a flexibility of approach and an understanding of how the mental health issues that our young people experience impact on them as learners. We have to work with young people to enable them to have control over the pace of their learning journey, its content and their future.

This is where Protégé has been invaluable for our learners at LW. The period of time after an admission to a Tier 4 adolescent unit is crucial in supporting the successful onward journey for any young person. We have found that Protégé have been that incredible link. They are consistently focused on the wellbeing and interests of any young person that we have referred to them. They take the time to listen and to understand what it is the young person needs in terms of the pace and content of a project. For a young person to have this type of flexible and ongoing support as they re-engage with their life back in the community is extremely powerful and positive. All of the young people that we have referred to Protégé have really flourished.

Young people are discharged from hospital and Tier 4 units all throughout the year; school and colleges generally only have one intake in at the start of the academic year and if you don't have an education, training or employment place already it can be challenging for a young person in that period of time. The thoughtful, nurturing and bespoke approach is just the right support for these young people to have another chance at exploring their interests.

Protégé provides the perfect 'stepping-stone' for young people to see themselves, perhaps even for the first time, as successful learners with the potential to achieve. My only regret is that there are not more Protégé Projects all over the city and further afield to support young people in this way. I cannot recommend, Protégé highly enough.

MS. - Head Teacher, xxx Community Hospital School, August 2023.

Other referrals during this period have included young carers, recent arrivals to the UK and looked after children from various schools including EP and EW Girls School (with main referral reasons being bullying, self-harm, under-attainment, cultural barriers).

Methodology: ongoing core and project work

1) Core Academic & Creative Skills to increase functional competency and confidence. Activities that deliver skills for patients in the community, mental health referrals, recently arrived refugees and migrants, under-attaining hard-to-reach learners and long-term educationally excluded. With patients in the community and long-term referrals we work around the complications of their medical routines as participation is often affected by consultant visits, treatment times, therapeutic work, in addition to the usual barriers such as prior under-attainment and disillusioned mindset. Skills include literacy, numeracy, web content and digital arts, video, photography, music. Accreditation: Arts Award & BTEC

**PROTÉGÉ DNA
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2) Workplace Skills & Employability: As students start thinking about work and careers, we tailor projects to increase their understanding of different business models and entry points to the creative industries and other sectors. Workplace skills projects provide enriching experiences for students who struggle to access training through conventional routes. Students have opportunities to learn about setting up, branding and promoting a small business using the gallery/studios as a working model/case study. They learn about successful entrepreneurs and the unique paths they have taken towards business success. Our product design, craft-based 'making' project inspired by the boutique as a small business model focuses on craft-based skills in textile, acrylic and paper-based processes including sewing, collage, 3D digital processes. Skills included: Project Management, Admin, Research, Event Planning, Web Development, Digital Design, Excel Budgets/Spreadsheets, Fashion & Product Design, Display, Public & Community Engagement. Accreditation: Arts Award, UAL Level 1.

Consultation with beneficiaries

We continue to involve beneficiaries/young people in governance as trustees and in project design and delivery meetings and project planning. All projects are designed in collaboration with our youth panel according to their lived experience and sense of our cohorts' needs, interests and abilities. In addition, participants' views are gathered through session feedback reports providing 'user perspective' and understanding of what is working or not working. Detailed understanding of the obstacles that affect students' troubled lives means we are better skilled to help them negotiate these complexities. We avoid off-the-shelf solutions and design bespoke projects that develop their skills and fit around any social/environmental obstacles to their progress. This is in keeping with our ethos that 'one size does not fit all'.

Artists & Creatives

Protégé's uniqueness is a model that prioritises and evolves a 'non-institutional' culture with artists, designers and creative practitioners delivering creative skills work and core education work. It is this chemistry of artists and students working closely together that is the USP of Protégé's achievements with and for young people. To sustain this model, Protégé provides CPD and progression for artists to strengthen the outcomes of their work supporting our core beneficiaries, i.e. marginalised young people.

We continue to work closely with art schools to attract graduates and alumni who understand and empathise with the complexities of designing workshops to support the neurodivergent and non-conforming mindset. It is this empathy, a key ingredient in the Protégé toolset, from which individual creativity and innovation flows to produce industry standard project outputs and accreditation for young people.

We embed in our approach workplace training and development supporting new freelance artists and creatives. Working collaboratively with young people and each other, they develop artist-led projects in thematically relevant work with their own communities of interest e.g. with refugees and recent migrants, with neurodiverse young people, with mental health referrals.

This accounting period also covers some major developments in Protégé's growth:

- a. In April 2023, after a lengthy application process, we secured a place in the Arts Council's highly competitive 'NPO'. Becoming a National Portfolio Organisation is a prestigious and important achievement placing us in the Arts Council's list of organisations that have been strategically selected to help them deliver their 10-year *Let's Create* strategy. This means that we now receive 3-year funding (extending to 4 years in 2024) instead of having to re-apply every year for project grants.

**PROTÉGÉ DNA
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- b Following the end of Covid lockdown and restrictions we were finally able to open our gallery/studio as a public facing space in Brentford from April 2022. We launched our studio with an exciting inter-generational exhibition produced by marginalised young people and artists, about the undocumented history of first-generation migrant women, in particular those who settled in west London in the 1960's. A subject which resonated deeply with our refugee and asylum seeker cohort.
- c As a result of the exhibition, Protégé's presence and profile in the community has continued to increase. We have been invited on to influential local groups – including Hounslow Cultural Strategy Framework, Creative Mile Brentford, Culture Providers Network, Brentford Project. The work has raised our profile with key colleagues in national assets, stately homes – one of which is also an NPO, Gunnersbury House, Boston Manor House, Syon House, Worcester University.
- d The launch event was recognised to have been a huge success, drawing in current and ex-beneficiaries, established and emerging artists, colleagues in various sectors eg refugee support, mental health, hospitals, schools, alternative provision, and funders. The turnout was impressive with guests spilling onto the street. Engagement with the mission of Protégé and the vision of the exhibition were excellent. The opportunity for different cohorts to meet people outside of their usual social sphere proved to be very positive and empowering.

During this accounting period we secured grants for core work and new work. In line with our strategic ambitions, we have secured new partnerships to work with more complex types of need, and emerging/urgent needs resulting from upheaval in young people's lives. This has included more mental health referrals and young people facing challenges around gender identity and reassignment. Our size and scale means we are well placed to respond quickly to tailoring support for complex young people, who have generally struggled to benefit from other, more rigid provisions in the borough.

To support such developments, we continue to refresh our in-house methodology and training, as well as sourcing highly recommended courses by relevant organisations such as NSPCC. We update safeguarding and other policies annually.

Organisational Structure and Staffing

Trustees oversee the activities of the charity. The Trustees are responsible for policy development and general issues of the charity and assist with fundraising and strategic development.

Two young people, ex-service users, living with mental health struggles and Asperger's Syndrome have joined the board. New trustees observed board meetings for a year beforehand and continue to receive training to perform their new responsibilities.

The charity is supported by a flexible advisory board allowing us to tap into expertise, on a pro bono basis in education, alternative learning provision, youth justice, child health, communications and education methodology/innovation. The advisory board includes lived experience of refugees, asylum seekers, carers, mental health referrals, non-binary and gender fluid young people, long term hospitalised in-patients anticipating discharge into the community.

A highly professional creative team is central to the organisation. The team are provided with ongoing support, training and development opportunities tailored in response to projects to be delivered. Training has included online courses by NSPCC and New Direction, and in-person training by Civil Society Roots3, Greater London Arts/TfL.

Protégé does not receive statutory funding. The charity's staff structure is flexible according to the requirements of individual projects it is funded to deliver. This enables the charity to keep overheads low.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023**

We employ experts and artists with appropriate skillset to match project need. During the financial year ending June 2023 the charity employed 1 full time freelance member of staff, and nine part-time freelance artists/creatives across various projects and disciplines hired on a need's basis, subject to student progression plans and project requirements.

Guiding Principles - With all of the diverse young people we work with, Protégé starts from an 'asset rather than deficit' model of understanding excluded young people. We challenge the assumptions that exist about their mindset, ability and commitment. A significant impact from this is that young people themselves also start to challenge their own negative mindsets and limited self-perceptions. This is a crucial development if we want disengaged young people to re-assess their values and reframe their sense of rejection and failure. If they can begin to develop positive opportunities by learning from their negative experiences – these deficits can become assets, and raw material for creative expression and skills attainment.

Accreditation - Protégé offers a flexible learning opportunity driven and directed by students, taking their own pace, ability, interests and previous attainment into consideration. We do not pressurise students towards exams and qualifications as the only way of showing their potential. However, for those who need them, the Protégé opportunity can lead to accredited qualifications in the BTEC, or at four levels of the Arts Award and UAL Award.

Protégé is a registered centre for Arts Award delivery. The charity has undertaken staff training and development to acquire the certification necessary to deliver Arts Award accreditation. The Arts Award is accredited by Ofqual within the National Qualifications Framework. The awarding body is Trinity College, London. The points earned in this qualification can count towards GCSE and UAL Level 1 points for college entry eg a Silver Arts Award is the equivalent point scoring of half a GCSE, and UCAS points for university aspirants.

During the report period 12 young people achieved their Arts Awards 9 of these students were on the Autism spectrum. Six young people achieved their UAL Level 1. Protégé portfolios have been crucial for students who have missed the chance to take GCSE's in the conventional way and have no other formal qualification to their name. The process of creating a portfolio enabled students to develop specific new skills, catch up with core skills they have fallen behind in, and to use their positive experience at Protégé as a passport for re-integration, and a return to school, college or employment.

Financial Review

Protégé is supported by grants from other trusts, foundations and charities. Some grants are multi-year grants and others are for specific projects. Other income includes referral fees for individual and group students.

Reserves Policy

The trustees have established a policy whereby unrestricted funds not committed or invested in tangible fixed assets ('free reserves') held by the charity should be for 12 months of the resources expended. At this level, the trustees believe they would be able to continue with the charity's current level of activities. This would enable the charity to maintain its programme of work without adversely affecting its commitment to the progress of highly complex students who have been signed up to the one-year programme, and for long-term attenders who are not accessing any other form of learning provision.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2023**

Trustees' responsibilities statement

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to auditors

In so far as the Trustees are aware:

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

Small Company Exemptions

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

This report was approved by order of the Board on 8 March 2024 and signed on its behalf by:

Paul Brooking
Trustee



**PROTÉGÉ DNA
INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 30 JUNE 2023
RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER**

I report to the charity trustees on my examination of the accounts of the company for the year ended 30 June 2023 which are set out on pages 12 to 18.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Cooper Parry Advisory Limited
Aissela
46 High Street
Esher
Surrey
KT10 9QY

Date: 21/3/24.

PROTÉGÉ DNA
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2023

	Notes	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
INCOME	4	<u>156,605</u>	<u>-</u>	<u>156,605</u>	<u>142,900</u>
EXPENDITURE					
Charitable activities					
Artist costs		55,128	-	55,128	40,252
Other direct costs		<u>100,612</u>	<u>-</u>	<u>100,612</u>	<u>75,465</u>
TOTAL EXPENDITURE	5	<u>155,740</u>	<u>-</u>	<u>155,740</u>	<u>115,717</u>
Net income/(expenditure) and movement in funds		865	-	865	27,183
Fund balance at 1 July 2022		<u>397,059</u>	<u>-</u>	<u>397,059</u>	<u>369,876</u>
Fund balance at 30 June 2023		<u>397,924</u>	<u>-</u>	<u>397,924</u>	<u>397,059</u>

The notes on pages 14 to 18 form part of these financial statements

PROTÉGÉ DNA
BALANCE SHEET AT 30 JUNE 2023

	Notes	2023	2022
		£	£
FIXED ASSETS			
Tangible fixed assets	7	3,006	1,976
CURRENT ASSETS			
Debtors	8	12,763	6,500
Cash at bank and in hand		<u>404,285</u>	<u>437,713</u>
		417,048	444,213
CREDITORS			
Amounts falling due within one year	9	<u>22,130</u>	<u>49,130</u>
NET CURRENT ASSETS	12	<u>394,918</u>	<u>395,083</u>
NET ASSETS		<u>397,924</u>	<u>397,059</u>
Unrestricted funds	10	397,924	397,059
Restricted funds	11	—	—
TOTAL FUNDS		<u>397,924</u>	<u>397,059</u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

These financial statements were approved by the directors and authorised for issue on 18-3-24, and are signed on their behalf by:



- Paul Brooking (Trustee)

Company Registration number 06933072

The notes on pages 14 to 18 form part of these financial statements

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2023

1. GENERAL INFORMATION

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 6 Upper Butts, Brentford, Middlesex, TW8 8DA.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland, the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic and Ireland (FRS 102)(Charities SORP (FRS 102) and the Charities Act 2011.

Protégé DNA meets the definition of a public benefit entity under FRS 102.

3. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost basis.

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

As at the date of approval of these financial statements, trustees have assessed the potentially adverse impact of the Covid-19 lockdown both on our current funding and also the future uncertainty regarding the endowments of the trusts and foundations that support Protege's activities from a cash flow perspective. The trustees will seek to ensure that the timing of payment for any deferred fees or pension liabilities does not impact negatively on the delivery of activities or the financial health of the charity.

Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the directors have concluded that they can continue to adopt the going concern basis in preparing the annual financial statements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment 15% per annum on reducing balance

Income

The charitable company is a non-profit making organisation and receives grants from various bodies to provide alternative education and creative skills development to young people facing exclusion and disadvantage.

Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Charitable expenditure comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Fund accounting

Restricted funds relate to grants received for specific purposes and are held until the preconditions are met. Unrestricted funds are available to spend on any activity that furthers any purpose of the charity.

4 INCOME

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Grants from charitable trusts	144,049	-	144,049	140,940
Donations	-	-	-	1,600
Interest Received	2,406	-	2,406	359
Referral Contract	10,150	-	10,150	-
	<u>156,605</u>	<u>-</u>	<u>156,605</u>	<u>142,900</u>

5 EXPENDITURE

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Artist costs	55,128	-	55,128	40,252
Project management fees	34,660	-	34,660	35,826
Pension costs	23,000	-	23,000	-
Materials and equipment	5,754	-	5,754	2,626
Premises costs	29,679	-	29,679	30,082
General expenses	919	-	919	856
Subscriptions	339	-	339	-
Training	3,000	-	3,000	3,200
Accountancy (incl. tax & Independent Examination)	2,731	-	2,731	2,527
Depreciation	<u>530</u>	<u>-</u>	<u>530</u>	<u>349</u>
	<u>155,740</u>	<u>-</u>	<u>155,740</u>	<u>115,717</u>

6 STAFF COSTS, TRUSTEES AND KEY MANAGEMENT PERSONNEL

The Charity has no employees (2022: Nil).

The Trustees comprise the key management personnel. Details of remuneration and reimbursement of expenses during the year are included in the note on 'Related Party Transactions'.

7 FIXED ASSETS

	Fixtures, Fittings & Equipment £
COST	
At 1 July 2022	7,739
Additions	1,560
As at 30 June 2023	<u>9,299</u>
DEPRECIATION	
At 1 July 2022	5,763
Charge for year	<u>530</u>
As at 30 June 2023	<u>6,293</u>
NET BOOK VALUE	
At 30 June 2023	<u>3,006</u>
At 30 June 2022	<u>1,976</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2023

8 DEBTORS	2023	2022
	£	£
Other debtors	<u>12,763</u>	<u>6,500</u>

9 CREDITORS: Amounts falling due within one year	2023	2022
	£	£
Other creditors	<u>22,130</u> <u>22,130</u>	<u>49,130</u> <u>49,130</u>

10 UNRESTRICTED FUNDS

	Balance at 01/07/2022	Income	Expenditure	Balance at 30/06/2023
	£	£	£	£
General Funds	397,059	156,605	(155,740)	397,924
	<u>397,059</u>	<u>150,342</u>	<u>(155,740)</u>	<u>397,924</u>
	Balance at 01/07/2021	Income	Expenditure	Balance at 30/06/2022
	£	£	£	£
General Funds	357,630	95,960	(56,531)	397,059
	<u>357,630</u>	<u>95,960</u>	<u>(56,531)</u>	<u>397,059</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2023

11 RESTRICTED FUNDS

	Balance at 01/07/2022 £	Income £	Expenditure £	Balance at 30/06/2023 £
Baring	-	-	-	-
National Heritage	-	-	-	-
Wellington Management	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	Balance at 01/07/2021 £	Income £	Expenditure £	Balance at 30/06/2022 £
Baring	-	38,400	(38,400)	-
National Heritage	-	8,540	(8,540)	-
Wellington Management	12,246	-	(12,246)	-
	<u>12,246</u>	<u>46,940</u>	<u>(59,186)</u>	<u>-</u>

12 SUMMARY OF NET ASSETS BY FUND

	Unrestricted funds £	Restricted funds £	Total funds
Year ended 30 June 2023			
£			
Fixed assets	3,006	-	3,006
Other current assets	417,048	-	417,048
Current liabilities	<u>(22,130)</u>	<u>-</u>	<u>(22,130)</u>
	<u>397,924</u>	<u>-</u>	<u>397,924</u>
	Unrestricted funds £	Restricted funds £	Total funds
Year ended 30 June 2022			
£			
Fixed assets	1,976	-	1,976
Other current assets	444,213	-	444,213
Current liabilities	<u>(49,130)</u>	<u>-</u>	<u>(49,130)</u>
	<u>397,059</u>	<u>-</u>	<u>397,059</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2023

13 RELATED PARTY TRANSACTIONS

During the year the charity paid artist fees and project management fees to S Kumari-Dass, a Trustee, totalling £46,660 (2022: £45,826). The above arrangement has been agreed with the Charity Commission.

As at 30 June 2023, £19,167 (2022: £19,167) is held by S Kumari-Dass on behalf of the charity.

PROTEGE DNA

England & Wales - Charity number 1139004

Accounts

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
30 June 2022**

Registered Charity No. 1139004

Company No. 06933072

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
YEAR ENDED 30 June 2022**

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PROTÉGÉ DNA**LEGAL AND ADMINISTRATIVE DETAILS**

DIRECTORS/TRUSTEES	Paul Brooking (Chairman) Sabita Kumari-Dass Barbara Harris Candida McCabe Samantha McCully Andrew Bell
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COMPANY SECRETARY	Paul Brooking
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PRINCIPAL ADDRESS	10 Market Place Brentford Middlesex TW8 8FL
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REGISTERED OFFICE	6 Upper Butts Brentford Middlesex England TW8 8DA
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REGISTERED CHARITY No.	1139004
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COMPANY NUMBER	06933072
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ACCOUNTANTS	Haines Watts Chartered Accountants Aissela 46 High Street Esher Surrey KT10 9QY
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**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022**

The trustees who are directors of the company submit their annual report and financial statements for the year ended 30 June 2022

Object of the Charity

The Company is constituted as a charity and is limited by guarantee. The main objective of the charity is to advance the education and development of young people, in particular those who are excluded from mainstream education and those otherwise marginalised or disadvantaged, by supporting them with non-institutional and personalised learning programmes to better meet their individual needs and cultivate their potential.

Protégé is about valuing difference. Our core purpose is to work closely with young people to design tailored learning for divergent and disadvantaged young people who are struggling to benefit from conventional learning. The Protégé methodology is continually refined and evolved by the collaborative DNA of artists and marginalised young people working together to create meaningful learning and training opportunities that enable participants to engage in the programme on their own terms, and to the extent that fits with other demands on their time, physical stamina, mental wellbeing, personal caring and other responsibilities. Outside of the programme, these young people lead troubled lives, they negotiate complex and conflicting demands on a daily basis. These demands can separate them from their peer group, from the luxury of childhood and childlike experiences and crucially - from aspiration.

These same demands can force children into premature adulthood for which they have had little preparation and no support. The unique value of the Protégé methodology is that students' interests and needs define the starting point for their learning journey and personal curriculum. We design flexibility into our ethos and activities in ways that are productive for the young person and sustainable for our organisation.

Within the remit of this mission Protégé views young people's difference as an asset rather than a deficit of their character – the charity nurtures and develops uniqueness – valuing it as a raw material, that with trust and support, young people can learn to self-direct towards creative goals and productive outcomes.

Protégé creates peer-supported learning environments in which young people from diverse backgrounds can engage in high quality artistic and creative experiences to develop their competencies and capabilities. They learn skills that address their prior under-attainment. These skills can be vocational, art-form specific, transactional and transferable.

Addressing Need

Young people who enrol at Protégé often describe their lives as being 'out of control'. They say that school exclusion makes them feel 'invisible' and 'ignored' because it separates them from peers and deprives them of positive and formative childhood experiences that are so important on the journey to becoming a well-rounded adult.

Our aim is to continually identify the greatest areas of need, and to respond to this need in consultation with beneficiaries and referring partners. This approach allows us to continue delivering refined, targeted support that is responsive to the changing needs of long-term beneficiaries, but also to ensure we work with referring partners to understanding emerging, urgent needs of the under-served and most-in-need young people in the boroughs we work in. This approach has led to new work with migrant and refugee referrals and mental health referrals experiencing a range of issues including psychosis, gender identity, body dysmorphia. Our resources are focussed on designing activities that help the young person regain a sense of control through creative pursuits to get their life progressing again in a positive direction.

PROTÉGÉ DNA REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2022

We tailor projects that help students who are under-attaining and excluded to regain motivation and catch up. Many come to Protégé after other provisions have failed. They are described by their referring agencies as ‘hard-to-reach and impossible-to-teach’. We reject off-the-shelf solutions and focus on

individually progressive pathways to reveal that this negative description need not be true, and that the disillusioned mindset can be reversed. The need for Protégé’s work is evidenced in our own evaluation work, and publicly in the education, health, justice and social welfare sectors by organisations like NSPCC, The Children’s Society, Open University and Joseph Rowntree Foundation.

Programme of Work

A priority during this accounting period was to ensure that any work delayed or disrupted during the preceding months due to Covid-19 and lockdowns were safely delivered. Although significant restrictions did continue, especially in relation to stricter rules about safe working in hospitals and specialist schools, most direct activities were resumed and we were able to get individual participants back on track and to ensure that group projects were delivered in safe, socially distanced ways.

In October 2020 we secured the lease on a new gallery/studio space in Market Place, Brentford. Our decision to leave the ‘classroom’ set-up of Gunnersbury Museum and base our activities in this new space offers a more flexible, less institutional learning environment. The exposed brickwork, high ceilings, Victorian warehouse ambience of the space is aspirational for students and artists – bringing an east end gallery vibe to a culturally deprived borough.

During this accounting period we secured grants for core work and new work. In line with our strategic ambitions we have secured new partnerships to work with more complex types of need, and emerging/urgent needs resulting from upheaval in young people’s lives. This has included more mental health referrals and young people facing challenges around gender identity and reassignment. Our size and scale means we are well placed to respond quickly to tailoring support for complex young people, who have generally struggled to benefit from other, more rigid provisions in the borough.

To support these developments we have refreshed our own induction and training, as well as sourcing highly recommended courses by other relevant organisations such as the NSPCC.

New referrals have included recently arrived refugees and migrants from refugee support services in west London including West London Welcome and Hounslow Refugee Support; under-attaining young people from Ealing Alternative Provision, Ellen Wilkinson High School, Elthorne Park High School.

We have seen an increase in mental health referrals from hospital schools including Chelsea and Westminster Hospital School and the Lavender Ward Mental Health Unit. While some referrals came directly from consultants within the hospital environment, others came via word of mouth and ‘self-referral’ on an informal parents network, by parents who had heard about Protégé’s provision and track record.

Each year that the Protégé experiment becomes more established brings exciting opportunities for fertile new strategic partnerships – eg London Mayors Office, Greater London Arts, Creative Mile Brentford, Brentford Project, Hounslow Culture Providers Network.

Existing delivery partnerships with Ealing Alternative Provision, College Park Specialist School and Kew Gardens Community were reinforced with new partnerships eg Creative Mile, Syon House, Worcester University

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022**

Specialist school referrals include young people on the Autism Spectrum, and with neurodiverse, cognitive, motor, communication, processing disorders. We work closely with trained professionals in the school setting with each student needing bespoke, one-to-one support with learning. Groups are of mixed ability and the competency levels within the group can be vast. Our engagement with these young people and their school community extends into managing transport to and from the gallery or other learning setting, arranging visits off-site eg Kew Gardens, V&A, Gunnersbury Museum. We aim to turn every environment into a transferable skills, learning, socialisation opportunity for enabling the young person to develop new skills and apply/increase cognitive and coordination skills they already have. Eg for non-verbal students – we create opportunities for expression and communication in different forms, using different media, resources etc

Hospital referrals are referred to Protégé close to the time of being discharged from long term-hospitalisation. We become part of the ‘support package’ to help achieve a gradual and managed return to the community. Each young person’s needs are specific and individual and can change from one week to the next. Our approach is to be guided closely by mental health consultants or other healthcare professionals who have previous, significant experience of the young person. Together we develop activities that re-introduce the young person to everyday tasks and competencies eg packing a healthy lunch, taking the bus, remembering what to take to college or work. Referrals from these routes are always accompanied at Protégé by a healthcare support work, parent or carer.

As each young person has highly complex individual needs – we have included below anonymised text from a referral report by a consultant in a Psychosis Ward. Names and any other identifying features have been removed or changed:

L’s working diagnosis remains schizophrenia with underlying suspected Learning Disability/specific learning disorder and possible neurodevelopmental difficulties. Due to her ongoing psychotic illness, it is not possible to do further assessments around autism and learning disability as the presence of auditory hallucinations and the negative features of paranoid schizophrenia would make further standardised assessment tools invalid. However, it seems likely based on mothers’ reports of early childhood, school reports and the 3Di completed that L has had longstanding difficulties with social communication as well as specific learning difficulties if not a clear learning disability. Therefore, to capture this complexity in L’s presentation we have also provided L with a diagnosis of Pervasive Developmental Disorder Unspecified, which is in the same diagnostic category as Autism and Atypical Autism. At the time of this report, L remains an inpatient at XXX Ward as an informal patient, while appropriate community care is sought by the multi-agency network.

Assessment findings show that L has significant difficulty engaging in a range of productivity, leisure, and self-care tasks. L’s communication and interaction difficulties and reduced processing skills, impair her ability to complete these tasks. These difficulties have an impact on L’s ability to establish and maintain a routine of meaningful activity. L shows motivation for participation relating to her restricted interest areas (e.g. reading, crosswords), however, relies heavily on others for prompts and support to initiate and complete most daily activities.

On discharge from Lavender Walk, L will require intensive, ongoing support to engage in ADLs and to and access meaningful occupations. She will require support to access the community, education, social groups and to develop purposeful roles within her community. It is hoped that with appropriate and intensive intervention on discharge, L will be able to more independently participate in meaningful occupations, which will increase her sense of self-worth and self-efficacy and improve her quality of life.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022**

Refugee/Migrant referrals - At Protégé we use our skills and connections as cultural producers to test new learning approaches and content production that centres displaced and marginalised voices. We support individual referrals (often self-referred) refugee, displaced, BME women trainees – facilitating them to create exhibition content for the gallery space and unique digital content for a new Global Artists Database platforming art and discourse from their diasporas. BME young women are trained to use cultural production as a means to amplify their voice and visibility to tell their stories, and bring their community and their culture in from the margins.

Refugees & Migrants: Lived Experience Oversight Group: ‘We are Rubina, Edna, Djessy, Reihaneh. We have fled wars, floods and famine, we have arrived here in unspeakable ways, some of us in darkened lorries, some via journeys lasting many months through borders we cannot name, with people we could not trust. We each come from different countries, with no belongings but the baggage of our trauma. We miss the love and protection of our mothers and fathers; we have lost the guidance of our teachers, doctors and neighbours. We are learning from Protégé artists how to survive and develop skills so we can speak for our communities and help each other. We are very happy about working on this project to bring our lived experience to participate in important projects to share our experiences and speak for our communities”.

Protégé aims to form strategic partnerships that generally fall into the following categories:

- Funding partnerships ie: grant funding to support our core education, bespoke training and targeted project-specific work for excluded young people.
- Resource Sharing and Delivery Partnerships over years these have been ambitious and rewarding, with arts organisations such as the V&A Museum, Somerset House, Kew Gardens, British Library, Waterman’s Arts, Clothworkers Institute, Courtauld Institute, Gunnersbury Museum, Central Saint Martins College of Art, UAL, London Fashion Week, British Fashion Council... These partnerships can include pro bono skills development support for young people, access to free studios and workshop space, resources, archive, digital training, digital labs, curators expertise etc

Methodology: ongoing core and project work

1) Core Academic & Creative Skills to increase functional competency and confidence. Activities that deliver skills for patients in the community, mental health referrals, recently arrived refugees and migrants, under-attaining hard-to-reach learners and long-term educationally excluded. With patients in the community and long-term referrals we work around the complications of their medical routines as participation is often affected by consultant visits, treatment times, therapeutic work, in addition to the usual barriers such as prior under-attainment and disillusioned mindset. Skills include literacy, numeracy, web content and digital arts, video, photography, music. Accreditation: Arts Award & BTEC

2) Workplace Skills & Employability: As students start thinking about work and careers, we tailor projects to increase their understanding of different business models and entry points to the creative industries and other sectors. Workplace skills projects provide enriching experiences for students who struggle to access training and work environments through conventional routes. Students have opportunities to learn about setting up, branding and promoting a small business using the gallery/studios as a working model/case study. They learn about successful entrepreneurs and the unique paths they have taken towards business success. Our product design, craft-based ‘making’ project inspired by the boutique as a small business model focuses on craft-based skills in textile, acrylic and paper-based processes including sewing, collage, 3D digital processes. Skills included: Project Management, Admin, Research, Event Planning, Web Development, Digital Design, Excel Budgets/Spreadsheets, Fashion & Product Design, Display, Public & Community Engagement. Accreditation: Arts Award, UAL Level 1

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022
Consultation with beneficiaries**

We continue to involve beneficiaries/young people in governance as trustees and in project design and delivery meetings and project planning. All projects are designed in collaboration with our youth panel according to their lived experience and sense of our cohorts' needs, interests and abilities. In addition, participants' views are gathered through session feedback reports providing 'user perspective' and understanding of what is working or not working. Detailed understanding of the obstacles that affect students' troubled lives means we are better skilled to help them negotiate these complexities. We avoid off-the-shelf solutions and design bespoke projects that develop their skills and fit around any social/environmental obstacles to their progress. This is in keeping with our ethos that 'one size does not fit all'.

Organisational Structure and Staffing

Trustees oversee the activities of the charity. The Trustees are responsible for policy development and general issues of the charity, and assist with fundraising and strategic development.

We have been actively recruiting for new trustees – two young people, ex-service users living with mental health struggles and Asperger's Syndrome have joined the board subject to completion of formal documentation. New trustees observed board meetings for over a year, and received training before being formally appointed.

The charity is supported by an advisory board who bring expertise, on a pro bono basis as and when relevant, in education, alternative learning provision, youth justice, child health, communications and education methodology/innovation. The board includes lived experience of refugees, asylum seekers, migrants, carers, mental health referrals, non-binary and gender fluid young people, long term hospitalised in-patients anticipating discharge into the community.

A committed and highly professional team is central to the success of the organisation. Staff are provided with ongoing support, training and development opportunities tailored in response to the work to be delivered. Training has included online courses by NSPCC, Civil Society Roots, A New Direction.

Protégé does not receive statutory funding. The charity's staff structure is flexible according to the requirements of individual projects it is funded to deliver. This enables the charity to keep overheads low, we employ experts and artists with appropriate skillset to match project need. During the financial year ending June 2022 the charity employed 1 full time freelance member of staff, and nine part-time freelance artists-in-residence across various projects. The team was supported by freelance creatives hired on a needs basis, subject to student progression plans and project requirements.

Guiding Principles - With all of the diverse young people we work with, Protégé starts from an 'asset rather than deficit' model of understanding excluded young people. We challenge the assumptions that exist about their mindset, ability and commitment. A significant impact from this is that young people themselves also start to challenge their own negative mindsets and limited self-perceptions. This is a crucial development if we want disengaged young people to re-assess their values and reframe their sense of rejection and failure. If they can begin to develop positive opportunities by learning from their negative experiences – these deficits can become assets, and raw material for creative expression and skills attainment.

Accreditation - Protégé offers a flexible learning opportunity that is driven and directed by students, taking their own pace, ability, interests and previous attainment into consideration. We are not a school - we do not pressurise students towards exams and qualifications as the only way of showing their potential. However, for those who need them, the Protégé opportunity can lead to accredited qualifications in the BTEC, or at four levels of the Arts Award.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022**

Protégé is a registered centre for Arts Award delivery. The charity has undertaken staff training and development to acquire the certification necessary to deliver Arts Award accreditation. The Arts Award is accredited by Ofqual within the National Qualifications Framework. The awarding body is Trinity College, London. The points earned in this qualification can counts towards GCSE and UAL Level 1 points for college entry eg a Silver Arts Award is the equivalent point scoring of half a GCSE, and UCAS points for university aspirants.

During the report period 19 young people achieved their Arts Awards 10 of these students were on the Autism spectrum. Protégé portfolios have been crucial for students who have missed the chance to take GCSE's in the conventional way and have no other formal qualification to their name. The process of creating a portfolio enabled students to develop specific new skills, catch up with core skills they have fallen behind in, and to use their positive experience at Protégé as a passport for re-integration, and a return to school, college or employment.

Financial Review

Protégé is supported by grants from other trusts, foundations and charities. Grants have mainly been on a project-by-project basis or as referral fees for individual students.

Reserves Policy

The trustees have established a policy whereby unrestricted funds not committed or invested in tangible fixed assets ('free reserves') held by the charity should be for 12 months of the resources expended. At this level, the trustees believe they would be able to continue with the charity's current level of activities. This would enable the charity to maintain its programme of work without adversely affecting its commitment to the progress of individual students who have been signed up to the one-year programme, and in particular for long-term attenders who are not accessing any other form of learning provision.

Trustees' responsibilities statement

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2022**

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to auditors

In so far as the Trustees are aware:

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

Small Company Exemptions

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

This report was approved by order of the Board on **March 2023** and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Paul Brooking', written in a cursive style.

Paul Brooking
Trustee

**PROTÉGÉ DNA
INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 30 JUNE 2022
RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER**

I report to the charity trustees on my examination of the accounts of the company for the year ended 30 June 2021 which are set out on pages 9 to 14.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

**Haines Watts
Chartered Accountants**

Aissela
46 High Street
Esher
Surrey
KT10 9QY

Date:

PROTÉGÉ DNA
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2022

	Notes	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
INCOME	4	95,960 =====	46,940 =====	142,900 =====	140,970 =====
EXPENDITURE					
Charitable activities					
Artist costs		27,229	13,023	40,252	36,360
Other direct costs		<u>29,302</u>	<u>46,163</u>	<u>75,465</u>	<u>65,708</u>
TOTAL EXPENDITURE	5	56,531 =====	59,186 =====	115,717 =====	102,068 =====
Net income/(expenditure) and movement in funds		39,429	(12,246)	27,183	38,902
Fund balance at 1 July 2020		<u>357,630</u>	<u>12,246</u>	<u>369,876</u>	<u>330,974</u>
Fund balance at 30 June 2021		397,059 =====	- =====	397,059 =====	369,876 =====

The notes on pages 13 to 16 form part of these financial statements

PROTÉGÉ DNA
BALANCE SHEET AT 30 JUNE 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible fixed assets	7	1,976	2,325
CURRENT ASSETS			
Debtors	8	6,500	6,500
Cash at bank and in hand		<u>437,713</u>	<u>410,181</u>
		444,213	416,681
CREDITORS			
Amounts falling due within one year	9	<u>49,130</u>	<u>49,130</u>
NET CURRENT ASSETS	12	<u>395,083</u>	<u>367,551</u>
NET ASSETS		<u>397,059</u>	<u>369,876</u>
		=====	=====
Unrestricted funds	10	397,059	357,630
Restricted funds	11	<u>-</u>	<u>12,246</u>
TOTAL FUNDS		<u>397,059</u>	<u>369,876</u>
		=====	=====

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

These financial statements were approved by the directors and authorised for issue on _____, and are signed on their behalf by:



- Paul Brooking (Trustee)

Company Registration number 06933072

The notes on pages 13 to 17 form part of these financial statements

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2022

1. GENERAL INFORMATION

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 6 Upper Butts, Brentford, Middlesex, TW8 8DA.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland, the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic and Ireland (FRS 102)(Charities SORP (FRS 102) and the Charities Act 2011.

Protégé DNA meets the definition of a public benefit entity under FRS 102.

3. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost basis.

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

As at the date of approval of these financial statements, trustees have assessed the potentially adverse impact of the Covid-19 lockdown both on our current funding and also the future uncertainty regarding the endowments of the trusts and foundations that support Protege's activities from a cash flow perspective. The trustees will seek to ensure that the timing of payment for any deferred fees or pension liabilities does not impact negatively on the delivery of activities or the financial health of the charity.

Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the directors have concluded that they can continue to adopt the going concern basis in preparing the annual financial statements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment	15% per annum on reducing balance
--------------------------------	-----------------------------------

Income

The charitable company is a non-profit making organisation and receives grants from various bodies to provide alternative education and creative skills development to young people facing exclusion and disadvantage.

Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Charitable expenditure comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Fund accounting

Restricted funds relate to grants received for specific purposes and are held until the preconditions are met. Unrestricted funds are available to spend on any activity that furthers any purpose of the charity.

4 INCOME

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Grants from charitable trusts	94,000	46,940	140,940	140,660
Donations	1,600	-	1,600	15
Interest Received	360	-	359	295
	<u>95,960</u>	<u>46,940</u>	<u>142,900</u>	<u>140,970</u>
	=====	=====	=====	=====

5 EXPENDITURE

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Artist costs	27,229	13,023	40,252	36,360
Project management fees	7,317	28,509	35,826	34,993
Materials and equipment	1,515	1,111	2,626	2,918
Premises costs	17,627	12,455	30,082	20,912
General expenses	563	293	856	2,992
Marketing	-	-	-	129
Training	600	2,600	3,200	-
Legal & professional fees	-	-	-	1,164
Accountancy (incl. tax & Independent Examination)	1,458	1069	2,527	2,190
Depreciation	<u>222</u>	<u>126</u>	<u>349</u>	<u>410</u>
	<u>56,531</u>	<u>59,186</u>	<u>115,717</u>	<u>102,068</u>
	=====	=====	=====	=====

6 STAFF COSTS, TRUSTEES AND KEY MANAGEMENT PERSONNEL

The Charity has no employees (2021: Nil).

The Trustees comprise the key management personnel. Details of remuneration and reimbursement of expenses during the year are included in the note on 'Related Party Transactions'.

7 FIXED ASSETS

	Fixtures, Fittings & Equipment £
COST	
At 1 July 2021	7,739
Additions	<u>-</u>
As at 30 June 2022	<u>7,739</u>
	=====
DEPRECIATION	
At 1 July 2021	5,414
Charge for year	<u>349</u>
As at 30 June 2022	<u>5,763</u>
	=====
NET BOOK VALUE	
At 30 June 2022	<u>1,976</u>
	=====
At 30 June 2021	<u>2,325</u>
	=====

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2022

8 DEBTORS	2022	2021
	£	£
Other debtors	6,500	6,500
	=====	=====

9 CREDITORS: Amounts falling due within one year	2022	2021
	£	£
Other creditors	<u>49,130</u>	<u>49,130</u>
	49,130	49,130
	=====	=====

10 UNRESTRICTED FUNDS

	Balance at 01/07/2021	Income	Expenditure	Balance at 30/06/2022
	£	£	£	£
General Funds	357,630	95,960	(56,531)	397,059
	<u>357,630</u>	<u>95,960</u>	<u>(56,531)</u>	<u>397,059</u>
	Balance at 01/07/2020	Income	Expenditure	Balance at 30/06/2021
	£	£	£	£
General Funds	236,701	140,970	(20,041)	357,630
	<u>236,701</u>	<u>140,970</u>	<u>(20,041)</u>	<u>357,630</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2022

11 RESTRICTED FUNDS

	Balance at 01/07/2021	Income	Expenditure	Balance at 30/06/2022
	£	£	£	£
Baring	-	38,400	(38,400)	-
National Heritage	-	8,540	(8,540)	-
Wellington Management	12,246	-	(12,246)	-
	<u>12,246</u>	<u>46,940</u>	<u>(59,186)</u>	<u>-</u>
	Balance at 01/07/2020	Income	Expenditure	Balance at 30/06/2021
	£	£	£	£
Arts Council	52,500	-	(52,500)	-
National Lottery	23,273	-	(23,273)	-
Wellington Management	18,500	-	(6,254)	12,246
	<u>94,273</u>	<u>-</u>	<u>(82,027)</u>	<u>12,246</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2022

12 SUMMARY OF NET ASSETS BY FUND

	Unrestricted funds £	Restricted funds £	Total funds £
Year ended 30 June 2022			
Fixed assets	1,976	-	1,976
Other current assets	444,213	-	444,213
Current liabilities	<u>(49,130)</u>	<u>-</u>	<u>(49,130)</u>
	397,059	-	397,059
	=====	=====	=====
Year ended 30 June 2021			
Fixed assets	2,325	-	2,325
Other current assets	404,435	12,246	416,681
Current liabilities	<u>(49,130)</u>	<u>-</u>	<u>(49,130)</u>
	357,630	12,246	357,630
	=====	=====	=====

13 RELATED PARTY TRANSACTIONS

During the year the charity paid artist fees and project management fees to S Kumari-Dass, a Trustee, totalling £45,826 (2021: £49,993). The above arrangement has been agreed with the Charity Commission.

As at 30 June 2022, £19,167 (2021: £40,000) is held by S Kumari-Dass on behalf of the charity.

PROTEGE DNA

England & Wales - Charity number 1139004

Accounts

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
30 June 2021**

Registered Charity No. 1139004

Company No. 06933072

**PROTÉGÉ DNA
FINANCIAL STATEMENTS
YEAR ENDED 30 June 2021**

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PROTÉGÉ DNA

LEGAL AND ADMINISTRATIVE DETAILS

DIRECTORS/TRUSTEES Paul Brooking (Chairman)
Sabita Kumari-Dass
Barbara Harris
Candida McCabe

COMPANY SECRETARY Paul Brooking

PRINCIPAL ADDRESS 10 Market Place
Brentford
Middlesex
TW8 8FL

REGISTERED OFFICE 6 Upper Butts
Brentford
Middlesex
England
TW8 8DA

REGISTERED CHARITY No. 1139004

COMPANY NUMBER 06933072

ACCOUNTANTS Haines Watts
Chartered Accountants
Aissela
46 High Street
Esher
Surrey
KT10 9QY

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2021**

The trustees who are directors of the company submit their annual report and financial statements for the year ended 30 June 2021.

Object of the Charity

The Company is constituted as a charity and is limited by guarantee. The main objective of the charity is to advance the education and development of young people, in particular those who are excluded from mainstream education and those who have been otherwise marginalised or disadvantaged, by providing them with non-institutional and personalised learning programmes to better meet their individual needs and cultivate their potential.

Protégé is about valuing difference. Our core purpose is to provide tailored learning for divergent and disadvantaged young people who are struggling to benefit from conventional learning – young people who feel their ‘difference’ is treated as a negative rather than a positive thing in the mainstream education system.

The Protégé methodology is continually refined and evolved by the collaborative DNA of artists and marginalised young people working together to create meaningful learning and training opportunities that enable participants to engage in the programme on their own terms, and to the extent that fits with other demands on their time, physical stamina, mental state, personal caring and other responsibilities. Outside of the programme, these young people lead troubled lives, they negotiate complex and conflicting demands on a daily basis. These demands can separate them from their peer group, from the luxury of childhood and childlike experiences and crucially - from aspiration.

These same demands can force children into premature adulthood for which they have had little preparation and no support. The unique value of the Protégé methodology is that students interests and needs define the starting point for their learning journey and personal curriculum. We design flexibility into our ethos and activities in ways that are productive on a short and long-term basis for the young person and sustainable for our organisation.

Within the remit of this mission Protégé views young people’s difference as an asset rather than a deficit of their character – the charity nurtures and develops uniqueness – valuing it as a raw material, that with trust and support, young people can learn to self-direct towards creative goals and productive outcomes.

Protégé creates peer-supported learning environments in which young people from diverse backgrounds can engage in high quality artistic and creative experiences to develop their competencies and capabilities. They learn skills that address their prior under-attainment. These skills can be vocational, art-form specific, transactional and transferable.

Addressing Need

Young people who enrol at Protégé often describe their lives as being ‘out of control’. They say that school exclusion makes them feel ‘invisible’ and ‘ignored’ because it separates them from peers and deprives them of positive and formative childhood experiences that are so important on the journey to becoming a well-rounded adult.

Our aim is to continually identify where the greatest areas of need are, and to respond to this need in consultation with beneficiaries and referring partners. This approach allows us to continue delivering refined, targeted support that is responsive to the changing needs of long-term beneficiaries, but also to ensure we work with referring partners to understanding the emerging and urgent needs of the under-served and most-in-need young people in the boroughs we work in. This approach has led to new work with migrant and refugee referrals and mental health referrals experiencing a range of issues including gender identity, abuse and body dysmorphia. Our resources are focussed on designing activities that help the young person regain a sense of control through creative pursuits to get their life progressing again in a positive direction.

Protégé’s evaluation work with young people over ten plus years evidences that school exclusion can trigger a spiral of decline into other issues including poor mental and physical health, unplanned pregnancy, substance abuse and dependency, involvement in crime, long-term economic hardship. All of this can lead a young person into a mental cul-de-sac.

We tailor projects that help students who are under-attaining and excluded to regain motivation and catch up. Many come to Protégé after other provisions have failed. They are described by their referring agencies as ‘hard-to-reach and

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES -continued
FOR THE YEAR ENDED 30 JUNE 2021**

impossible-to-teach'. We reject off-the-shelf solutions and focus on individually progressive pathways to reveal that this negative description need not be true, and that the disillusioned mindset can be reversed.

The need for Protégé's work is evidenced in our own evaluation work, and publicly in research in the education, health, justice and social welfare sectors, and by influential organisations like NSPCC, The Children's Society, Open University and Joseph Rowntree Foundation.

Programme of Work

During this accounting period Protégé sought to reschedule projects and direct activities with young people that had been disrupted or delayed in the previous accounting period due to lockdowns caused by the Covid-19 pandemic. Protégé's immediate focus during this emergency was for the wellbeing of our cohort – the majority of whom are already severely isolated even before the pandemic. Our priority was to get one-to-one participants back on track and to ensure that group projects were delivered in safe, socially distanced ways.

We aimed to minimise disruption and were able to use the lockdown periods to migrate our website to a new server and to adapt all content to a more bespoke functionality. After ten years of old technology the navigation features had become obsolete and were in serious need of updating in line with industry standards and user need. This enabled us to enhance our digital capacity to support different delivery mechanisms, and in so doing to increase our resilience in the event of future pandemics or other uncertainty. This is a long-term programme of work supported by current funders and emergency funding grants.

During this accounting period we secured grants for core work and new work. From July 2020 our day-to-day work was temporarily delivered in different ways due to a move from Gunnersbury House Museum to our new gallery/studios at Market Place, Brentford.

In line with our strategic ambitions we have started to secure new partnerships that enable us to work with more diverse areas of need, and emerging/urgent needs resulting from wider social change or upheaval in young people's lives. This has included more mental health referrals and young people facing challenges around gender identity and reassignment. While we are committed to previous types of need, we recognise that our size and scale means we are well placed to respond quickly to tailoring support for complex young people, who have generally struggled to settle into, or benefit from other more rigid provisions in the borough.

To support these developments we have refreshed our own induction and training, as well as sourcing highly recommended courses by other relevant organisations such as the NSPCC.

New referrals have included recently arrived refugees and migrants from various refugee support services in west London including West London Welcome and Hounslow Refugee Support; under-attaining young people from EAP, Ealing, Ellen Wilkinson High School, Elthorne Park High School and St Paul's private school; mental health referrals from hospital schools including Chelsea and Westminster Hospital; and self-referring individuals via various routes including local schools, PRU's and word of mouth.

Each year that the Protégé experiment becomes more established brings exciting opportunities for fertile new partnerships to add to the already formidable list.

Existing partnerships with Ealing Alternative Provision, College Park Specialist School and Kew Gardens Community were reinforced by new partnerships eg Hounslow Library, Watermans Arts, The British Library.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES - continued
FOR THE YEAR ENDED 30 JUNE 2021**

Protégé aims to form strategic partnerships that generally fall into the following categories:

- Funding partnerships ie grant funding to support our core education, bespoke training and targeted project-specific work for excluded young people.

- Resource Sharing and Delivery Partnerships over years these have been ambitious and rewarding eg with arts organisations such as the V&A Museum, Somerset House, Kew Gardens, British Library, Waterman's Arts, Clothworkers Institute, Courtauld Institute, Gunnersbury Museum, Central Saint Martins College of Art, UAL, London Fashion Week, British Fashion Council... These partnerships can include pro bono skills development support for young people, access to free studios and workshop space, resources, archive, digital training, digital labs, curators expertise etc

Ongoing core and project work included:

- 1) Core Academic & Creative Skills to increase functional competency and confidence. Activities that deliver skills for patients in the community, mental health referrals, recently arrived refugees and migrants, under-attaining hard-to-reach learners and long-term educationally excluded. With patients in the community and long-term referrals we work around the complications of their medical routines as participation is often affected by consultant visits, treatment times, therapeutic work, in addition to the usual barriers such as prior under-attainment and disillusioned mindset. Skills include literacy, numeracy, web content and digital arts, video, photography, music. Accreditation: Arts Award & BTEC

- 2) Workplace Skills & Employability: As students start thinking about work and careers, we tailor projects to increase their understanding of different business models and entry points to the creative industries and other sectors. Workplace skills projects provide enriching experiences for students who struggle to find access to training and workplace through conventional routes. Students have opportunities to learn about setting up, branding and promoting a small business using the Protégé Gallery as a working model/case study (even though we had vacated the gallery it continues to serve as a useful case study). They learn about successful entrepreneurs and the unique paths they have taken towards business success. Our product design, craft-based 'making' project inspired by the boutique as a small business model focuses on craft-based skills in textile, acrylic and paper-based processes including sewing, collage, 3D digital processes. Skills included: Project Management, Admin, Research, Event Planning, Web Development, Digital Design, Excel Budgets/Spreadsheets, Fashion & Product Design, Display, Public & Community Engagement. Accreditation: Arts Award

Consultation with beneficiaries

We continue to involve beneficiaries/young people in our trustee meetings and project planning. All projects are designed in collaboration with our Youth Panel according to their sense of our cohorts' needs, interests and abilities. Participants' views are gathered through session feedback reports providing 'user perspective' and understanding of what is working or not working.

Detailed understanding of the obstacles that affect students' troubled lives means we are better skilled to help them negotiate these complexities. We avoid off-the-shelf solutions and design bespoke projects that develop their skills and fit around any social/environmental obstacles to their progress. This is in keeping with our ethos that 'one size does not fit all'.

The way we tailor projects provides young people with real world insights and practical experience of artists' own businesses and creative practices – this means that excluded young people are exposed to experiences and opportunities that can increase their understanding of the business sector and workplace culture, creating useful insights into the issue that artists and small/local businesses face. Having an increased awareness of these issues improves students' practical approach to their own career development, and increases their confidence in seeking out and applying for jobs, training and other opportunities.

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES - continued
FOR THE YEAR ENDED 30 JUNE 2021**

Organisational Structure and Staffing

Trustees oversee the activities of the charity. The Trustees are responsible for policy development and general issues of the charity, and assist with fundraising and strategic development.

The charity is supported in its work by an advisory board who bring expertise, on a pro bono basis as and when relevant, in education, alternative learning provision, youth justice, child health, communications and education methodology/innovation.

A committed and highly professional team is central to the success of the organisation. Staff are provided with ongoing support, training and development opportunities tailored in response to the work to be delivered.

Protégé does not receive statutory funding. The charity's staff structure is flexible according to the requirements of individual projects it is funded to deliver. This enables the charity to keep overheads low, and employ experts and artists with appropriate skillset to match project need. During the financial year ending June 2021 the charity employed 1 full time freelance member of staff, and eight part-time freelance artists-in-residence. The team was supported by freelance creatives hired on a needs basis, subject to student progression plans and project requirements.

Guiding Principles - With all of the diverse young people we work with, Protégé starts from an 'asset rather than deficit' model of understanding excluded young people. We challenge the assumptions that exist about their mindset, ability and commitment. A significant impact from this is that young people themselves also start to challenge their own negative mindsets and limited self-perceptions. This is a crucial development if we want disengaged young people to re-assess their values and reframe their sense of rejection and failure. If they can begin to develop positive opportunities by learning from their negative experiences – these deficits can become assets, and raw material for creative expression and skills attainment.

Accreditation - Protégé offers a flexible learning opportunity that is driven and directed by students, taking their own pace, ability, interests and previous attainment into consideration. We are not a school - we do not pressurise students towards exams and qualifications as the only way of showing their potential. However, for those who need them, the Protégé opportunity can lead to accredited qualifications in the BTEC, or at four levels of the Arts Award.

Protégé is a registered centre for Arts Award delivery. The charity has undertaken staff training and development to acquire the certification necessary to deliver Arts Award accreditation. The Arts Award is accredited by Ofqual within the National Qualifications Framework. The awarding body is Trinity College, London. The points earned in this qualification can count towards GCSE and UAL Level 1 points for college entry eg a Silver Arts Award is the equivalent point scoring of half a GCSE, and UCAS points for university aspirants.

During the report period 10 young people from a specialist school working with children on the Autism spectrum achieved their Arts Awards. In addition 19 direct referrals have also secured their Arts Award. Protégé portfolios have been crucial for students who have missed the chance to take GCSE's in the conventional way and have no other formal qualification to their name. The process of creating a portfolio enabled students to develop specific new skills, catch up with core skills they have fallen behind in, and to use their positive experience at Protégé as a passport for re-integration, and a return to school, college or employment.

Financial Review

Protégé is supported by grants from other trusts, foundations and charities. Grants have mainly been on a project-by-project basis or as referral fees for individual students.

Reserves Policy

The trustees have established a policy whereby unrestricted funds not committed or invested in tangible fixed assets ('free reserves') held by the charity should be for 12 months of the resources expended. At this level, the trustees believe they would be able to continue with the charity's current level of activities. This would enable the charity to maintain its programme of work without adversely affecting its commitment to the progress of individual students who have been

**PROTÉGÉ DNA
REPORT OF THE TRUSTEES - continued
FOR THE YEAR ENDED 30 JUNE 2021**

signed up to the one-year programme, and in particular for long-term attenders who are not accessing any other form of learning provision.

Trustees' responsibilities statement

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to auditors

In so far as the Trustees are aware:

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

Small Company Exemptions

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

This report was approved by order of the Board on March 2022 and signed on its behalf by:



Paul Brooking
Trustee

**PROTÉGÉ DNA
INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 30 JUNE 2021
RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER**

I report to the charity trustees on my examination of the accounts of the company for the year ended 30 June 2021 which are set out on pages 9 to 14.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

**Haines Watts
Chartered Accountants**

Aissela
46 High Street
Esher
Surrey
KT10 9QY

Date:

PROTÉGÉ DNA
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 30 JUNE 2021

	Notes	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
INCOME	4	140,970 =====	- =====	140,970 =====	241,133 =====
EXPENDITURE					
Charitable activities					
Artist costs		6,357	30,003	36,360	34,709
Other direct costs		<u>13,684</u>	<u>52,024</u>	<u>65,708</u>	<u>66,509</u>
TOTAL EXPENDITURE	5	20,041 =====	82,027 =====	102,068 =====	101,218 =====
Net income/(expenditure) and movement in funds		120,929	(82,027)	38,902	139,915
Fund balance at 1 July 2020		<u>236,701</u>	<u>94,273</u>	<u>330,974</u>	<u>191,059</u>
Fund balance at 30 June 2021		357,630 =====	12,246 =====	369,876 =====	330,974 =====

The notes on pages 11 to 13 form part of these financial statements

PROTÉGÉ DNA
BALANCE SHEET AT 30 JUNE 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible fixed assets	7	2,325	1,295
CURRENT ASSETS			
Debtors	8	6,500	-
Cash at bank and in hand		<u>410,181</u>	<u>358,809</u>
		416,681	358,809
CREDITORS			
Amounts falling due within one year	9	<u>49,130</u>	<u>29,130</u>
NET CURRENT ASSETS	12	<u>367,551</u>	<u>329,679</u>
NET ASSETS		369,876 =====	330,974 =====
Unrestricted funds	10	357,630	236,701
Restricted funds	11	<u>12,246</u>	<u>94,273</u>
TOTAL FUNDS		369,876 =====	330,974 =====

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS 102 SORP.

These financial statements were approved by the directors and authorised for issue on _____, and are signed on their behalf by:



- Paul Brooking (Trustee)

Company Registration number 06933072

The notes on pages 11 to 14 form part of these financial statements

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2021

1. GENERAL INFORMATION

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 6 Upper Butts, Brentford, Middlesex, TW8 8DA.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland, the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic and Ireland (FRS 102)(Charities SORP (FRS 102) and the Charities Act 2011.

Protégé DNA meets the definition of a public benefit entity under FRS 102.

3. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost basis.

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

As at the date of approval of these financial statements, trustees have assessed the potentially adverse impact of the Covid-19 lockdown both on our current funding and also the future uncertainty regarding the endowments of the trusts and foundations that support Protege's activities from a cash flow perspective. The trustees will seek to ensure that the timing of payment for any deferred fees or pension liabilities does not impact negatively on the delivery of activities or the financial health of the charity.

Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the directors have concluded that they can continue to adopt the going concern basis in preparing the annual financial statements.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment	15% per annum on reducing balance
--------------------------------	-----------------------------------

Income

The charitable company is a non-profit making organisation and receives grants from various bodies to provide alternative education and creative skills development to young people facing exclusion and disadvantage.

Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Charitable expenditure comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Fund accounting

Restricted funds relate to grants received for specific purposes and are held until the preconditions are met. Unrestricted funds are available to spend on any activity that furthers any purpose of the charity.

4 INCOME

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Grants from charitable trusts	140,660	-	140,660	222,220
Donations	15	-	15	180
Interest Received	295	-	295	15
Insurance	<u>-</u>	<u>-</u>	<u>-</u>	<u>18,738</u>
	140,970	-	140,970	241,133
	=====	=====	=====	=====

5 EXPENDITURE

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Artist costs	6,357	30,003	36,360	34,709
Project management fees	1,441	33,552	34,993	39,526
Materials and equipment	1,468	1,450	2,918	-
Premises costs	5,857	15,055	20,912	17,000
General expenses	2,737	255	2,992	1,471
Marketing	118	11	129	601
Legal & professional fees	586	578	1,164	5,048
Accountancy (incl. tax & Independent Examination)	1,102	1,088	2,190	2,634
Depreciation	375	35	410	229
	20,041	82,027	102,068	101,218
	=====	=====	=====	=====

6 STAFF COSTS, TRUSTEES AND KEY MANAGEMENT PERSONNEL

The Charity has no employees (2020: Nil).

The Trustees comprise the key management personnel. Details of remuneration and reimbursement of expenses during the year are included in the note on 'Related Party Transactions'.

7 FIXED ASSETS

	Fixtures, Fittings & Equipment
COST	£
At 1 July 2020	6,299
Additions	<u>1,440</u>
As at 30 June 2021	7,739
	=====
DEPRECIATION	
At 1 July 2020	5,004
Charge for year	<u>410</u>
As at 30 June 2021	5,414
	=====
NET BOOK VALUE	
At 30 June 2021	2,325
	=====
At 30 June 2020	1,295
	=====

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2021

8 DEBTORS	2021	2020
	£	£

Other debtors	-	-
	=====	=====

9 CREDITORS: Amounts falling due within one year	2021	2020
	£	£

Other creditors	<u>49,130</u>	<u>29,130</u>
	49,130	29,130
	=====	=====

10 UNRESTRICTED FUNDS

	Balance at 01/07/2020	Income	Expenditure	Balance at 30/06/2021
	£	£	£	£
General Funds	236,701	140,970	(20,041)	357,630
	<u>236,701</u>	<u>140,970</u>	<u>(20,041)</u>	<u>357,630</u>

	Balance at 01/07/2019	Income	Expenditure	Balance at 30/06/2020
	£	£	£	£
General Funds	191,059	124,433	(78,791)	236,701
	<u>191,059</u>	<u>124,433</u>	<u>(78,791)</u>	<u>236,701</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2021

11 RESTRICTED FUNDS

	Balance at 01/07/2020	Income	Expenditure	Balance at 30/06/2021
	£	£	£	£
Arts Council	52,500	-	(52,500)	-
National Lottery	23,273	-	(23,273)	-
Wellington Management	18,500	-	(6,254)	12,246
	<u>94,273</u>	<u>-</u>	<u>(82,027)</u>	<u>12,246</u>
	Balance at 01/07/2019	Income	Expenditure	Balance at 30/06/2020
	£	£	£	£
Arts Council	-	54,000	(1,500)	52,500
National Lottery	-	42,700	(19,427)	23,273
Wellington Management	-	20,000	(1,500)	18,500
	<u>-</u>	<u>116,700</u>	<u>(22,427)</u>	<u>94,273</u>

PROTÉGÉ DNA
NOTES TO THE FINANCIAL STATEMENTS- continued
YEAR ENDED 30 JUNE 2021

12 SUMMARY OF NET ASSETS BY FUND

	Unrestricted funds £	Restricted funds £	Total funds £
Year ended 30 June 2021			
Fixed assets	2,325	-	2,325
Other current assets	404,435	12,246	416,681
Current liabilities	<u>(49,130)</u>	<u>-</u>	<u>(49,130)</u>
	357,630	12,246	369,876
	=====	=====	=====
	Unrestricted funds £	Restricted funds £	Total funds £
Year ended 30 June 2020			
Fixed assets	1,295	-	1,295
Other current assets	264,536	94,273	358,809
Current liabilities	<u>(29,130)</u>	<u>-</u>	<u>(29,130)</u>
	236,701	94,273	330,974
	=====	=====	=====

13 RELATED PARTY TRANSACTIONS

During the year the charity paid artist fees and project management fees to S Kumari-Dass, a Trustee, totalling £49,993 (2020: £49,526). The above arrangement has been agreed with the Charity Commission.

As at 31 June 2021, £60,000 (2020: £40,000) is held by S Kumari-Dass on behalf of the charity.