

CIRCLE COMMUNITY LTD

England & Wales · Charity number 1145291

Details

Other names	CIRCLE SPORTS
Status	Registered
Legal form	Charitable company
Company number	07667918
Registered	2012-01-05
Register	View on the Charity Commission register

Contact

Address	136 Kingsland High Street Hackney London E8 2NS
Phone	0207 249 2442
Email	turly@circlecollective.org
Website	http://www.circlecollective.org

Activities

Objects: THE CHARITY'S OBJECTS ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING: 1. THE RELIEF OF THOSE IN NEED BY REASON OF YOUTH, AGE, DISABILITY, FINANCIAL HARDSHIP OR OTHER DISADVANTAGE; 2. TO ADVANCE EDUCATION AND TRAINING FOR THE PUBLIC BENEFIT; 3. PROMOTING COMMUNITY PARTICIPATION IN HEALTHY RECREATION THROUGH THE PLAYING OF SPORT OR SPORTS; 4. THE RELIEF OF UNEMPLOYMENT FOR THE PUBLIC BENEFIT; 5. SUCH CHARITABLE PURPOSES FOR THE PUBLIC BENEFIT AS ARE EXCLUSIVELY CHARITABLE ACCORDING TO THE LAWS OF ENGLAND AND WALES AS THE TRUSTEES MAY FROM TIME TO TIME DETERMINE.

Activities: We work with disadvantaged unemployed young people aged 18-24 years (NEETs). We deliver a 5 week training programme which is supplemented with structured work experience in the supportive retail environment of our Circle Collective streetwear & vintage stores in Hackney, Lewisham and Canary Wharf. We then support the young people into jobs through our networks of corporate and local partnerships

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People

Geography

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

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£573,020	£542,030	£66,624	7
2024-03-31	£407,340	£494,255	-	-
2023-03-31	£451,093	£486,555	-	-
2022-03-31	£465,853	£441,840	-	-
2021-03-31	£369,304	£321,382	-	-

Trustees

Name	Role	Appointed
Denis Denisov		2023-03-14
JOHN JOSEPH MONTAGUE		2022-03-08
MICHAEL GERRARD		2015-01-01
REBECCA MARGARET BUTLER		2016-11-30
Robert Coe		2021-01-20

CIRCLE COMMUNITY LTD

England & Wales - Charity number 1145291

Accounts

Charity registration number 1145291 (England and Wales)

Company registration number 07667918

CIRCLE COMMUNITY LTD
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

CIRCLE COMMUNITY LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Montague	
	R Coe	
	R Butler	
	M Gerrard	
	D Denisov	
	R Tyson	(Appointed 29 April 2025)
Charity number (England and Wales)	1145291	
Company number	07667918	
Registered office	136 Kingsland High Street London E8 2NS	
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
Bankers	The Charity Bank Limited Fosse House 182 High Street Tonbridge TN9 1BE	
	Nat West Bank PLC 120 High Street Barnet EN5 5XQ	

CIRCLE COMMUNITY LTD

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**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their report including the financial statements of Circle Community Ltd (the "Charity") for the year ended 31 March 2025.

OBJECTIVES AND ACTIVITIES

The charity's objects (the "Objects") are specifically restricted to positively impacting the lives of those in need by reason of youth, age, disability, financial hardship or other disadvantage in any or all of the following ways:

- 1) The relief and support of those in need by reason of youth, age, disability, financial hardship or other disadvantage and their families and carers by;
 - a) Developing the skills, capabilities, confidence, mindset and self-discipline needed to secure life-changing, permanent employment
 - b) Providing professional and social development workshops, training programmes and general advice and support
- 2) To promote awareness of the issues affecting those in need by reason of youth, age, disability, financial hardship or other disadvantage, both generally and in relation to their social and workplace exclusion;
- 3) To promote social and workplace inclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 4) Advancing education and training for the public benefit, both generally and in relation to the social and workplace exclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 5) The relief of unemployment and other hardship for the public benefit;
- 6) Such other charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the Trustees may from time to time determine.

Our charitable activities are based on meeting the above objects. The charity delivers public benefit through the provision of our 'Back Your Future', training programme which supports disadvantaged young people aged 16-30 to acquire and develop workplace skills, capabilities and the desire to secure and sustain permanent employment, education or training.

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

This is delivered through the following activities:

- Immediate, structured work experience (8 hours weekly) supported by our Retail Managers at one of the three streetwear clothing shops run by our sister social enterprise, Circle Collective. Through this young people develop vital transferrable skills including team working, and customer relations and gain content examples for their CVs and future interviews.
- Workshops (minimum two per month) and one-to-one coaching on topics such as presentation skills, resilience building, and interacting with employers.
- Behind-the-scenes tours of real work environments, talking to employees in all areas of the business about their career journeys, and the opportunity for work placements via our committed corporate partners.
- Practical recruitment support (e.g. job searches, mock interviews) and one-to-one mentoring from our Job Coaches to help grow their confidence.
- Peer support opportunities, and the opportunity to learn from our Ambassadors, young people who have successfully gone through the programme and act as role models and mentors to the current cohort.

For those young people we support into jobs, once in work, we continue to help them through creating support plans with their employers and offering vital encouragement through weekly contact.

PUBLIC BENEFIT STATEMENT

When considering activities which contribute towards the charity's work, Trustees have regarded section 17(5) of the Charities Act 2011 in relation to its guidance on public benefit. Guidance has been considered at trustee meetings when planning programmes and activities for Circle Community over the course of the year.

STRUCTURE GOVERNANCE AND MANAGEMENT

The governing document is the Memorandum and Articles of association of the company incorporated on 16th June 2011 as amended by special resolution registered at Companies House on 28th December 2011.

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors for the purposes of company law, and who served during the year and up to the date of signature on the financial statements were:

John Montague – Chair	
Robert Coe – Treasurer	
Rebecca Butler	
Danny Unger	(Resigned 28 April 2025)
Michael Gerrard	
Denis Denisov	
Natalie Adubofour	(Resigned 24 September 2024)
Ann Gibson	(Appointed 24 September 2024 and resigned 29 July 2025)
Rebecca Tyson	(Appointed 29 April 2025)

New Trustees are appointed by the existing Trustees.

The Trustees delegate the day to day running of the charity to Ms Turly Humphreys and her remuneration is agreed by the Trustees.

WHY OUR WORK IS NEEDED

“Personally, before Circle, I was shy so was unable to approach customers on my first few days. However, the Store Training Manager was patient with me and helped me think up of conversation openers. These proved really useful, and I’ve used these in interviews and even in social situations since.

Another thing Circle provides is workshops. These can be cover-letter writing, interview techniques and confidence building. I found the ones I attended to be useful. They changed how I approached applications and interviews, and I found that more companies were getting back to me when I used the tips and tricks provided to me by Circle.

The last but most useful and my favourite part of Circle was their amazing Work Coaches. During the one-to-one sessions with my Work Coach his helping me apply to jobs, write cover letters and interview prep were really useful. He referred me to Circle’s Operations Director to prep for an interview I had with the Metropolitan Police. He helped me see the parts of the interview that I couldn’t see before. I owe my role as a Police Constable Apprentice to them both.

Thank you to all at Circle Collective for all your different forms of support. From the CV building to developing me as a person. I would recommend anyone who is job seeking to join Circle as they provide so much support.”

N, aged 19, Police Constable Apprentice with the Metropolitan Police

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Most of the young people we support are those who are considered furthest away from the labour market. They often have complex lives and face multiple barriers to employment, for example, many come from black and minority ethnic groups who have low labour market participation, have low or no qualifications, no work experience and they are experiencing mental ill health. They often need help in developing the appropriate attitudes, resilience and behaviours to cope with typical work patterns. These cohorts of young people often fall through the gaps of other youth employment programmes.

According to the Office for National Statistics (ONS), 4.6% of people were unemployed in the period between February-April 2025, the highest rate since September 2021. Unemployment rates continue to remain disproportionately higher for young people with 14.3% of 18–24-year-olds unemployed in January to March 2025 vs 11.2% a year earlier. Young people are still struggling to secure meaningful employment and are set to bear the associated long-term consequences, including lower wages, inferior prospects, and poorer mental health.

"We believe that every young person who wants a job should be able to get one...and Circle is on a mission to make this happen." Turly Humphreys, Circle Founder and CEO

We have demonstrated that the right support can reduce these barriers to work for even for the most marginalised youth, supporting over 1,300 young people into work since 2015. We address the root causes of problems that are barriers to employment and start with basic needs; paying particular attention to mental well-being and making sure no one falls through the net. We guide young people through their journey into/towards employment, education or training. We provide them with advisors, advocates, role models, mentors, connectors, peer support and above all, a safe space.

ACHIEVEMENTS AND PERFORMANCE

For the year 2024/25 we have seen our best year to date, with increased outcomes as a direct result of having a third delivery site in Canary Wharf within the borough of Tower Hamlets.

359 (334 in 2023/24) young people engaged with our Back Your Future employability programme

309 (243 in 2023/24) completed the programme

260 (193 in 2023/24) of those young people gained an outcome with 209 (170 in 2023/24) going into sustained employment and 51 (23 in 2023/24) into higher education or training.

New aspects to the programme such as additional wellbeing sessions and navigating the gig economy sessions have improved our service, alongside monthly feedback sessions that capture young people's opinions which feeds into our delivery model.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

A high percentage of the young people we supported were still experiencing high levels of isolation and anxiety, directly linked to their experience in the pandemic, and we provided young people with a safe space and a sense of purpose and routine.

Our delivery model included the following:

- One-to-one mentoring – in person where it is easier to build a relationship and trust which is an essential element to the Job Coach role.
- Wellbeing sessions – the duration, frequency and content of these sessions continually evolves based on young people's evaluations. In this period we doubled the amount of wellbeing sessions on offer to our young people and utilised group meditation sessions wearing eye masks and our Wellbeing coach being there to support.
- Corporate partner led events – Our corporates have seen the shift from exclusively working from home move closer to a split hybrid model which has enabled us to return to our in person corporate events with Sage in the Shard, Canary Wharf Group in Canada Square and Landsec in Cardinal Place.
- Work placements – this supports young people with confidence and anxiety issues, those who are isolated and do not communicate outside of their peer groups and those that have not had any previous paid or voluntary work experience.

Elevate 100 Project in Downham

We have been delivering a pilot project in partnership with Lewisham Council and Phoenix Community Housing to address the youth unemployment issues in the area.

After 2 years of research, youth led interventions and partnership work, we are trialling a new project that will look to change the way that young people engage with local services.



TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

This project is funded by the Youth Futures Foundation and we are currently putting in an application for Phase 2 funding which will take the project from February 2026 to July 2028.

"Before joining the Circle programme, I had been out of work for about eight months. Most of the work I had done previously was agency-based, which made it difficult to find stability. As a creative individual and a care leaver, I found it particularly hard to navigate traditional employment systems. I felt like I had never really been given the right tools or support to help myself build something long-term, and dealing with the Job Centre and government funding only added to the stress and confusion.

I was referred to Circle and joined the programme for three weeks. From the beginning, my Work Coach was incredibly supportive. She really took the time to understand my situation and helped me feel heard. She supported me with updating my CV, writing cover letters, filling out job applications, and preparing for interviews all things I had previously struggled with.

What stood out the most was how personal the support felt. My Work Coach and the team weren't just ticking boxes, they genuinely cared. A, in particular, played a big role in helping me build my confidence again. I'd lost the ability to comfortably speak with people, and she helped me rebuild that skill bit by bit.

I was offered a job as a Support Worker, and I couldn't be happier. It feels amazing to be in a role where I'm helping others something I've always wanted to do. I'm now on a path that feels meaningful and aligned with who I am. Circle helped me reconnect with my confidence and reminded me that I do have something valuable to offer. "

MD, 21, Support Worker @ Topline Support

Future plans

We are keen to further expand our geographical footprint and reach more young people across London by working with young people from our surrounding boroughs who have easy access to our three existing sites, whilst looking at the best position for a fourth site. We have taken on a new contract for supporting young people from Westminster borough and have co-written a contract with Lambeth council to help support their Care Leavers provision. We have diversified our work by partnering with the NHS trusts in North and East London to receive referrals from young people who have suffered a mental health issue as well as been through the justice department.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

We are in discussion with our long-term corporate partners, Landsec regarding new venues and are exploring the opportunities they present in Southwark and City of London. We are also looking at a follow-on contract in Southwark with British Land who we ran a pilot for during the year.

Over the next 12 months we plan to increase our staff capacity, as we physically expand, and to cope with demand and adapt to young people's evolving needs. This would include a new Work Coach to help us increase our outcomes and cover new geographical contract areas.

We want to ensure that we can provide the best possible opportunities to those young people joining our programme.

We will be increasingly focused on expanding our employer partnerships and strengthening our relationships with businesses close to our locations. This will help us establish a consistent pipeline of job vacancies and opportunities that are exclusively available to the young people we support. We're pleased to confirm a new partnership with Canary Wharf Group, which ensures we are introduced to new employers and corporates based at the Wharf. This enables us to assist with their recruitment needs and equality, diversity and inclusion (EDI) goals. Thanks to this collaboration, we've already seen successful engagement with several companies, including Tribe, Roe, Marceline, Northern Trust, At Home Pizza, Holland & Barrett, Moleskine, Yumzy, Läderach, and Capital Karts, with young people accessing entry level jobs across a range of sectors.

FUNDRAISING STATEMENT

We fundraise so that we can provide the services that deliver our charitable objectives and to deliver our mission that all young people that want a job are able to get one.

We have regard to the guidance provided by the Fundraising Regulator, and we actively support the Code of Fundraising Practice. We promise to be open, honest, clear, respectful, fair, reasonable and accountable.

Our warmest thanks go to everyone who has supported Circle Community this year. We are so grateful for the support of our wonderful corporate volunteers and companies who have provided us with hundreds of hours of pro bono support including mentoring, workshops and sharing career experiences and other in-kind donations.

We would like to highlight the support of our corporate partners, in particular Landsec and Canary Wharf Group, who are also our landlords in Lewisham shopping centre and the Jubilee Mall in Canary Wharf respectively, and who continue to support us and also our partnership in East London with UBS and also the support from Northern Trust.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

We would also like to thank grant giving organisations who supported us in 2024-25 including:

British Land, East End Community Foundation, Forrester Family Trust, Garfield Weston Foundation, Henry Smith Charity, Jack Petchey Foundation, Landaid, The London Freemasons' Charity, Merchant Taylors' Company, Quintessentially Foundation, Tabhair Trust, The National Lottery Community Fund, The Vinters Company, Tower Hamlets Mayor's Community Grants, UK Youth/Pears Foundation.

FINANCIAL REVIEW AND RESERVES POLICY

Circle Community's principal sources of funds are grant giving organisations, statutory contracts and corporate donations, with a small amount of income received through individual donations.

Income for the year was £573,020 (2024: £407,340) and expenditure was £542,030 (2024: £494,255) giving us a surplus for the year of £30,990 (2024: deficit of £86,915).

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charities Commission and produced a reserves policy which requires reserves to be developed to a reasonable level to ensure the charity can run efficiently and ensure the continuation of core activities during a period of unforeseen difficulty.

At 31 March 2025 unrestricted reserves were £33,559 and restricted reserves were £33,065.

The target band of cash on hand is to be between three and six months of Operating costs. This will be maintained in a realisable form – a bank account without access restrictions. For 2024/25 this band was calculated as £135.5k - £271.0k. At 31 March 2025, our total cash on hand was £220.7k.

TRUSTEES' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

The Trustees (who are also directors of Circle Community Ltd for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the Charity's finances.

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

- select suitable accounting policies and then apply them consistently;

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

- observe the methods and principles in the Charities Statements of Recommended of Recommended Practise;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

APPROVED BY THE BOARD OF DIRECTORS AND SIGNED ON ITS BEHALF BY

Robert Coe



Treasurer

Date

20/8/25

CIRCLE COMMUNITY LTD

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CIRCLE COMMUNITY LTD

I report to the trustees on my examination of the financial statements of Circle Community Ltd (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements 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 financial statements to be reached.



Frances Wilde FCCA DChA

Warner Wilde

Chartered Certified Accountants

4 Marigold Drive

Bisley

Surrey

GU24 9SF

Date:

2 September 2025

CIRCLE COMMUNITY LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income from:							
Donations and legacies	3	448,353	-	448,353	214,192	-	214,192
Charitable activities	4	20,315	103,947	124,262	13,816	179,018	192,834
Investments	5	405	-	405	314	-	314
Total income		469,073	103,947	573,020	228,322	179,018	407,340
Expenditure on:							
Raising funds	6	34,095	-	34,095	24,283	-	24,283
Charitable activities	7	424,633	83,302	507,935	281,505	188,467	469,972
Total expenditure		458,728	83,302	542,030	305,788	188,467	494,255
Net income/(expenditure) and movement in funds		10,345	20,645	30,990	(77,466)	(9,449)	(86,915)
Reconciliation of funds:							
Fund balances at 1 April 2024		23,214	12,420	35,634	100,680	21,869	122,549
Fund balances at 31 March 2025		33,559	33,065	66,624	23,214	12,420	35,634

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

CIRCLE COMMUNITY LTD

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	14		3,336		5,257
Current assets					
Debtors	15	115,818		29,938	
Cash at bank and in hand		220,709		145,832	
		336,527		175,770	
Creditors: amounts falling due within one year	16	(244,906)		(145,393)	
Net current assets			91,621		30,377
Total assets less current liabilities			94,957		35,634
Creditors: amounts falling due after more than one year	17		(28,333)		-
Net assets			66,624		35,634
The funds of the charity					
Restricted income funds	20		33,065		12,420
Unrestricted funds	21		33,559		23,214
			66,624		35,634

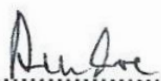
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 20/8/25



R Coe
Trustee

Company registration number 07667918 (England and Wales)

CIRCLE COMMUNITY LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	25		74,472		(55,040)
Investing activities					
Purchase of tangible fixed assets		-		(5,345)	
Investment income received		405		314	
Net cash generated from/(used in) investing activities			405		(5,031)
Net cash generated from financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			74,877		(60,071)
Cash and cash equivalents at beginning of year			145,832		205,903
Cash and cash equivalents at end of year			220,709		145,832

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Circle Community Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is 136 Kingsland High Street, London, E8 2NS.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

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

Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services to further the purposes of the charity and their associated support costs.

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

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	straight line basis over 5 years
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently measured at their settlement value.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

3 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	1,652	2,291
Grants	446,701	211,901
	<u>448,353</u>	<u>214,192</u>
Grants		
Henry Smith Charity	13,333	40,000
UBS	77,797	-
London Borough of Lewisham	60,000	32,200
British Land Company	5,000	7,500
Garfield Weston	33,750	22,500
Jack Petchley	23,100	17,800
UK Youth Fund	20,000	20,000
Hackney	73,000	-
Tower Hamlets Council	37,500	25,133
Landsec Futures	12,500	12,500
Other	90,721	34,268
	<u>446,701</u>	<u>211,901</u>

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Charitable activities						
Training and other income	20,315	-	20,315	13,816	-	13,816
Performance related grants	-	103,947	103,947	-	177,311	177,311
Other income	-	-	-	-	1,707	1,707
	<u>20,315</u>	<u>103,947</u>	<u>124,262</u>	<u>13,816</u>	<u>179,018</u>	<u>192,834</u>

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4 Income from charitable activities

(Continued)

Performance related grants analysis

	Charitable activities 2025 £	Charitable activities 2024 £
National Lottery Community Fund	1,667	-
East End Community Fund	31,650	30,750
Connected Futures	61,880	49,200
Forrester Family Trust - Back your future	8,750	-
YLF Hackney - Gig Economy	-	9,253
UBS	-	68,858
Tower Hamlets Council	-	8,000
Other	-	11,250
	<u>103,947</u>	<u>177,311</u>

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	<u>405</u>	<u>314</u>

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	<u>34,095</u>	<u>24,283</u>

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	311,133	285,472
Depreciation and impairment	1,921	297
Other staff and volunteer costs	1,877	3,466
Training costs	241	1,595
Evaluation	3,480	1,800
Rent, rates, utilities and other premises costs	23,744	24,452
Advertising	335	689
Event costs	6,692	2,732
Expensed equipment	525	3,339
Office supplies	2,232	3,601
Coaching fees	4,400	7,360
Other legal and professional fees	-	7,307
Trustee expenses	-	414
	<u>356,580</u>	<u>342,524</u>
Grant funding of activities (see note 8)	119,788	92,206
Share of support and governance costs (see note 9)		
Support	29,263	32,908
Governance	2,304	2,334
	<u>507,935</u>	<u>469,972</u>
Analysis by fund		
Unrestricted funds	424,633	281,505
Restricted funds	83,302	188,467
	<u>507,935</u>	<u>469,972</u>

8 Grants payable

	Charitable activities 2025 £	Charitable activities 2025 £
Grants to institutions:		
Other	<u>119,788</u>	<u>92,206</u>

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 Support costs allocated to activities

	2025 £	2024 £
Depreciation	-	154
Communications and IT	8,934	12,796
Insurance	871	652
Memberships and subscriptions	416	719
Bookkeeping and accountancy	19,042	18,587
Governance costs	2,304	2,334
	<u>31,567</u>	<u>35,242</u>
Analysed between:		
Charitable activities	<u>31,567</u>	<u>35,242</u>

10 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,770	1,800
Depreciation of owned tangible fixed assets	<u>1,921</u>	<u>451</u>

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>9</u>	<u>22</u>
Employment costs		
	2025 £	2024 £
Wages and salaries	272,956	251,263
Social security costs	22,969	19,909
Other pension costs	15,208	14,300
	<u>311,133</u>	<u>285,472</u>

The full time equivalent staff number is 7 (2024: 7).

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

12 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£70,001 to £80,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	183,956	183,956

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2024	11,764
At 31 March 2025	11,764
Depreciation and impairment	
At 1 April 2024	6,507
Depreciation charged in the year	1,921
At 31 March 2025	8,428
Carrying amount	
At 31 March 2025	3,336
At 31 March 2024	5,257

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

15 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	94,998	9,647
Other debtors	19,759	19,759
Prepayments and accrued income	1,061	532
	<u>115,818</u>	<u>29,938</u>

16 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Deferred income	18	224,738	125,630
Trade creditors		13,832	14,238
Other creditors		1,926	1,925
Accruals		4,410	3,600
		<u>244,906</u>	<u>145,393</u>

17 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Deferred income	18	<u>28,333</u>	<u>-</u>

18 Deferred income

	2025 £	2024 £
Other deferred income	<u>253,071</u>	<u>125,630</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	224,738	125,630
Non-current liabilities	<u>28,333</u>	<u>-</u>
	<u>253,071</u>	<u>125,630</u>

Movements in the year:

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18	Deferred income		(Continued)
	Deferred income at 1 April 2024	125,630	112,946
	Released from previous periods	(125,630)	(112,946)
	Resources deferred in the year	253,071	125,630
		<u>253,071</u>	<u>125,630</u>
	Deferred income at 31 March 2025	<u>253,071</u>	<u>125,630</u>

19	Retirement benefit schemes	2025	2024
		£	£
	Defined contribution schemes		
	Charge to profit or loss in respect of defined contribution schemes	15,208	14,300
		<u>15,208</u>	<u>14,300</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
Back Your Future	7,372	103,947	(81,520)	29,799
Fixed Assets	5,048	-	(1,782)	3,266
	<u>12,420</u>	<u>103,947</u>	<u>(83,302)</u>	<u>33,065</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	-	-	-	-
Back Your Future	19,511	164,420	(176,559)	7,372
Navigating the Gig Economy	2,358	9,253	(11,611)	-
Fixed Assets	-	5,345	(297)	5,048
	<u>21,869</u>	<u>179,018</u>	<u>(188,467)</u>	<u>12,420</u>

Back Your Future: is our main area of work and is funded by various funders including the Young Londoners Fund and Reaching Communities from The National Lottery Community Fund

Navigating the Gig Economy: is a programme funded by the Young Londoners Fund

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	23,214	469,073	(458,728)	33,559
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	100,680	228,322	(305,788)	23,214

22 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	70	3,266	3,336
Current assets/(liabilities)	61,822	29,799	91,621
Long term liabilities	(28,333)	-	(28,333)
	33,559	33,065	66,624
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	209	5,048	5,257
Current assets/(liabilities)	23,005	7,372	30,377
	23,214	12,420	35,634

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	8,196	8,196
Between two and five years	10,245	18,441
	<u>18,441</u>	<u>26,637</u>

24 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Circle Sports C.I.C. is the trading element of the charity which is a commercial shop used to generate funds and also train our beneficiaries. Mr D Unger, a trustee of the charity, and Mrs T Humphreys, part of the key management personnel of the charity, are directors of Circle Sports C.I.C.

The following amounts were outstanding at the reporting end date:

	Amounts owed by related parties 2025		Amounts owed by related parties 2024	
	Balance £	Net £	Balance £	Net £
Circle Sports C.I.C.	19,758	19,758	19,758	19,758
	<u>19,758</u>	<u>19,758</u>	<u>19,758</u>	<u>19,758</u>

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

25	Cash generated from/(absorbed by) operations	2025 £	2024 £
	Surplus/(deficit) for the year	30,990	(86,915)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(405)	(314)
	Depreciation and impairment of tangible fixed assets	1,921	451
	Movements in working capital:		
	(Increase)/decrease in debtors	(85,880)	19,738
	Increase/(decrease) in creditors	405	(684)
	Increase in deferred income	127,441	12,684
	Cash generated from/(absorbed by) operations	<u>74,472</u>	<u>(55,040)</u>

CIRCLE COMMUNITY LTD

England & Wales - Charity number 1145291

Accounts

Charity registration number 1145291

Company registration number 07667918 (England and Wales)

CIRCLE COMMUNITY
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

CIRCLE COMMUNITY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Montague R Coe R Butler D Unger M Gerrard D Denisov N Adubofour
Secretary	D Unger
Charity number	1145291
Company number	07667918
Registered office	136 Kingsland High Street London E8 2NS
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF
Bankers	The Charity Bank Limited Fosse House 182 High Street Tonbridge TN9 1BE Nat West Bank PLC 120 High Street Barnet EN5 5XQ

CIRCLE COMMUNITY

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**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are pleased to present their report including the financial statements of Circle Community Ltd (the "Charity") for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

The charity's objects (the "Objects") are specifically restricted to positively impacting the lives of those in need by reason of youth, age, disability, financial hardship or other disadvantage in any or all of the following ways:

- 1) The relief and support of those in need by reason of youth, age, disability, financial hardship or other disadvantage and their families and carers by;
 - a) Developing the skills, capabilities, confidence, mindset and self-discipline needed to secure life-changing, permanent employment
 - b) Providing professional and social development workshops, training programmes and general advice and support
- 2) To promote awareness of the issues affecting those in need by reason of youth, age, disability, financial hardship or other disadvantage, both generally and in relation to their social and workplace exclusion;
- 3) To promote social and workplace inclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 4) Advancing education and training for the public benefit, both generally and in relation to the social and workplace exclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 5) The relief of unemployment and other hardship for the public benefit;
- 6) Such other charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the Trustees may from time to time determine.

Our charitable activities are based on meeting the above objects. The charity delivers public benefit through the provision of our 'Back Your Future', training programme which supports disadvantaged

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

young people aged 16-30 to acquire and develop workplace skills, capabilities and the desire to secure and sustain permanent employment, education or training.

This is delivered through the following activities:

- Immediate, structured work experience (8 hours weekly) supported by our Retail Manager at one of the three streetwear clothing shops run by our sister social enterprise, Circle Collective. Through this young people develop vital transferrable skills including team working, and customer relations and gain content examples for their CVs and future interviews.
- Workshops (minimum two per month) and one-to-one coaching on topics such as presentation skills, resilience building, personal finance and interacting with employers.
- Behind-the-scenes tours of real work environments, talking to employees in all areas of the business about their career journeys, and the opportunity for work placements via our committed corporate partners.
- Practical recruitment support (e.g. job searches, mock interviews) and one-to-one mentoring from our Job Coaches to help grow their confidence.
- Peer support opportunities, and the opportunity to learn from our Ambassadors, young people who have successfully gone through the programme and act as role models and mentors to the current cohort.

For those young people we support into jobs, once in work, we continue to help them through creating support plans with their employers and offering vital encouragement through weekly contact.

PUBLIC BENEFIT STATEMENT

When considering activities which contribute towards the charity's work, Trustees have regarded section 17(5) of the Charities Act 2011 in relation to its guidance on public benefit. Guidance has been considered at trustee meetings when planning programmes and activities for Circle Community over the course of the year.

STRUCTURE GOVERNANCE AND MANAGEMENT

The governing document is the Memorandum and Articles of association of the company incorporated on 16th June 2011 as amended by special resolution registered at Companies House on 28th December 2011.

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J Montague
R Coe
R Butler
D Unger
M Gerrard
C Moreno (Resigned 27 July 2023)
D Denisov
N Adubofour

New Trustees are appointed by the existing Trustees.

The Trustees delegate the day to day running of the charity to Ms Turly Humphreys and her remuneration is agreed by the Trustees.

WHY OUR WORK IS NEEDED

"The Circle Collective team is ideal for individuals who lack confidence and require a support system they may not be receiving. Being unemployed can have a significant impact on someone not only physically but emotionally. Joining Circle Collective provides support to the unemployed and encourages them to continue trying and provides lots of opportunities. Thank you to everyone at Circle, I would encourage others to join! Joining Circle Collective has given me a huge amount of support to encourage me to keep on applying for jobs. I thank the team for the moral and professional support given."

M, aged 18, Retail Team Member

Most of the young people we support are those who are considered furthest away from the labour market. They often have complex lives and face multiple barriers to employment, for example, many come from black and minority ethnic groups who have low labour market participation, have low or no qualifications, no work experience and they are experiencing mental ill health. They often need help in developing the appropriate attitudes, resilience and behaviours to cope with typical work patterns. These cohorts of young people often fall through the gaps of other youth employment programmes.

According to the Office for National Statistics (ONS), 4.4% of people were unemployed in the period between February-April 2024, the highest rate since September 2021. Unemployment rates continue to remain disproportionately higher for young people with 11.2% of 18–24-year-olds unemployed in January to March 2024 vs 10.9% a year earlier. Young people are still struggling to secure meaningful employment and are set to bear the associated long-term consequences, including lower wages, inferior prospects, and poorer mental health.

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

"We believe that every young person who wants a job should be able to get one...and Circle is on a mission to make this happen." *Turly Humphreys, Circle Founder and CEO*

We have demonstrated that the right support can reduce these barriers to work for even for the most marginalised youth, supporting over 1380 young people into work since 2015. We address the root causes of problems that are barriers to employment and start with basic needs; paying particular attention to mental well-being and making sure no one falls through the net. We guide young people through their journey into/towards employment, education or training. We provide them with advisors, advocates, role models, mentors, connectors, peer support and above all, a safe space.

ACHEIVEMENTS AND PERFORMANCE

During the financial year 2020/21, at the height of the Covid 19 pandemic, we saw a decrease in performance and outcomes as we were all under the government's lockdown restrictions and the economy had slowed down to a crawl. In 2021/22 we saw a huge bounce back in the economy with our highest level of recorded outcomes and performance levels as the economy re-opened and roles were created for young people via the Kickstart scheme with a disproportionately large amount of unemployed young people in the labour market desperate for support to gain employment.

For the year 2023/24 we have seen our best year to date, with increased outcomes as a direct result of having a third delivery site in Canary Wharf within the borough of Tower Hamlets. This new site added an additional set of staff including another Employment Coach providing the capacity for a further 120 new starts per year. New aspects to the programme such as additional wellbeing sessions and navigating the gig economy sessions have improved our service, alongside monthly feedback sessions that capture young people's opinions which feeds into our delivery model.

A high percentage of the young people we supported were still experiencing high levels of isolation and anxiety, directly linked to their experience in the pandemic, and we provided young people with a safe space and a sense of purpose and routine during these tumultuous times.

Our delivery model included the following:

- one-to-one mentoring – in person where it is easier to build a relationship and trust which is an essential element to the Job Coach role.
- Wellbeing sessions – the duration, frequency and content of these sessions continually evolves based on young people's evaluations. In this period we doubled the amount of wellbeing sessions on offer to our young people including introducing regular group

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

meditation, where participant young people wore eye masks and were supported by our Wellbeing Coach.

- Corporate partner led events – Our corporates have seen the shift from exclusively working from home move closer to a split hybrid model which has enabled us to return to our in person corporate events with Sage in the Shard, Canary Wharf Group in Canada Square and Landsec in Cardinal Place.
- Work placements – this supports young people with confidence and anxiety issues, those who are isolated and do not communicate outside of their peer groups and those that have not had any previous paid or voluntary work experience.

New location in Canary Wharf



A major achievement of the past year was opening a brand-new site in the heart of Canary Wharf and embedding ourselves into this new borough, becoming an essential part of the local provision for supporting young people back into work. We have spent several years working towards this goal with Canary Wharf Group, hampered by the lockdowns of Covid and the slow return to normal footfall levels within Canary Wharf. Footfall levels at the Wharf now exceed 2019 levels by over 20%, with many now viewing Canary Wharf as a shopping destination in its own right, rather than just a shopping area for the office workers.

This new location represents an exciting opportunity for us to recalibrate and expand our model. We are looking to test a broader corporate focused model, using the space to showcase our approach to potential partners within this area of highly concentrated wealth, gaining funding, employment opportunities and corporate volunteering across a wide variety of sectors, all supporting us to increase the number of young people finding work and at a faster rate, bringing down our delivery unit costs.

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

317 young people engaged with our Back Your Future employability programme

243 completed the programme, taking six weeks on average

193 of those young people gained an Employability, Education or Training outcome with 170 going into sustained employment and 23 into higher education or training.

CASE STORY

Abidah

Sales Assistant @ Holland & Barrett

"I had finished my education in May 2023 and immediately started applying for jobs as I really wanted to get into work. I did manage to get a few interviews but nothing that went anywhere. I maintained my focus and just kept on applying and applying for months.

I started to feel down because my hard work was not paying off and I was not feeling positive about my future. At this point I decided to sign up to Universal Credit at the Job Centre and after 3 weeks I was referred to meet Jake and Matthew from Circle Collective at the Whitechapel JCP. They told me all about their programme and what they could do to help me so I thought I would give it a go.

Jake called me in immediately and after explaining what I would be doing, I was taken on to a shop induction with Huxley, who showed me how the shop works and started me on a shop shift the next day. They were both very supportive and I really like the store, it made me feel good to be there.

I started working on my CV with Shanna, she made it look better and Jake helped me add my new experiences at Circle Collective, so it looked better instantly. The retail staff like Bella and Margarita showed me how to do shop standards, taught me about the brands and I was even showed how to put a skateboard together by the shop manager which was completely new to me.

One of the sessions that really helped me was the Gig Economy / Rights and Responsibilities session with Tayo. Before I would not have read my contract but now, I know what to look out for and feel confident in knowing my rights.

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

My new CV helped me get an interview at Park Plaza Hotel Westminster Bridge and Circle Collective referred me to a role at Holland & Barrett in Canary Wharf. I interviewed for both and was offered the Holland & Barrett job on the spot! The CV support, the shop standards sessions, and the interview techniques with Matthew, all helped me get a job which I will be starting straight away!"

Future plans

We are keen to further expand our geographical footprint and reach more young people across London by working with young people from surrounding boroughs who have easy access to our three existing sites (in Lewisham, Dalston and Canary Wharf), whilst looking at the best location for a fourth site.

We are in discussion with our long-term corporate partners, LandSec regarding new venues and are exploring the opportunities they present.

Over the next 12 months we plan to increase our staff capacity, as we physically expand, and to cope with demand and adapt to young people's evolving needs.

We want to ensure that we can provide the best possible opportunities to those young people coming to us.

We aim to expand our employer partnerships and strengthen relationships with corporate partners in order to create a steady pipeline of exclusive job vacancies and opportunities for our young people.. Together with Canary Wharf Group we have created a new 'Entry Level Jobs Hub' partnership. Through this, Canary Wharf Group introduces us to all new employers and businesses moving to the Wharf so that we can support with their entry level recruitment needs. This initiative has already seen early success with multiple companies such as Tribe, Roe, Marceline, At Home Pizza, Holland & Barrett, Moleskine and Capital Karts hiring our young people as a result of these connections.

FUNDRAISING STATEMENT

We fundraise so that we can provide the services that deliver our charitable objectives and to deliver our mission that all young people that want a job are able to get one.

We have regard to the guidance provided by the Fundraising Regulator, and we actively support the Code of Fundraising Practice. We promise to be open, honest, clear, respectful, fair, reasonable and accountable.

Our warmest thanks go to everyone who has supported Circle Community this year. We are so grateful for the support of our wonderful corporate volunteers and companies who have provided us

TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

with hundreds of hours of pro bono support including mentoring, workshops and career experiences and other in-kind donations.

We would like to highlight the support of our corporate partners, in particular the Canary Wharf Group, our landlords at the Jubilee Mall, Canary Wharf and the driving partner in our new Entry Level Jobs Hub; Landsec, who besides providing us with long term financial support are also our landlords in Lewisham shopping centre; UBS who fund our East London locations and British Land, with whom we have just started working around employability at Broadgate.

We would also like to thank grant giving organisations who supported us in 2023-24 including UK Youth, Quintessentially Foundation, Chesterhill Charitable Trust, Garfield Weston Foundation, Jack Petchey Foundation, Peter Cruddas Foundation, Forrester Family Trust, Henry Smith Charity, The Drapers' Company, The Skinners' Company Lawrence Atwell's Charity, East End Community Foundation, Isle of Dogs Community Chest, The Berkeley Foundation, and Tower Hamlets Tackling Poverty Fund.

FINANCIAL REVIEW AND RESERVES POLICY

Circle Community's principal sources of funds are grant giving organisations, statutory contracts and corporate donations, with a small amount of income received through individual donations.

Income for the year was £407,339 (2023: £451,093) and expenditure was £499,301 (2023: £486,555) giving us a deficit for the year of £91,962 (2023: deficit of £35,462).

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charities Commission and produced a reserves policy which requires reserves to be developed to a reasonable level to ensure the charity can run efficiently and ensure the continuation of core activities during a period of unforeseen difficulty.

The target value of these free reserves should be a minimum of three months of core operating costs and a maximum of three months of worth of total costs. Our reserves should be maintained in a realisable form – a bank account without access restrictions. For 2023/24 this amount is calculated as minimum £93,410 and maximum £124,825.

At 31 March 2024, our total free reserves were just £23,214. We keep at least £10,000 of our reserves in a dedicated interest-bearing bank account held at Charity Bank.

**TRUSTEES' REPORT (INCLUDING DIRECTORS REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

TRUSTEES' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

The Trustees (who are also directors of Circle Community Ltd for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the Charity's finances.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statements of Recommended of Recommended Practise;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

APPROVED BY THE BOARD OF DIRECTORS AND SIGNED ON ITS BEHALF BY



Robert Coe

Treasurer

Date 29/10/24

CIRCLE COMMUNITY

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CIRCLE COMMUNITY

I report to the trustees on my examination of the financial statements of Circle Community (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

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

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

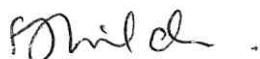
Independent examiner's statement

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

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 financial statements to be reached.



Frances Wilde FCCA DChA

Warner Wilde
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Dated: 6 November 2024

CIRCLE COMMUNITY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	3	214,192	-	214,192	69,370	-	69,370
Charitable activities	4	13,816	179,018	192,834	30,445	351,162	381,607
Investments	5	314	-	314	116	-	116
Total income		228,322	179,018	407,340	99,931	351,162	451,093
Expenditure on:							
Raising funds	6	24,283	-	24,283	27,798	214	28,012
Charitable activities	7	281,505	188,467	469,972	101,941	356,602	458,543
Total expenditure		305,788	188,467	494,255	129,739	356,816	486,555
Net expenditure and movement in funds		(77,466)	(9,449)	(86,915)	(29,808)	(5,654)	(35,462)
Reconciliation of funds:							
Fund balances at 1 April 2023		100,680	21,869	122,549	130,488	27,523	158,011
Fund balances at 31 March 2024		23,214	12,420	35,634	100,680	21,869	122,549

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

CIRCLE COMMUNITY

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	14		5,257		363
Current assets					
Debtors	15	29,938		49,676	
Cash at bank and in hand		145,832		205,903	
		175,770		255,579	
Creditors: amounts falling due within one year	16	(145,393)		(133,393)	
Net current assets			30,377		122,186
Total assets less current liabilities			35,634		122,549
The funds of the charity					
Restricted income funds	19		12,420		21,869
Unrestricted funds	20		23,214		100,680
			35,634		122,549

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 24/10/24



R Coe
Trustee

Company registration number 07667918 (England and Wales)

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Circle Community is a private company limited by guarantee incorporated in England and Wales. The registered office is 136 Kingsland High Street, London, E8 2NS.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

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

Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services to further the purposes of the charity and their associated support costs.

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

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	straight line basis over 5 years
-----------------------	----------------------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently measured at their settlement value.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	2,291	4,871
Grants	211,901	64,499
	<u>214,192</u>	<u>69,370</u>
Grants		
Henry Smith Charity	40,000	40,000
Lawrence Attwell	10,000	10,000
London Borough of Lewisham	32,200	9,999
British Land Company	7,500	-
Garfield Weston	22,500	-
Jack Petchley	17,800	-
UK Youth Fund	20,000	-
Elba	11,768	-
Tower Hamlets Council	25,133	-
Landsec Futures	12,500	-
Other	12,500	4,500
	<u>211,901</u>	<u>64,499</u>

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Charitable activities						
Training and other income	13,816	-	13,816	30,445	-	30,445
Performance related grants	-	177,311	177,311	-	351,162	351,162
Other income	-	1,707	1,707	-	-	-
	<u>13,816</u>	<u>179,018</u>	<u>192,834</u>	<u>30,445</u>	<u>351,162</u>	<u>381,607</u>

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

4 Income from charitable activities

(Continued)

Performance related grants analysis

	Charitable activities 2024 £	Charitable activities 2023 £
Charities Aid Foundation	-	94,394
National Lottery Community Fund Reaching Communities	-	87,605
East End Community Fund	30,750	40,625
Connected Futures	49,200	18,900
London Borough of Lewisham	-	27,413
YLF Hackney - Gig Economy	9,253	35,283
UBS	68,858	17,086
Drapers Charitable Fund	-	8,000
Tower Hamlets Council	8,000	-
HitClubUK	-	9,437
Other	11,250	12,419
	<u>177,311</u>	<u>351,162</u>

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	<u>314</u>	<u>116</u>

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Advertising	-	-	-	-	214	214
Other fundraising costs	<u>24,283</u>	<u>-</u>	<u>24,283</u>	<u>27,798</u>	<u>-</u>	<u>27,798</u>
	<u>24,283</u>	<u>-</u>	<u>24,283</u>	<u>27,798</u>	<u>214</u>	<u>28,012</u>

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	285,472	229,386
Depreciation and impairment	297	-
Other staff and volunteer costs	3,466	3,188
Training costs	1,595	6,454
Room hire and other direct costs	-	5,750
Evaluation	1,800	1,800
Rent, rates, utilities and other premises costs	24,452	19,672
Advertising	689	1,408
Event costs	2,732	-
Expensed equipment	3,339	-
Office supplies	3,601	3,134
Coaching fees	7,360	13,174
Other legal and professional fees	7,307	1,470
Trustee expenses	414	278
	<u>342,524</u>	<u>285,714</u>
Grant funding of activities (see note 8)	92,206	97,842
Share of support and governance costs (see note 9)		
Support	32,908	70,316
Governance	2,334	4,671
	<u>469,972</u>	<u>458,543</u>
Analysis by fund		
Unrestricted funds	281,505	101,941
Restricted funds	188,467	356,602
	<u>469,972</u>	<u>458,543</u>

8 Grants payable

	Charitable activities 2024 £	Charitable activities 2024 £
Grants to institutions:		
Other	<u>92,206</u>	<u>97,842</u>

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

9 Support costs allocated to activities

	2024 £	2023 £
Staff costs	-	56,347
Depreciation	154	645
Communications and IT	12,796	12,169
Insurance	652	773
Memberships and subscriptions	719	369
Bookkeeping and accountancy	18,587	-
Other costs	-	13
Governance costs	2,334	4,671
	<u>35,242</u>	<u>74,987</u>
Analysed between:		
Charitable activities	<u>35,242</u>	<u>74,987</u>

	2024 £	2023 £
Governance costs comprise:		
Independent Examiners fees	1,800	3,840
Trustee expenses	-	304
Bank charges and other finance costs	534	527
	<u>2,334</u>	<u>4,671</u>

10 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	<u>451</u>	<u>645</u>

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

12 Employees

The average monthly number of employees during the year was:

2024 Number	2023 Number
<u>22</u>	<u>22</u>

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

12 Employees

(Continued)

Employment costs	2024 £	2023 £
Wages and salaries	251,263	250,296
Social security costs	19,909	21,376
Other pension costs	14,300	14,061
	<u>285,472</u>	<u>285,733</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 to £70,000	-	1
£70,001 to £80,000	1	-
	<u>-</u>	<u>-</u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	<u>183,956</u>	<u>199,589</u>

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

14 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2023	6,419
Additions	5,345
At 31 March 2024	11,764
Depreciation and impairment	
At 1 April 2023	6,056
Depreciation charged in the year	451
At 31 March 2024	6,507
Carrying amount	
At 31 March 2024	5,257
At 31 March 2023	363

15 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	9,647	-
Other debtors	19,759	49,676
Prepayments and accrued income	532	-
	29,938	49,676

16 Creditors: amounts falling due within one year

	2024 £	2023 £
Deferred income	125,630	112,946
Trade creditors	14,238	14,604
Other creditors	1,925	2,003
Accruals	3,600	3,840
	145,393	133,393

17 Deferred income

	2024 £	2023 £
Other deferred income	125,630	112,946

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Deferred income

(Continued)

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	125,630	112,946
Movements in the year:		
Deferred income at 1 April 2023	112,946	173,737
Released from previous periods	(112,946)	(173,737)
Resources deferred in the year	125,630	112,946
Deferred income at 31 March 2024	125,630	112,946

18 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	14,300	14,061

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	-	-	-	-
Back Your Future	19,511	164,420	(176,559)	7,372
Navigating the Gig Economy	2,358	9,253	(11,611)	-
Fixed Assets	-	5,345	(297)	5,048
	21,869	179,018	(188,467)	12,420

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

19 Restricted funds (Continued)

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
Back Your Future	27,263	315,878	(323,630)	19,511
Navigating the Gig Economy	-	35,284	(32,926)	2,358
Fixed Assets	260	-	(260)	-
	<u>27,523</u>	<u>351,162</u>	<u>356,816</u>	<u>21,869</u>

Back Your Future: is our main area of work and is funded by various funders including the Young Londoners Fund and Reaching Communities from The National Lottery Community Fund

Navigating the Gig Economy: is a programme funded by the Young Londoners Fund

20 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	<u>100,680</u>	<u>228,322</u>	<u>(305,788)</u>	<u>23,214</u>
Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
General funds	<u>130,488</u>	<u>99,931</u>	<u>(129,739)</u>	<u>100,680</u>

21 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	209	5,048	5,257
Current assets/(liabilities)	<u>23,005</u>	<u>7,372</u>	<u>30,377</u>
	<u>23,214</u>	<u>12,420</u>	<u>35,634</u>

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Tangible assets	363	-	363
Current assets/(liabilities)	100,317	21,869	122,186
	<u>100,680</u>	<u>21,869</u>	<u>122,549</u>

22 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	8,196	7,934
Between two and five years	18,441	26,637
	<u>26,637</u>	<u>34,571</u>

23 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Circle Sports C.I.C. is the trading element of the charity which is a commercial shop used to generate funds and also train our beneficiaries. Mr D Unger, a trustee of the charity, and Mrs T Humphreys, part of the key management personnel of the charity, are directors of Circle Sports C.I.C.

CIRCLE COMMUNITY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

23 Related party transactions

(Continued)

The following amounts were outstanding at the reporting end date:

	Amounts owed by related parties 2024		Amounts owed by related parties 2023	
	Balance £	Net £	Balance £	Net £
Circle Sports C.I.C.	19,758	19,758	19,758	19,758
	<u>19,758</u>	<u>19,758</u>	<u>19,758</u>	<u>19,758</u>

CIRCLE COMMUNITY LTD

England & Wales - Charity number 1145291

Accounts



(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Company Number: **07667918**

Charity Number: **1145291**

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**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

LEGAL AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2023

Directors and Trustees	John Montague – Chair
	Robert Coe – Treasurer
	Rebecca Butler
	Danny Unger
	Michael Gerrard
	Carlos Moreno
	Denis Denisov
	Natalie Adubofour
Secretary	Danny Unger
Registered Office	136 Kingsland High Street London E8 2NS
Company Number	07667918
Charity number	1145291

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees are pleased to present their report including the financial statements of Circle Community Ltd (the "Charity") for the year ended 31 March 2023.

OBJECTIVES AND ACTIVITIES

The charity's objects (the "Objects") are specifically restricted to positively impacting the lives of those in need by reason of youth, age, disability, financial hardship or other disadvantage in any or all of the following ways:

- 1) The relief and support of those in need by reason of youth, age, disability, financial hardship or other disadvantage and their families and carers by;
 - a) Developing the skills, capabilities, confidence, mindset and self-discipline needed to secure life-changing, permanent employment
 - b) Providing professional and social development workshops, training programmes and general advice and support
- 2) To promote awareness of the issues affecting those in need by reason of youth, age, disability, financial hardship or other disadvantage, both generally and in relation to their social and workplace exclusion;
- 3) To promote social and workplace inclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 4) Advancing education and training for the public benefit, both generally and in relation to the social and workplace exclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 5) The relief of unemployment and other hardship for the public benefit;
- 6) Such other charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the Trustees may from time to time determine.

Our charitable activities are based on meeting the above objects. The charity delivers public benefit through the provision of our 'Back Your Future', training programme which supports disadvantaged young people aged 16-30 to acquire and develop workplace skills, capabilities and the desire to secure and sustain permanent employment, education or training.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

This is delivered through the following activities:

- Immediate, structured work experience (8 hours weekly) supported by our Retail Managers at one of the three streetwear clothing shops run by our sister social enterprise, Circle Collective. Through this young people develop vital transferrable skills including team working, and customer relations and gain content examples for their CVs and future interviews.
- Workshops (minimum two per month) and one-to-one coaching on topics such as presentation skills, resilience building, and interacting with employers.
- Behind-the-scenes tours of real work environments, talking to employees in all areas of the business about their career journeys, and the opportunity for work placements via our committed corporate partners.
- Practical recruitment support (e.g., job searches, mock interviews) and one-to-one mentoring from our Job Coaches to help grow their confidence.
- Peer support opportunities, and the opportunity to learn from our Ambassadors, young people who have successfully gone through the programme and act as role models and mentors to the current cohort.

For those young people we support into jobs, once in work, we continue to help them through creating support plans with their employers and offering vital encouragement through weekly contact.



TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

PUBLIC BENEFIT STATEMENT

When considering activities which contribute towards the charity's work, Trustees have regarded section 17(5) of the Charities Act 2011 in relation to its guidance on public benefit. Guidance has been considered at trustee meetings when planning programmes and activities for Circle Community over the course of the year.

STRUCTURE GOVERNANCE AND MANAGEMENT

The governing document is the Memorandum and Articles of association of the company incorporated on 16th June 2011 as amended by special resolution registered at Companies House on 28th December 2011.

New Trustees are appointed by the existing Trustees.

The Trustees delegate the day to day running of the charity to Ms Turly Humphreys and her remuneration is agreed by the Trustees.

WHY OUR WORK IS NEEDED

The Circle Collective team is ideal for individuals who lack confidence and require a support system they may not be receiving. Being unemployed can have a significant impact on someone not only physically but emotionally. Joining Circle Collective provides support to the unemployed and encourages them to continue trying and provides lots of opportunities. Thank you to everyone at Circle, I would encourage others to join! Joining Circle Collective has given me a huge amount of support to encourage me to keep on applying for jobs. I thank the team for the moral and professional support given.

M, aged 18, Retail Team Member

**Circle Collective refers to the Circle Community and our social enterprise CIC*

Most of the young people we support are those who are considered furthest away from the labour market. They often have complex lives and face multiple barriers to employment, for example, many come from black and minority ethnic groups who have low labour market participation, have low or no qualifications, no work experience and they are experiencing mental ill health. They often need help in developing the appropriate attitudes, resilience and behaviours to cope with typical work patterns. These cohorts of young people often fall through the gaps of other youth employment programmes.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The labour market overall has broadly remained unchanged, with the national unemployment rate increasing from 3.8% in March 2022 to 3.9% in March 2023. However, unemployment rates continue to remain disproportionately higher for young people with 10.4% of 18–24-year-olds unemployed in March 2023 vs 9.1% a year earlier. Young people are still struggling to secure meaningful employment and are set to bear the associated long-term consequences, including lower wages, inferior prospects, and poorer mental health.

"We believe that every young person who wants a job should be able to get one...and Circle is on a mission to make this happen." Turly Humphreys, Circle Founder and CEO

We have demonstrated that the right support can reduce these barriers to work for even for the most marginalised youth, supporting over 850+ young people into work since 2015. We address the root causes of problems that are barriers to employment and start with basic needs; paying particular attention to mental well-being and making sure no one falls through the net. We guide young people through their journey into/towards employment. We provide them with advisors, advocates, role models, mentors, connectors, peer support and above all, a safe space.

ACHIEVEMENTS AND PERFORMANCE

During the financial year 2020/21, at the height of the Covid 19 pandemic, we saw a decrease in performance and outcomes for our core Back Your Future employability programme as we were all under the government's lockdown restrictions and the economy had slowed down to a crawl. In 2021/22 we saw a huge bounce back in the economy with our highest level of recorded outcomes and performance levels as the economy re-opened and roles were created for young people via the Kickstart scheme with a disproportionately large amount of unemployed young people in the labour market desperate for support to gain employment.

For the year 2022/23 we have seen these two swing years start to even out and start to return to pre-Covid levels, albeit with our improved service achieving a steadily higher number of outcomes than 2019. New aspects to the programme such as additional wellbeing and navigating the gig economy sessions have improved our service, alongside monthly feedback sessions that capture young people's opinion which feeds into our delivery model. With the recent opening of our new Canary Wharf store, we will see the increase a third site and additional staff will bring to our outcomes.

A high percentage of the young people we supported were still experiencing high levels of isolation and anxiety, directly linked to their experience in the pandemic, and we provided young people with a safe space and a sense of purpose and routine during those tumultuous times.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

Our Back Your Future delivery model included the following:

- One-to-one mentoring – in person where it is easier to build a relationship and trust which is an essential element to the Job Coach role.
- Wellbeing sessions – the duration, frequency and content of these sessions continually evolves based on young people's evaluations. In this period, we doubled the amount of wellbeing sessions on offer to our young people and utilised group meditation sessions wearing eye masks and our Wellbeing coach being there to support.
- Corporate partner led events – Our corporates have seen the shift from exclusively working from home move closer to a split hybrid model which has enabled us to return to our in person corporate events with Sage in the Shard, Canary Wharf Group in Canada Square and Landsec in Cardinal Place.
- Work placements – this supports young people with confidence and anxiety issues, those who are isolated and do not communicate outside of their peer groups and those that have not had any previous paid or voluntary work experience.

NEW LOCATION IN CANARY WHARF



A major achievement this year was opening a brand-new site in the heart of Canary Wharf accommodating the Circle Collective streetwear, vintage and skate store and a large training centre

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

behind this. We have spent several years working towards this goal with Canary Wharf Group, hampered by the lockdowns of Covid and the slow return to normal of footfall within Canary Wharf.

The Wharf has seen footfall return to normal and now exceed 2019 levels by over 20%, with many now viewing Canary Wharf as a shopping destination, rather than just a shopping area for the office workers. The site is equal to the size of our Lewisham site and situated in a fantastic area for passing trade which will support the CIC mission to pass sales revenue back to the charity.



This new location represents an exciting opportunity for us to recalibrate and expand our model. We are looking to evaluate a broader corporate focused programme, using the space to showcase our model to potential partners within this area of highly concentrated wealth. This will draw down funding, employment opportunities across a wide variety of sectors and corporate volunteering, which will support us to increase the number of young people finding work and at a faster rate, bringing down our delivery unit costs.

OUTPUTS AND OUTCOMES

249 young people engaged with our Back Your Future employability programme.

199 completed the programme.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

154 of those young people gained an outcome with 111 going into sustained employment and 43 into higher education or training.

CASE STORY

M

Junior Software Developer @ Leathe

Before coming to Circle Collective, I was looking for a job in software development. By that time, I had gone through many applications and rejections, so I was feeling dejected. One day, at the Job Centre, my work coach introduced me to someone from Circle Collective. They explained what the charity does and how it helps people into employment; I must admit I was terrified to enrol because I was fearful of interacting with new people. But I enrolled anyways and I'm glad I did.

There was a mix of work experience, workshops, career fairs, and corporate insight days. I first started on the shop floor, then as an IT support, and then as an admin support. I learned to do all the activities associated with each role. I also met many Circle retail employees during my time and thoroughly enjoyed working with them. One of my barriers to applying for a job in which I have no experience is that I have no experience. Circle helped me with this. They helped me find jobs to apply for and supported with the applications. They made sure that I was put forward for any opportunities with Circle and always encouraged and supported me to keep going.

I had an interview for a receptionist role and my job coach made sure to practice interview questions with me beforehand and gave me guidance especially when it came to body language, eye contact and smiling which I sometimes struggled with as it doesn't come to me so naturally. She even came with us to attend the recruitment day and it helped me feel less nervous.

Circle hosted workshops about confidence, interview practice, well-being, the gig economy and more. All were extremely helpful and engaging. I remember when I attended my first workshop, I was like a fish out of water, nervous and wanting to retreat to safety. But my job coach was understanding and helped me feel comfortable. I attended corporate insight days with Circle. We visited Sage and NHS properties offices, where the employees gave us insight into what the company does, what it's like to work there, how to improve our chances with job applications, and any open vacancies. I even had a mock interview with a manager at Sage who gave me helpful feedback and invited to apply for one of their graduate roles.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

I am now working as a Junior Software Developer for Loathe and I am excited to get my foot in and start on my career journey. I am thankful for all the support and encouragement from everyone at Circle Collective.

FUTURE PLANS

We are keen to further expand our geographical footprint and reach more young people across London with a fourth retail and delivery space in 2023/24.

We are in discussion with our long-term corporate partners, Landsec regarding new venues and are exploring the opportunities they present.

Over the next 12 months we plan to increase our staff capacity, as we physically expand, and to cope with demand and adapt to young people's evolving needs.

We want to ensure that we can provide the best possible opportunities to those young people coming to us.

We want to broaden our employer partnerships and managing the relationships with corporates so that create a constant pipeline of vacancies and opportunities for our young people to have exclusive access to.

PARTERSHIP FEEDBACK

Circle Collective and Landsec have been partners in Lewisham for the last 8 years. Over this long-standing relationship, we have been proud to work with a truly impactful partner where we have achieved mutually beneficial outcomes for young people in the local community, along with positive impact for our business, employees and supply chain. Our partnership has delivered employment outcomes for local young people, with Circle Collective based in Lewisham Shopping Centre since 2017. This has allowed us to directly and consistently engage young people, supporting them to reach their full potential through confidence building, training and job outcomes with Landsec, our contractors and brand partners. Together, we have supported +550 young people since beginning of 2017. Other highlights of our partnership include Circle Collective supporting with pastoral care for candidates doing Landsec placements on the government's Kickstart programme and most recently our new internship scheme. We also worked together on a consultation programme that gave local young people a voice on the future of Lewisham Shopping Centre. Beyond this, Circle Collective have been proactive in finding engagement opportunities for our employees to develop their skills, advocacy opportunities about our partnership, and support for our local authority relationships. Circle Collective are a fantastic

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

partner for many reasons, which the length of our partnership is testament to. They understand impact, both from a community and business perspective, making sure they develop and deliver programmes that benefit everyone involved. They are a purpose driven, motivated and passionate team, who are a pleasure to work with. We have been delighted to recently confirm a new three-year partnership with Circle Collective, and we would highly recommend working with them to any business looking to have a meaningful impact in their local community, with impact brought back into their organisation too.

FUNDRAISING STATEMENT

We fundraise so that we can provide the services that deliver our charitable objectives and to deliver our mission that all young people that want a job are able to get one.

We have regard to the guidance provided by the Fundraising Regulator, and we actively support the Code of Fundraising Practice. We promise to be open, honest, clear, respectful, fair, reasonable and accountable.

Our warmest thanks go to everyone who has supported Circle Community this year. We are so grateful for the support of our wonderful corporate volunteers and companies who have provided us with hundreds of hours of pro bono support including mentoring, workshops and career experiences and other in-kind donations.

We would like to highlight the support of our corporate partners, in particular Landsec, who are also our landlords in Lewisham shopping centre, and who continue to support us, Canary Wharf Group, who are our new landlords at Canary Wharf and are providing us with much other pro bono support, Barclays for their donation of computer equipment and furniture and also our new partnership in East London with UBS.

We would also like to thank grant giving organisations who supported us in 2022-23 including BBC Children in Need, Youth Futures Foundation, Charities Aid Foundation, Henry Smith Charity, National Lottery Community Fund, The Drapers' Company, The Skinners' Company Lawrence Atwell's Charity, The Salters Charitable Foundation, East End Community Fund, Isle of Dogs Community Chest, and Tower Hamlets Tackling Poverty Fund.

FINANCIAL REVIEW AND RESERVES POLICY

Circle Community's principal sources of funds are grant giving organisations, statutory contracts and corporate donations, with a small amount of income received through individual donations.

Income for the year was £451,093 (2022: £465,853) and expenditure was £486,555 (2022: £441,839) giving us a deficit for the year of £35,462 (2022: surplus of £24,014).

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charities Commission and produced a reserves policy which requires reserves to be developed to a reasonable level to ensure the charity can run efficiently and ensure the continuation of core activities during a period of unforeseen difficulty.

The target value of these free reserves should be a minimum of three months of core operating costs and a maximum of three months of total costs. Our reserves should be maintained in a realisable form – a bank account without access restrictions. For 2022/23 this amount is calculated as minimum £82,697 and maximum £121,639.

At 31 March 2023, our total free reserves were £100,680. We keep at least £10,000 of our reserves in a dedicated interest-bearing bank account held at Charity Bank.

TRUSTEES' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

The Trustees (who are also directors of Circle Community Ltd for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the Charity's finances.

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

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities Statements of Recommended of Recommended Practise.
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

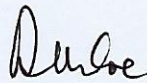
CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

APPROVED BY THE BOARD OF DIRECTORS AND SIGNED ON ITS BEHALF BY

Robert Coe



Treasurer

Date

18/7/23

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CIRCLE COMMUNITY LTD

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

Responsibilities and basis of report

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

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

Independent examiner's report

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

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

- (1) accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting 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.



Anthony Epton BA, FCA, CTA, FCIE

Goldwins Limited

Chartered Accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

20 July 2023

Circle Community Ltd
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations	2	69,370	351,162	420,532	373,715
Charitable activities	3	30,445	-	30,445	92,102
Investment income	4	116	-	116	36
Total income		99,931	351,162	451,093	465,853
Expenditure on:					
Raising funds		27,798	-	27,798	26,312
Charitable activities		101,941	356,816	458,757	415,528
Total expenditure	5	129,739	356,816	486,555	441,840
Net (expenditure)/income for the year	6	(29,808)	(5,654)	(35,462)	24,013
Transfers between funds		-	-	-	-
Net movement in funds		(29,808)	(5,654)	(35,462)	24,013
Reconciliation of funds:					
Funds brought forward		130,488	27,523	158,011	133,998
Total funds carried forward	13	100,680	21,869	122,549	158,011

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

Circle Community Ltd

Balance sheet

As at 31 March 2023

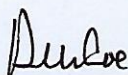
	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets:					
Tangible assets	9		363		1,008
Current assets:					
Debtors	10	49,676		54,107	
Cash at bank and in hand		<u>205,903</u>		<u>284,858</u>	
		255,579		338,965	
Liabilities:					
Creditors: amounts falling due within one year	11	<u>(133,393)</u>		<u>(181,962)</u>	
Net current assets			<u>122,186</u>		<u>157,003</u>
Total net assets			<u>122,549</u>		<u>158,011</u>
Funds	13				
Restricted funds			21,869		27,523
Unrestricted funds:					
General funds		<u>100,680</u>		<u>130,488</u>	
Total unrestricted funds			<u>100,680</u>		<u>130,488</u>
Total funds			<u>122,549</u>		<u>158,011</u>

For the financial year ended 31 March 2023, the Charitable Company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

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

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

Approved by the trustees on 18/7/23 and signed on their behalf by:



Robert Coe
Trustee

Company registration no. 07667918

The attached notes form part of the financial statements.

1 Accounting policies

a) Basis of preparation

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

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

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

d) Donations of gifts, services and facilities

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

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

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

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and governance costs which support the Trust's charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

i) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

~	Fixtures and fittings	straight line basis over 5 years
~	Computer equipment	straight line basis over 3 years

j) Debtors

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

k) Cash at bank and in hand

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

l) Creditors and provisions

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

m) Financial instruments

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

n) Pensions

The charity operates a defined contribution pension scheme under auto-enrolment.

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2023

2 Income from donations and grants

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
Donations, fundraising and small grants	4,871	-	4,871	6,395
BBC Children in Need	-	9,919	9,919	21,802
Charities Aid Foundation	-	94,394	94,394	29,880
Connected Futures	-	18,900	18,900	-
Drapers Charitable Fund	-	5,625	5,625	1,875
Department for Work and Pensions	-	-	-	47,500
East End Community Fund	-	35,000	35,000	-
Greater London Authority Young People's Fund	-	-	-	34,790
Henry Smith Charity	40,000	-	40,000	26,667
HitClubUK	-	9,437	9,437	-
Landsec	-	-	-	20,000
Lawence Atwell	10,000	-	10,000	-
LB Lewisham	9,999	27,413	37,412	52,233
LB Tower Hamlets	-	8,000	8,000	16,333
London Stock Exchange Group Foundation	-	-	-	15,000
National Lottery Community Fund Reaching Communities	-	87,605	87,605	71,862
Paddington Development Trust	-	-	-	4,878
Peter Cruddas Foundation	-	-	-	2,000
Salters Charitable Foundation	-	2,500	2,500	2,500
The London Community Foundation	-	-	-	10,000
The Skinners' Company Lawrence Atwell's Charity	-	-	-	10,000
UBS	-	17,086	17,086	-
United Way	4,500	-	4,500	-
YLF Hackney - Gig Economy	-	35,283	35,283	-
	69,370	351,162	420,532	373,715

3 Charitable activities

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
Earned income: Training contracts	30,445	-	30,445	92,102
	30,445	-	30,445	92,102

4 Income from investments

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
Bank interest	116	-	116	36
	116	-	116	36

5 Analysis of expenditure

	Cost of raising funds £	Charitable activities £	Support costs £	Governance Costs £	Total 2023 £	Total 2022 £
Staff costs	-	229,386	56,347	-	285,733	273,810
Other staff costs	-	711	1,562	-	2,273	3,220
Staff, Volunteer & Young Peoples travel	-	715	200	-	915	895
Training costs	-	5,000	1,454	-	6,454	747
Coaching fees	-	13,174	-	-	13,174	15,715
Room hire and other direct costs	-	5,556	194	-	5,750	4,080
Advertising and promotion	-	1,408	214	-	1,622	9,406
Evaluation	-	-	1,800	-	1,800	1,800
Grants paid to Circle Sports C.I.C.	-	40,686	57,156	-	97,842	60,041
Fundraising costs	27,798	-	-	-	27,798	26,312
Rent, rates, utilities and other premises costs	-	-	19,672	-	19,672	16,860
Office supplies	-	2,087	1,047	-	3,134	4,191
Communications and IT	-	-	12,169	-	12,169	5,279
Insurance	-	-	773	-	773	713
Bank charges and other finance costs	-	-	527	-	527	845
Accountancy fees	-	-	13	-	13	5,570
Independent examination fee	-	-	-	3,840	3,840	3,840
Other legal and professional fees	-	1,470	-	-	1,470	6,540
Membership and subscriptions	-	-	369	-	369	792
Trustee expenses	-	278	304	-	582	62
Depreciation	-	-	645	-	645	1,122
	27,798	300,471	154,446	3,840	486,555	441,840
Support costs	-	154,446	(154,446)	-	-	-
Governance costs	-	3,840	-	(3,840)	-	-
Total expenditure 2023	27,798	458,757	-	-	486,555	
Total expenditure 2022	26,312	415,528	-	-		441,840

Of the total expenditure £356,816 was restricted (2022: £319,135) and £129,739 was unrestricted (2022: £122,705).

Core Operating costs were £330,788 (2022: £313,823)

Circle Community Ltd**Notes to the financial statements****For the year ended 31 March 2023**

6 Net income / (expenditure) for the year

This is stated after charging:	2023	2022
	£	£
Depreciation	645	1,122
Operating lease rentals: Property	2,528	2,528
Independent Examiner's remuneration	3,200	3,200
	<u>3,200</u>	<u>3,200</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	250,296	242,098
Social security costs	21,376	19,382
Employer's contribution to defined contribution pension schemes	14,061	12,330
	<u>285,733</u>	<u>273,810</u>

The following number of employees received employee benefits (excluding employer's pension contributions) during the year between:

	2023	2022
	£	£
£60,000 - £69,999	1	-

The total employee benefits of the key management personnel (including employer's pension and national insurance contributions) were £199,589 (2022: £159,261).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). One trustee was reimbursed travelling expenses of £582 (2022: £62). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 22 (2022: 16).

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2023

9 Tangible fixed assets

	Fixtures, Fittings and Equipment £	Total £
Cost		
At the start of the year	6,419	6,419
Additions in year	-	-
Disposals in year	-	-
At the end of the year	<u>6,419</u>	<u>6,419</u>
Depreciation		
At the start of the year	5,411	5,411
Charge for the year	645	645
At the end of the year	<u>6,056</u>	<u>6,056</u>
Net book value		
At the end of the year	<u>363</u>	<u>363</u>
At the start of the year	<u>1,008</u>	<u>1,008</u>

All of the above assets are used for charitable purposes.

10 Debtors

	2023 £	2022 £
Donations and grants receivable	29,918	33,407
Intercompany debtor - Circle Sports CIC	19,758	20,700
	<u>49,676</u>	<u>54,107</u>

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	14,604	2,504
Deferred income	112,946	173,737
Other creditors	2,003	1,881
Accruals	3,840	3,840
	<u>133,393</u>	<u>181,962</u>

12 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	363	-	363
Net current assets	100,317	21,869	122,186
Net assets at the end of the year	<u>100,680</u>	<u>21,869</u>	<u>122,549</u>

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2023

13 Movements in funds

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Restricted funds:					
Back Your Future	27,263	315,878	(323,630)	-	19,511
Navigating the Gig Economy	-	35,284	(32,926)	-	2,358
Fixed Assets	260	-	(260)	-	-
Total restricted funds	27,523	351,162	(356,816)	-	21,869
Unrestricted funds:					
General funds	130,488	99,931	(129,739)	-	100,680
Total unrestricted funds	130,488	99,931	(129,739)	-	100,680
Total funds	158,011	451,093	(486,555)	-	122,549

Purposes of restricted funds

Back Your Future (previously known as Get Employed) programme is our main area of work and is funded by various funders including the Young Londoners Fund and Reaching Communities from The National Lottery Community Fund.

Navigating the Gig Economy is a programme which is funded by the Young Londoners Fund.

14 Analysis of cash and cash equivalents

	At the start of the year £	Cash flows £	Other changes £	At the end of the year
Cash at bank and in hand	284,858	(78,955)	-	205,903
Total cash and cash equivalents	284,858	(78,955)	-	205,903

15 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2023 £	Property 2022 £
Less than 1 year	7,934	5,056
1 - 5 years	26,637	3,792
	34,571	8,848

16 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £10 in the event of the charity being wound up.

17 Related party transactions

Circle Sports CIC is the trading element of the charity which is a commercial shop used to generate funds and also train our beneficiaries. Mr D Unger, a trustee of the charity, and Ms T Humphreys, part of the key management personnel of the charity, are directors of Circle Sports CIC. There is an intercompany loan between the charity and Circle Sports CIC. At the balance sheet date the amount due from Circle Sports CIC was £19,758 (2022: £20,700).

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2023

18 Previous reporting period information

18a Detailed comparatives for the statement of financial activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Income from:			
Donations	111,257	262,458	373,715
Charitable activities	92,102	-	92,102
Investment income	36	-	36
Total income	203,395	262,458	465,853
Expenditure on:			
Raising funds	15,060	11,252	26,312
Charitable activities	107,645	307,883	415,528
Total expenditure	122,705	319,135	441,840
Net income/(expenditure) for the year	80,690	(56,677)	24,013
Transfers between funds	-	-	-
Net movement in funds	80,690	(56,677)	24,013
Reconciliation of funds:			
Funds brought forward	49,798	84,200	133,998
Total funds carried forward	130,488	27,523	158,011

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2023

18b Analysis of expenditure of previous reporting period

	Cost of raising funds £	Charitable activities £	Support costs £	Governance Costs £	Total 2022 £
Staff costs	-	147,403	126,407	-	273,810
Other staff costs	-	-	3,220	-	3,220
Staff, Volunteer & Young Peoples travel	-	895	-	-	895
Training costs	-	747	-	-	747
Coaching fees	-	15,715	-	-	15,715
Room hire and other direct costs	-	4,080	-	-	4,080
Advertising and promotion	-	9,406	-	-	9,406
Evaluation	-	1,800	-	-	1,800
Grants paid to Circle Sports C.I.C.	-	60,041	-	-	60,041
Fundraising costs	26,312	-	-	-	26,312
Rent, rates, utilities and other premises	-	-	16,860	-	16,860
Office supplies	-	-	4,191	-	4,191
Communications and IT	-	-	5,279	-	5,279
Insurance	-	-	713	-	713
Bank charges and other finance costs	-	-	845	-	845
Accountancy fees	-	-	5,570	-	5,570
Independent examination fee	-	-	-	3,840	3,840
Other legal and professional fees	-	-	6,540	-	6,540
Membership and subscriptions	-	-	792	-	792
Trustee expenses	-	-	62	-	62
Depreciation	-	-	1,122	-	1,122
	26,312	240,087	171,601	3,840	441,840
Support costs	-	171,601	(171,601)	-	-
Governance costs	-	3,840	-	(3,840)	-
Total expenditure 2022	26,312	415,528	-	-	441,840

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2023

18c Analysis of net assets between funds of previous reporting period

	General unrestricted	Restricted	Total funds
	£	£	£
Tangible fixed assets	374	634	1,008
Net current assets	130,114	26,889	157,003
Net assets at the end of the year	130,488	27,523	158,011

18d Movements in funds for the previous reporting period

	At the start of the year £	Income and gains £	Expenses and losses £	Transfers £	At the end of the year £
Restricted funds:					
Back Your Future	64,256	257,458	(294,451)	-	27,263
Navigating the Gig Economy	19,310	5,000	(24,310)	-	-
Fixed Assets	634	-	(374)	-	260
Total restricted funds	84,200	262,458	(319,135)	-	27,523
Unrestricted funds:					
General funds	49,798	203,395	(122,705)	-	130,488
Total unrestricted funds	49,798	203,395	(122,705)	-	130,488
Total funds	133,998	465,853	(441,840)	-	158,011

CIRCLE COMMUNITY LTD

England & Wales - Charity number 1145291

Accounts

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

Company Number: 07667918

Charity Number: 1145291

CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)

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**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

LEGAL AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2022

Directors and Trustees	Rebecca Butler – Chair
	Robert Coe – Treasurer
	Danny Unger
	Michael Gerrard
	John Montague

Secretary	Danny Unger
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Registered Office	136 Kingsland High Street London E8 2NS
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Company Number	07667918
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Charity number	1145291
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**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees are pleased to present their report including the financial statements of Circle Community Ltd (the "Charity") for the year ended 31 March 2022.

OBJECTIVES AND ACTIVITIES

The charity's objects (the "Objects") are specifically restricted to positively impacting the lives of those in need by reason of youth, age, disability, financial hardship or other disadvantage in any or all of the following ways:

- 1) The relief and support of those in need by reason of youth, age, disability, financial hardship or other disadvantage and their families and carers by;
 - a) Developing the skills, capabilities, confidence, mindset and self-discipline needed to secure life-changing, permanent employment
 - b) Providing professional and social development workshops, training programmes and general advice and support
- 2) To promote awareness of the issues affecting those in need by reason of youth, age, disability, financial hardship or other disadvantage, both generally and in relation to their social and workplace exclusion;
- 3) To promote social and workplace inclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 4) Advancing education and training for the public benefit, both generally and in relation to the social and workplace exclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 5) The relief of unemployment and other hardship for the public benefit;
- 6) Such other charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the Trustees may from time to time determine.

Our charitable activities are based on meeting the above objects. The charity delivers public benefit through the provision of our 'Back Your Future', training programme which supports disadvantaged young people aged 16-30 to acquire and develop workplace skills, capabilities and the desire to secure and sustain permanent employment, education or training.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

This is delivered through the following activities:

- Immediate, structured work experience (8 hours weekly) supported by our Retail Managers at one of the two streetwear clothing shops run by our sister social enterprise, Circle Collective. Through this young people develop vital transferrable skills including team working, and customer relations and gain content examples for their CVs and future interviews.
- Workshops (minimum two per month) and one-to-one coaching on topics such as presentation skills, resilience building, and interacting with employers.
- Behind-the-scenes tours of real work environments, talking to employees in all areas of the business about their career journeys, and the opportunity for work placements via our committed corporate partners.
- Practical recruitment support (e.g. job searches, mock interviews) and one-to-one mentoring from our Job Coaches to help grow their confidence.
- Peer support opportunities, and the opportunity to learn from our Ambassadors, young people who have successfully gone through the programme and act as role models and mentors to the current cohort.

For those young people we support into jobs, once in work, we continue to help them through creating support plans with their employers and offering vital encouragement through weekly contact.

PUBLIC BENEFIT STATEMENT

When considering activities which contribute towards the charity's work, Trustees have regarded section 17(5) of the Charities Act 2011 in relation to its guidance on public benefit. Guidance has been considered at trustee meetings when planning programmes and activities for Circle Community over the course of the year.

STRUCTURE GOVERNANCE AND MANAGEMENT

The governing document is the Memorandum and Articles of association of the company incorporated on 16th June 2011 as amended by special resolution registered at Companies House on 28th December 2011.

New Trustees are appointed by the existing Trustees.

The Trustees delegate the day to day running of the charity to Ms Turly Humphreys and her remuneration is agreed by the Trustees.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

WHY OUR WORK IS NEEDED

"Circle had been there to give me the confidence boost that I needed during my work search. They gave me the opportunity to develop my people skills through working in the store and plenty of interview experience with feedback to know where I went wrong. Honestly, without these experiences, I'd still be lost and a nervous wreck when talking to an employer"

J, aged 20, Marketing Assistant.

Most of the young people we support are those who are considered furthest away from the labour market. They often have complex lives and face multiple barriers to employment, for example, many come from black and minority ethnic groups who have low labour market participation, have low or no qualifications, no work experience and they are experiencing mental ill health. They often need help in developing the appropriate attitudes, resilience and behaviours to cope with typical work patterns. These cohorts of young people often fall through the gaps of other youth employment programmes.

The labour market overall has continued to recover, with the national unemployment rate falling from 4.9% in March 2021 to 3.8% in March 2022. However, unemployment rates remain disproportionately higher for young people with 9.1% of 18–24-year-olds unemployed in March 2022. Young people are still struggling to secure meaningful employment and are set to bear the associated long-term consequences, including lower wages, inferior prospects, and poorer mental health.

"We believe that every young person who wants a job should be able to get one...and Circle is on a mission to make this happen." *Turly Humphreys, Circle Founder and CEO*

We have demonstrated that the right support can reduce these barriers to work for even for the most marginalised youth, supporting over 700 young people into work since 2015. We address the root causes of problems that are barriers to employment and start with basic needs; paying particular attention to mental well-being and making sure no one falls through the net. We guide young people through their journey into/towards employment. We provide them with advisors, advocates, role models, mentors, connectors, peer support and above all, a safe space.

ACHIEVEMENTS AND PERFORMANCE

At the beginning of the 2021/22 financial year, the government allowed non-essential retail to re-open their doors and we were able to start delivery of the essential work experience and customer service training in our Hackney and Lewisham retail sites which had been suspended since the onset of the Covid-19 pandemic in March 2020. While returning to work, we still had to adhere to certain social distancing guidelines, room capacities, enhanced cleaning regimes and kept delivering certain group

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

aspects of our programme via video conferencing until it was deemed safe, phasing our return to pre-pandemic delivery across the financial year.

With April 2021 measures to re-open the retail and hospitality sectors, and office-based work moving towards a hybrid model, we saw the first increase in vacancies since March 2020 in sectors that had needed to make redundancies during lockdown or due to Brexit, and the return of entry level opportunities suitable for most of the young people we support. Additionally, the government announced the 'Kickstart' scheme, which provided subsidised funding to employers to employ young unemployed Job Centre Plus claimants for 25 hours per week at national minimum wage over a 6-month period. This scheme was pivotal to Circle in two ways. Firstly, we were able to support our cohorts of young people into a wide variety of employment opportunities designed to support growth within the economy which gave 6 months of paid work experience in an entry level position. Secondly, the scheme provided the funding for Circle Community and its sister social enterprise Circle Sports CIC to employ 21 young people to work for us for 6 months, providing the work experience and customer service training in our retail stores, delivery administration support to the Job Coaches and supporting with our Digital Team (social media / marketing). Seven of the 21 young people have gone on to contracted or permanent employment with Circle and the majority of the others finding employment elsewhere.

All young people were experiencing high levels of isolation and anxiety with the experience of the pandemic, and we provided young people with a safe space and a sense of purpose and routine during those tumultuous times.

Our delivery model during this time included the following changes:

- one-to-one mentoring – these returned to being in person where it is easier to build a relationship and trust which is an essential element to the Job Coach role.
- Wellbeing sessions – the duration, frequency and content of these sessions continually evolves based on young people's evaluations. In this period we doubled the amount of wellbeing sessions on offer to our young people and moved from online sessions to returning to the classroom where we could utilise group meditation sessions wearing eye masks and our Wellbeing coach being there to support.
- Corporate partner led events – As with the majority of our other sessions, our Corporate Insight session remained online for the start of the financial year and reverted to in person site visits over time whilst some of our corporate supporters have decided to continue via video conferencing due to staff now primarily working from home and new recruits not being London based.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

- Work placements – the re-opening of our two streetwear stores and the delivery of our work experience and customer service training after a year of lock downs and false starts was a huge reason why our performance improved as it supports young people with confidence and anxiety issues, those who are isolated and do not communicate outside of their peer groups and those that have not had any previous paid or voluntary work experience.

New location and re-modelling of our Lewisham store and training centre



A major achievement this year was opening a relocated store and training centre. We took the decision not to re-open our old Lewisham space after the first lockdown in June 2020, instead focusing all our efforts in moving to a new location within Lewisham shopping centre – a much larger, better situated space which will enable Circle Collective to generate more retail income and deliver more work experience whilst providing the charity with an improved training space from which to provide employability support to the increasing number of unemployed young people coming to us as a result of Covid-19. We opened the new space at the beginning of December 2020, only to have to close it again 10 days later for the remainder of the financial year due to Covid-19 lockdown measures, re-opening permanently on April 12th 2021.

This new location represents an exciting opportunity for us to recalibrate and expand our model. We are looking to test a broader community focused model, using the space to deliver events related to our brand, mission and purpose. This will include, for example, facilitated talks on local issues and workshops for mending, clothes exchanges and making. We are hoping to revitalise the shopping centre and public space as well as providing new revenue streams and new work experience opportunities for young people.

“The performance and social impact Circle had in this unprecedented period of time was hard fought and down to the passion and resilience of the team.” *External Social return on Investment Report 2020-21, University of Northampton*

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

We are delighted with our bounce back from the pandemic with our highest performing year on record for starts and job outcomes, as well as new focus on supporting young people into education and training so that we are moving young people away from the 'NEET' status.

333 young people engaged with our Back Your Future employability programme (202 in 2020-21)

246 completed the programme (119 in 2020-21)

114 of those young people went into sustained employment. (59 in 2020-21)

CASE STORY

Da'mar Semder-Knight

Sales Assistant at Learn & CO

After I finished 6th form, I took a gap year to gain some work experience. This felt like a daunting task as I had little to no help when it came to writing up my CV or cover letter and kept getting declined when I was applying to job vacancies. I was referred to Circle through the Job Centre and on the same day Seyda called me and I joined the same week. Joining was pretty much as simple as that.

Circle was enthusiastic with aiding me with my employability. There were many workshops, activities and one to one coaching. As I mentioned earlier, I really struggled with my CV and cover letter to which Seyda covered in workshops and one to one guidance. This was something I loved, as the workshops were tailored completely to us. There were also workshops in collaboration with their partnering companies such as sage which gave us some insight on the employing stage but from the perspective of the employers rather than from us which was really helpful for me. Some of the activities I did at Circle included mock interviews and gaining new skills through the work experience on the shop floor. We were even able to develop our customer service skills, interacting with the customers, and building relationships with them.

There was also a job club which was extremely helpful in helping us find a job. Seyda was really helpful here too as there were many job opportunities she relayed to us, discussing the roles, and evaluating if it would be something we would possibly enjoy, not only in the short run but in the far future as well. Through the job club, there were a variety of roles and job vacancies that were forwarded to us. Which is where I found my current position and I was assisted with the application by Seyda, I was offered the position on the spot.

I'm extremely thankful for everyone in the circle team who helped me get to where I am today.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Future plans

We know that young people need us more than ever. Since April 2021 when we were able to return to our physical premises, the number of young people signing up for our support is higher than any pre-pandemic year.

We are keen to further expand our geographical footprint and reach more young people across London.

We are in discussion with two of our long-term corporate partners, LandSec and Canary Wharf Group, regarding new venues and are exploring the opportunities they present.

Over the next 12 months we plan to increase our staff capacity, as we physically expand, and to cope with demand and adapt to young people's evolving needs.

We want to ensure that we can provide the best possible opportunities to those young people coming to us.

We want to broaden our employer partnerships, including with sectors that offer potential opportunities for young people post Covid-19.

We will also continue to explore the role of self-employment in generating more opportunities for young people through our 'Navigating the Gig Economy' program.

FUNDRAISING STATEMENT

We fundraise so that we can provide the services that deliver our charitable objectives and to deliver our mission that all young people that want a job are able to get one.

We have regard to the guidance provided by the Fundraising Regulator, and we actively support the Code of Fundraising Practice. We promise to be open, honest, clear, respectful, fair, reasonable and accountable.

Our warmest thanks go to everyone who has supported Circle Community this year. We are so grateful for the support of our wonderful corporate volunteers and companies who have provided us with hundreds of hours of pro bono support including mentoring, workshops and career experiences and other in-kind donations.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

We would like to highlight the support of our corporate partners, in particular Landsec, who are also our landlords in Lewisham shopping centre, and who continue to support us and The London Stock Exchange Group.

We would also like to thank grant giving organisations who supported us in 2021-22 including BBC Children in Need/Youth Futures Foundation, Charities Aid Foundation, Henry Smith Charity, National Lottery Community Fund, Paddington Development Trust, Peter Cruddas Foundation, The Drapers' Company, The Evening Standard's Dispossessed Fund, The Skinners' Company Lawrence Atwell's Charity and The Salters Charitable Foundation.

FINANCIAL REVIEW AND RESERVES POLICY

Circle Community's principal sources of funds are grant giving organisations, statutory contracts and corporate donations, with a small amount of income received through individual donations.

Income for the year was £465,853 (2021: £369,306) and expenditure was £441,840 (2021: £321,382) giving us a surplus for the year of £24,013 (2021: surplus of £47,922).

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charities Commission and produced a reserves policy which requires reserves to be developed to a reasonable level to ensure the charity can run efficiently and ensure the continuation of core activities during a period of unforeseen difficulty.

The target value of these free reserves should be a minimum of three months of core operating costs and a maximum of three months of worth of total costs. Our reserves should be maintained in a realisable form – a bank account without access restrictions. For 2021/22 this amount is calculated as minimum £78,456 and maximum £110,460.

At 31 March 2022, our total free reserves were £130,488, above our target boundary, as we start to build resilience for expanding our geographical footprint. We keep at least £10,000 of our reserves in a dedicated interest-bearing bank account held at Charity Bank.

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

TRUSTEES' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

The Trustees (who are also directors of Circle Community Ltd for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the Charity's finances.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statements of Recommended of Recommended Practise;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

APPROVED BY THE BOARD OF DIRECTORS AND SIGNED ON ITS BEHALF BY



Robert Coe

Treasurer

Date 22/11/22

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CIRCLE COMMUNITY LTD

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

Responsibilities and basis of report

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

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

Independent examiner's report

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

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

- (1) accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting 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.



Anthony Epton BA, FCA, CTA, FCIE

22 November 2022

Goldwins Limited

Chartered Accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

Circle Community Ltd
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations	2	111,257	262,458	373,715	345,982
Charitable activities	3	92,102	-	92,102	23,206
Investment income	4	36	-	36	116
Total income		203,395	262,458	465,853	369,304
Expenditure on:					
Raising funds		15,060	11,252	26,312	32,046
Charitable activities		107,645	307,883	415,528	289,336
Total expenditure	5	122,705	319,135	441,840	321,382
Net income for the year	6	80,690	(56,677)	24,013	47,922
Transfers between funds		-	-	-	-
Net movement in funds		80,690	(56,677)	24,013	47,922
Reconciliation of funds:					
Funds brought forward		49,798	84,200	133,998	86,076
Total funds carried forward	13	130,488	27,523	158,011	133,998

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

Circle Community Ltd

Balance sheet

As at 31 March 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets:					
Tangible assets	9		1,008		2,130
Current assets:					
Debtors	10	54,107		21,415	
Cash at bank and in hand		284,858		140,602	
		<u>338,965</u>		<u>162,017</u>	
Liabilities:					
Creditors: amounts falling due within one year	11	<u>(181,962)</u>		<u>(30,149)</u>	
Net current assets			<u>157,003</u>		<u>131,868</u>
Total net assets			<u>158,011</u>		<u>133,998</u>
Funds	13				
Restricted funds			27,523		84,200
Unrestricted funds:					
General funds		<u>130,488</u>		<u>49,798</u>	
Total unrestricted funds			<u>130,488</u>		<u>49,798</u>
Total funds			<u>158,011</u>		<u>133,998</u>

For the financial year ended 31 March 2022, the Charitable Company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

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

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

Approved by the trustees on 22 November 2022 and signed on their behalf by:



Robert Coe
Trustee

Company registration no. 07667918

The attached notes form part of the financial statements.

1 Accounting policies

a) Basis of preparation

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

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

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

d) Donations of gifts, services and facilities

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

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

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

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and governance costs which support the Trust's charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

i) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

~	Fixtures and fittings	straight line basis over 5 years
~	Computer equipment	straight line basis over 3 years

j) Debtors

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

k) Cash at bank and in hand

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

l) Creditors and provisions

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

m) Financial instruments

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

n) Pensions

The charity operates a defined contribution pension scheme under auto-enrolment.

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2022

2 Income from donations and grants

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Donations, fundraising and small grants	5,395	1,000	6,395	3,507
BBC Children in Need	-	21,802	21,802	31,720
Charities Aid Foundation	-	29,880	29,880	-
Drapers Charitable Fund	-	1,875	1,875	7,500
Department for Work and Pensions	-	47,500	47,500	-
Fitch Ratings	-	-	-	2,000
Greater London Authority Young People's Fund	-	34,790	34,790	59,323
Henry Smith Charity	26,667	-	26,667	-
Landsec	-	20,000	20,000	28,873
LB Lewisham	42,195	10,038	52,233	-
LB Tower Hamlets	10,000	6,333	16,333	-
London Community Response	-	-	-	11,765
London Stock Exchange Group Foundation	15,000	-	15,000	-
National Lottery Community Fund Reaching Communities	-	71,862	71,862	113,232
Paddington Development Trust	-	4,878	4,878	25,592
Peter Cruddas Foundation	2,000	-	2,000	15,000
Salters Charitable Foundation	-	2,500	2,500	-
The Fore	-	-	-	5,000
The London Community Foundation	-	10,000	10,000	10,000
The Skinners' Company Lawrence Atwell's Charity	10,000	-	10,000	10,000
The Society Foundation	-	-	-	234
UBS	-	-	-	10,000
United Way	-	-	-	6,800
Coronavirus Job Retention Scheme	-	-	-	5,436
	111,257	262,458	373,715	345,982

3 Charitable activities

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Earned income: Training contracts	92,102	-	92,102	22,486
Miscellaneous	-	-	-	720
	92,102	-	92,102	23,206

4 Income from investments

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Bank interest	36	-	36	116
	36	-	36	116

5 Analysis of expenditure

	Cost of raising funds £	Charitable activities £	Support costs £	Governance Costs £	Total 2022 £	Total 2021 £
Staff costs	-	147,403	126,407	-	273,810	216,583
Other staff costs	-	-	3,220	-	3,220	2,160
Staff, Volunteer & Young Peoples travel	-	895	-	-	895	1,514
Training costs	-	747	-	-	747	2,430
Coaching fees	-	15,715	-	-	15,715	2,800
Room hire and other direct costs	-	4,080	-	-	4,080	245
Advertising and promotion	-	9,406	-	-	9,406	2,294
Evaluation	-	1,800	-	-	1,800	1,800
Grants paid to Circle Sports C.I.C.	-	60,041	-	-	60,041	17,933
Fundraising costs	26,312	-	-	-	26,312	32,046
Office Refurbishment - Lewisham	-	-	-	-	-	8,478
Rent, rates, utilities and other premises costs	-	-	16,860	-	16,860	6,150
Office supplies	-	-	4,191	-	4,191	2,570
Communications and IT	-	-	5,279	-	5,279	7,635
Insurance	-	-	713	-	713	688
Bank charges and other finance costs	-	-	845	-	845	1,873
Accountancy fees	-	-	5,570	-	5,570	6,685
Independent examination fee	-	-	-	3,840	3,840	3,840
Other legal and professional fees	-	-	6,540	-	6,540	900
Membership and subscriptions	-	-	792	-	792	1,413
Trustee expenses	-	-	62	-	62	-
Depreciation	-	-	1,122	-	1,122	1,345
	26,312	240,087	171,601	3,840	441,840	321,382
Support costs	-	171,601	(171,601)	-	-	-
Governance costs	-	3,840	-	(3,840)	-	-
Total expenditure 2022	26,312	415,528	-	-	441,840	
Total expenditure 2021	32,046	289,336	-	-		321,382

Of the total expenditure £319,135 was restricted (2021: £255,208) and £122,705 was unrestricted (2021: £66,174).

Circle Community Ltd**Notes to the financial statements****For the year ended 31 March 2022**

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2022	2021
	£	£
Depreciation	1,122	1,345
Operating lease rentals: Property	2,528	1,896
Independent Examiner's remuneration	3,200	3,200
	<u>3,200</u>	<u>3,200</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	242,098	196,750
Social security costs	19,382	15,848
Employer's contribution to defined contribution pension schemes	12,330	5,820
	<u>273,810</u>	<u>216,583</u>

None of the employees received employee benefits in excess of 60,000 during the year between (2021: 0).

The total employee benefits including pension contributions of the key management personnel were £159,261 (2021: £139,803).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). One trustee was reimbursed travelling expenses of £62 (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 16 (2021: 7).

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2022

9 Tangible fixed assets

	Fixtures, Fittings and Equipment £	Total £
Cost		
At the start of the year	6,419	6,419
Additions in year	-	-
Disposals in year	-	-
At the end of the year	<u>6,419</u>	<u>6,419</u>
Depreciation		
At the start of the year	4,289	4,289
Charge for the year	1,122	1,122
At the end of the year	<u>5,411</u>	<u>5,411</u>
Net book value		
At the end of the year	<u>1,008</u>	<u>1,008</u>
At the start of the year	<u>2,130</u>	<u>2,130</u>

All of the above assets are used for charitable purposes.

10 Debtors

	2022 £	2021 £
Donations and grants receivable	33,407	-
Intercompany debtor - Circle Sports CIC	20,700	21,415
	<u>54,107</u>	<u>21,415</u>

11 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	2,504	-
Taxation and social security	-	18,614
Deferred income	173,737	-
Other creditors	1,881	4,379
Accruals	3,840	7,156
	<u>181,962</u>	<u>30,149</u>

12 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	748	260	1,008
Net current assets	129,740	27,263	157,003
Net assets at the end of the year	<u>130,488</u>	<u>27,523</u>	<u>158,011</u>

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2022

13 Movements in funds

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Restricted funds:					
Back Your Future	64,256	257,458	(294,451)	-	27,263
Navigating the Gig Economy	19,310	5,000	(24,310)	-	-
Fixed Assets	634	-	(374)	-	260
Total restricted funds	84,200	262,458	(319,135)	-	27,523
Unrestricted funds:					
General funds	49,798	203,395	(122,705)	-	130,488
Total unrestricted funds	49,798	203,395	(122,705)	-	130,488
Total funds	133,998	465,853	(441,840)	-	158,011

Purposes of restricted funds

Back Your Future (previously known as Get Employed) programme is our main area of work and is funded by various funders including the Young Londoners Fund and Reaching Communities from The National Lottery Community Fund.

Navigating the Gig Economy is a programme which is funded by the Young Londoners Fund.

The restricted fund for **Fixed Assets** represents a grant received for the purchase of equipment which is being depreciated as per our depreciation policy.

14 Analysis of cash and cash equivalents

	At the start of the year £	Cash flows £	Other changes £	At the end of the year
Cash at bank and in hand	140,602	144,256	-	284,858
Total cash and cash equivalents	140,602	144,256	-	284,858

Circle Community Ltd**Notes to the financial statements****For the year ended 31 March 2022**

15 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2022 £	Property 2021 £
Less than 1 year	3,792	5,056
1 - 5 years	-	3,792
	<u>3,792</u>	<u>8,848</u>

16 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £10 in the event of the charity being wound up.

17 Related party transactions

Circle Sports CIC is the trading element of the charity which is a commercial shop used to generate funds and also train our beneficiaries. Mr D Unger, a trustee of the charity, and Ms T Humphreys, part of the key management personnel of the charity, are directors of Circle Sports CIC. There is an intercompany loan between the charity and Circle Sports CIC. At the balance sheet date the amount due from Circle Sports CIC was £20,700 (2021: £21,415).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2022

18 Previous reporting period information

18a Detailed comparatives for the statement of financial activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income from:			
Donations	86,616	259,366	345,982
Charitable activities	4,540	18,666	23,206
Investment income	116	-	116
Total income	91,272	278,032	369,304
Expenditure on:			
Raising funds	20,794	11,252	32,046
Charitable activities	45,380	243,956	289,336
Total expenditure	66,174	255,208	321,382
Net income for the year	25,098	22,824	47,922
Transfers between funds	-	-	-
Net movement in funds	25,098	22,824	47,922
Reconciliation of funds:			
Funds brought forward as previously reported	49,385	61,376	110,761
Prior year adjustment	(24,685)	-	(24,685)
Funds brought forward as restated	24,700	61,376	86,076
Total funds carried forward	49,798	84,200	133,998

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2022

18b Analysis of expenditure of previous reporting period

	Cost of raising funds £	Charitable activities £	Support costs £	Governance Costs £	Total 2021 £
Staff costs	-	199,497	17,086	-	216,583
Other staff costs	-	2,160	-	-	2,160
Staff, Volunteer & Young Peoples travel	-	1,514	-	-	1,514
Training costs	-	2,430	-	-	2,430
Coaching fees	-	2,800	-	-	2,800
Room hire and other direct costs	-	245	-	-	245
Advertising and promotion	-	2,294	-	-	2,294
Evaluation	-	1,800	-	-	1,800
Grants paid to Circle Sports C.I.C.	-	17,933	-	-	17,933
Fundraising costs	32,046	-	-	-	32,046
Office Refurbishment - Lewisham	-	-	8,478	-	8,478
Rent, rates, utilities and other premises	-	-	6,150	-	6,150
Office supplies	-	-	2,570	-	2,570
Communications and IT	-	-	7,635	-	7,635
Insurance	-	-	688	-	688
Bank charges and other finance costs	-	-	1,873	-	1,873
Accountancy fees	-	-	6,685	-	6,685
Independent examination fee	-	-	-	3,840	3,840
Other legal and professional fees	-	-	900	-	900
Membership and subscriptions	-	-	1,413	-	1,413
Depreciation	-	-	1,345	-	1,345
	32,046	230,673	54,823	3,840	321,382
Support costs	-	54,823	(54,823)	-	-
Governance costs	-	3,840	-	(3,840)	-
Total expenditure 2021	32,046	289,336	-	-	321,382

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2022

18c Analysis of net assets between funds of previous reporting period

	General unrestricted	Restricted	Total funds
	£	£	£
Tangible fixed assets	1,496	634	2,130
Net current assets	48,302	83,566	131,868
Net assets at the end of the year	49,798	84,200	133,998

18d Movements in funds for the previous reporting period

	At the start of the year £	Income and gains £	Expenses and losses £	Transfers £	At the end of the year £
Restricted funds:					
Back Your Future	50,557	266,143	(252,444)	-	64,256
Navigating the Gig Economy	10,049	11,655	(2,394)	-	19,310
Fixed Assets	770	234	(370)	-	634
Total restricted funds	61,376	278,032	(255,208)	-	84,200
Unrestricted funds:					
General funds	24,700	91,272	(66,174)	-	49,798
Total unrestricted funds	24,700	91,272	(66,174)	-	49,798
Total funds	86,076	369,304	(321,382)	-	133,998

CIRCLE COMMUNITY LTD

England & Wales - Charity number 1145291

Accounts

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Company Number: 07667918

Charity Number: 1145291

CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)

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CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)

LEGAL AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2021

Directors and Trustees	Rebecca Butler – Treasurer and Interim Chair (until 20 th January 2021) Robert Coe – Treasurer (appointed 20 th January 2021) Danny Unger Michael Gerrard Lauren Ambrose (resigned 5 th October 2021)
Secretary	Danny Unger
Registered Office	136 Kingsland High Street London E8 2NS
Company Number	07667918
Charity number	1145291

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees are pleased to present their report including the financial statements of Circle Community Ltd (the "Charity") for the year ended 31 March 2021.

OBJECTIVES AND ACTIVITIES

The charity's objects (the "Objects") are specifically restricted to positively impacting the lives of those in need by reason of youth, age, disability, financial hardship or other disadvantage in any or all of the following ways:

- 1) The relief and support of those in need by reason of youth, age, disability, financial hardship or other disadvantage and their families and carers by;
 - a) Developing the skills, capabilities, confidence, mindset and self-discipline needed to secure life-changing, permanent employment
 - b) Providing professional and social development workshops, training programmes and general advice and support
- 2) To promote awareness of the issues affecting those in need by reason of youth, age, disability, financial hardship or other disadvantage, both generally and in relation to their social and workplace exclusion;
- 3) To promote social and workplace inclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 4) Advancing education and training for the public benefit, both generally and in relation to the social and workplace exclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 5) The relief of unemployment and other hardship for the public benefit;
- 6) Such other charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the Trustees may from time to time determine.

Our charitable activities are based on meeting the above objects. The charity delivers public benefit through the provision of our 'Back Your Future', training programme which supports disadvantaged young people aged 16-30 to acquire and develop workplace skills, capabilities and the desire to secure and sustain permanent employment, education or training.

This is delivered through the following activities:

- Immediate, structured work experience (8 hours weekly) supported by our Retail Managers at one of the two streetwear clothing shops run by our sister social enterprise, Circle Collective.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Through this young people develop vital transferrable skills including team working, and customer relations and gain content examples for their CVs and future interviews.

- Workshops (minimum two per month) and one-to-one coaching on topics such as presentation skills, resilience building, and interacting with employers.
- Behind-the-scenes tours of real work environments, talking to employees in all areas of the business about their career journeys, and the opportunity for work placements via our committed corporate partners.
- Practical recruitment support (e.g. job searches, mock interviews) and one-to-one mentoring from our Job Coaches to help grow their confidence.
- Peer support opportunities, and the opportunity to learn from our Ambassadors, young people who have successfully gone through the programme and act as role models and mentors to the current cohort.

For those young people we support into jobs, once in work, we continue to help them through creating support plans with their employers and offering vital encouragement through weekly contact.

PUBLIC BENEFIT STATEMENT

When considering activities which contribute towards the charity's work, Trustees have regarded section 17(5) of the Charities Act 2011 in relation to its guidance on public benefit. Guidance has been considered at trustee meetings when planning programmes and activities for Circle Community over the course of the year.

STRUCTURE GOVERNANCE AND MANAGEMENT

The governing document is the Memorandum and Articles of association of the company incorporated on 16th June 2011 as amended by special resolution registered at Companies House on 28th December 2011.

New Trustees are appointed by the existing Trustees.

The Trustees delegate the day to day running of the charity to Ms Turly Humphreys and her remuneration is agreed by the Trustees.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

WHY OUR WORK IS NEEDED

"Before joining Circle I was lost and confused. I'd never worked before and would apply to almost 300 vacancies a month with no replies. Circle made me feel hopeful again. Circle is a brilliant learning environment..." *Z, aged 19, Wildlife Trust Trainee.*

Most of the young people we support are those who are considered furthest away from the labour market. They often have complex lives and face multiple barriers to employment, for example, they come from black and minority ethnic groups who have low labour market participation, have low or no qualifications, no work experience and they are experiencing mental ill health. They often need help in developing the appropriate attitudes, resilience and behaviours to cope with typical work patterns. These cohorts of young people often fall through the gaps of other youth employment programmes.

Whilst the labour market overall appears to be making a stronger recovery overall than anticipated as we emerge from lockdown, young people are still at the back of the queue for jobs. With their unemployment rates remaining higher for young people than for other age groups. Disproportionately impacted by the pandemic, young people are still struggling to secure meaningful employment and are set to bear the associated long-term consequences, including lower wages, inferior prospects, and poorer mental health.

"We believe that every young person who wants a job should be able to get one...and Circle is on a mission to make this happen." *Turly Humphreys, Circle Founder and CEO*

We have demonstrated that the right support can reduce these barriers to work for even for the most marginalised youth, supporting over 600 young people into work since 2015. We address the root causes of problems that are barriers to employment and start with basic needs; paying particular attention to mental well-being and making sure no one falls through the net. We guide young people through their journey into/towards employment. We provide them with advisors, advocates, role models, mentors, connectors, peer support and above all, a safe space.

ACHIEVEMENTS AND PERFORMANCE

For almost 9 months between April 2020 and March 2021, Circle Community delivered Back Your Future remotely. We had to close our two Circle Collective stores and furlough the retail staff employed by our social enterprise arm. The work experience young people enjoy in the stores, a key part of *Back Your Future*, was therefore very patchy.

During the first lockdown in spring 2020, we saw some young people who we had previously supported into jobs return to us as they had been made redundant or furloughed over older age groups. Alongside this cohort, we also supported a number of young people finishing college or school without completing exams, having any careers advice or employment support, or having the ceremony

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

of moving to the next stage in their life journey. All young people were experiencing high levels of isolation and anxiety, as well as uncertainty and confusion. We provided young people with a safe space and a sense of purpose and routine during those tumultuous times.

Our delivery model during this time included the following changes:

- one-to-one mentoring – these increased in frequency and length as young people needed more individualised support and attention. We also introduced additional wellbeing and safeguarding checks for each session.
- Wellbeing sessions – the duration, frequency and content of these sessions continually evolves based on young people's evaluations. In January 2021, in response to young people telling us they wanted more opportunities to interact with their peers, we started 'Wellbeing Wednesdays' via Zoom, facilitated 'open mic' sessions where young people had the opportunity to talk about how they were coping during lockdown and share some of their creative outputs, including poems and music.
- Corporate partner led events - our corporate partners were very supportive of us with many volunteers delivering an increased timetable of remote sessions via Zoom which received very positive evaluations from young people.
- Work placements – most of our employer partners had closed their workspaces during lockdowns so we paused the work placement plans we had put in place for young people until they were no longer working remotely.

New location and re-modelling of our Lewisham store and training centre



A major achievement this year was opening a relocated store and training centre. We took the decision not to re-open our old Lewisham space after the first lockdown in June 2020, instead focusing all our efforts in moving to a new location within Lewisham shopping centre – a much larger, better situated space which will enable Circle Collective to generate more retail income and deliver

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

more work experience whilst providing the charity with an improved training space from which to provide employability support to the increasing number of unemployed young people coming to us as a result of Covid-19. We opened the new space at the beginning of December 2020, only to have to close it again 10 days later for the remainder of the financial year due to Covid-19 lockdown measures.

This new location represents an exciting opportunity for us to recalibrate and expand our model. We are looking to test a broader community focused model, using the space to deliver events related to our brand, mission and purpose. This will include, for example, facilitated talks on local issues and workshops for mending, clothes exchanges and making. We are hoping to revitalise the shopping centre and public space as well as providing new revenue streams and new work experience opportunities for young people.

"The performance and social impact Circle had in this unprecedented period of time was hard fought and down to the passion and resilience of the team." External Social return on Investment Report 2020-21, University of Northampton

We are delighted with our progress in a year that has been entirely dominated by the Covid-19 pandemic. There were far fewer job vacancies to apply to, particularly for the types of roles that young people with little to no experience would enter into, such as retail or hospitality.

202 young people engaged with our Back Your Future employability programme (201 in 2019-20)

119 completed the programme (149 in 2019-20)

59 of those young people went into sustained employment. (84 in 2019-20)

CASE STORY

Alarna joined Circle in 2020 and has been a part of the training programme for a year. When she first joined us she was very quiet and anxious with very low self-esteem. She had experienced a troubled family upbringing, which resulted in her having a very poor diet, anxiety and severe eczema. It took Alarna a while to build up her trust in us and she was initially very quiet and withdrawn. Alarna says:

"I joined Circle after finishing my education and was looking for a job. I was unsure at first because I did not know anyone. I also joined during COVID, so things were a bit different. The staff are very friendly and supportive and willing to help in any way they can. The other people on the program as well, allowing me to meet new people who are experiencing the same situation and learn about them and their talents as well. Circle has given me the confidence to know what I would like to gain from a job. The experience from training and advice is given on how to prepare for the world of work, from

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

working on the shop floor to interview experience. I have come out of my shell a bit more since being at Circle and learned from any mistakes I made. I have learned a lot of new things that I can apply to my job and my life skills. Circle is a great place to come and learn, if you need help, support and even someone to listen to you. Thanks to everything that Circle has done alongside me, I was able to get a job after a successful interview. I have now joined the team at Circle Collective as a Sales Advisor, which I found through the Kickstart scheme. I am happy to work alongside an amazing team and share my knowledge with others. To be a part of this community and being a part of the charity has been a great opportunity and fun experience for me. I am happy that there is more to come."

Alarna has recently joined Circle Collective as a Customer Service Apprentice, our first apprenticeship.

Future plans

We know that young people need us more than ever. Since April 2021 when we were able to return to our physical premises, the number of young people signing up for our support is higher than any previous years pre-pandemic.

Over the next 12 months we plan to increase our staff capacity to cope with demand and adapt to young people's evolving needs. We want to ensure that we can provide the best possible opportunities to those young people coming to us who, due to the uncertain job market, are increasingly choosing to gain more education or training or work experience before seeking employment. We will take advantage of, and encourage our employer network to take advantage of, government programmes, including apprenticeships and Kickstart, which provides six-month work placement for young people at risk of long-term unemployment. We want to broaden our employer partnerships, including with sectors that offer potential opportunities for young people post Covid-19, for example, the green economy, online retail.

We also want to explore the potential role of self-employment in generating more opportunities for young people. Towards the end of 2019 we secured some funding to test and evaluate a new programme focusing on providing young people with the knowledge, skills and networks relevant to being self-employed or setting up a micro business – 'Navigating the Gig Economy'. Starting the programme has been long delayed due to Covid-19.

In the medium to long term, we want to further expand our geographical footprint and reach more young people across London. We are in discussion with two of our long-term corporate partners, LandSec and Canary Wharf Group, about using their properties as venues for future store/training centres and with local authorities adjacent to the two bases where we currently deliver our services.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

FUNDRAISING STATEMENT

We fundraise so that we can provide the services that deliver our charitable objectives and to deliver our mission that all young people that want a job are able to get one.

We have regard to the guidance provided by the Fundraising Regulator, and we actively support the Code of Fundraising Practice. We promise to be open, honest, clear, respectful, fair, reasonable and accountable.

Our warmest thanks go to everyone who has supported Circle Community this year. We are so grateful for the support of our wonderful corporate volunteers and companies who have provided us with hundreds of hours of pro bono support including mentoring, workshops and career experiences and other in-kind donations.

In particular we would like to highlight the support of our corporate partners, in particular Landsec, who are also our landlords in Lewisham shopping centre, and supported us to move to our bigger and better retail and training space, UBS, Fitch Ratings and NHS properties.

We would also like to thank grant giving organisations who supported us in 2020-21 including BBC Children in Need/Youth Futures Foundation, London Community Response Fund, National Lottery Community Fund, Paddington Development Trust, Peter Cruddas Foundation, The Drapers' Company, The Evening Standard's Dispossessed Fund, The Skinners' Company Lawrence Atwell's Charity, United Way & The Fore

FINANCIAL REVIEW AND RESERVES POLICY

Circle Community's principal sources of funds are grant giving organisations, statutory contracts and corporate donations, with a small amount of income received through individual donations.

Income for the year was £369,304 (2020: £324,048) and expenditure was £321,382 (2020: £283,465) giving us a surplus for the year of £47,922 (2020: surplus of £40,583).

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charities Commission and produced a reserves policy which requires reserves to be developed to a reasonable level to ensure the charity can run efficiently and ensure the continuation of core activities during a period of unforeseen difficulty.

The target value of these free reserves should be a minimum of three months of core operating costs and a maximum of three months of worth of total costs. Our reserves should be maintained in a realisable form – a bank account without access restrictions. For 2020/21 this amount is calculated as minimum £62,252 and maximum £80,346.

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

At 31 March 2021, our total free reserves were £49,798, outside of our target boundaries. We keep at least £10,000 of our reserves in a dedicated interest-bearing bank account held at Charity Bank.

TRUSTEES' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

The Trustees (who are also directors of Circle Community Ltd for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the Charity's finances.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statements of Recommended of Recommended Practise;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

APPROVED BY THE BOARD OF DIRECTORS AND SIGNED ON ITS BEHALF BY



Robert Coe

Treasurer

Date 22 March 2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CIRCLE COMMUNITY LTD

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

Responsibilities and basis of report

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

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

Independent examiner's report

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

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

- (1) accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting 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.

Anthony Epton

Anthony Epton BA, FCA, CTA, FCIE

Date: 23 March 2022

Goldwins Limited

Chartered Accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

Circle Community Ltd
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds as restated 2020 £
	Note				
Income from:					
Donations	2	86,616	259,366	345,982	304,005
Charitable activities	3	4,540	18,666	23,206	20,000
Investment income	4	116	-	116	43
Total income		91,272	278,032	369,304	324,048
Expenditure on:					
Raising funds		20,794	11,252	32,046	25,083
Charitable activities		45,380	243,956	289,336	258,382
Total expenditure	5	66,174	255,208	321,382	283,465
Net income for the year	6	25,098	22,824	47,922	40,583
Transfers between funds		-	-	-	-
Net movement in funds		25,098	22,824	47,922	40,583
Reconciliation of funds:					
Funds brought forward as previously reported		49,385	61,376	110,761	45,493
Prior year adjustment	15	(24,685)	-	(24,685)	-
Funds brought forward as restated		24,700	61,376	86,076	45,493
Total funds carried forward	13	49,798	84,200	133,998	86,076

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

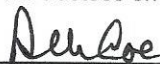
Circle Community Ltd

Balance sheet

As at 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets:					
Tangible assets	9		2,130		2,601
Current assets:					
Debtors	10	21,415		41,125	
Cash at bank and in hand		<u>140,602</u>		<u>106,007</u>	
		162,017		147,132	
Liabilities:					
Creditors: amounts falling due within one year	11	<u>(30,149)</u>		<u>(63,657)</u>	
Net current assets			<u>131,868</u>		<u>83,475</u>
Total net assets			<u>133,998</u>		<u>86,076</u>
Funds	13				
Restricted funds			84,200		61,376
Unrestricted funds:					
General funds		<u>49,798</u>		<u>24,700</u>	
Total unrestricted funds			<u>49,798</u>		<u>24,700</u>
Total funds			<u>133,998</u>		<u>86,076</u>

Approved by the trustees on 22 March 2022.....and signed on their behalf by:



 Robert Coe

Treasurer

Company registration no. 07667918

The attached notes form part of the financial statements.

1 Accounting policies

a) Basis of preparation

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

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

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

d) Donations of gifts, services and facilities

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

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

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

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

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

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

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance and governance costs which support the Trust's charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

i) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

~	Fixtures and fittings	straight line basis over 5 years
~	Computer equipment	straight line basis over 3 years

j) Debtors

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

k) Cash at bank and in hand

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

l) Creditors and provisions

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

m) Financial instruments

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

n) Pensions

The charity operates a defined contribution pension scheme under auto-enrolment.

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2021

2 Income from donations and grants

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Donations, fundraising and small grants	3,507	-	3,507	12,355
BBC Children in Need	-	31,720	31,720	-
Ben Ogden Memorial Fund	-	-	-	2,371
Drapers Charitable Fund	-	7,500	7,500	-
ESF EQUIP Community Grant	-	-	-	8,967
Fitch Ratings	2,000	-	2,000	-
Garfield Weston Foundation	-	-	-	50,000
Greater London Authority	-	59,323	59,323	59,323
Hackney Council Main Grant	-	-	-	19,645
Inner London Magistrate's Poor Box	-	-	-	10,000
Landsec	28,873	-	28,873	21,645
The London Community Foundation	-	10,000	10,000	8,545
London Community Response	-	11,765	11,765	-
Paddington Development Trust	-	25,592	25,592	-
Paul Hamlyn Foundation	-	-	-	30,000
Peter Cruddas Foundation	15,000	-	15,000	-
Sage Foundation	-	-	-	12,817
St James Place Charitable Foundation	-	-	-	10,000
Tabhair Charitable Trust	-	-	-	5,000
The Evening Standard's Dispossessed Fund	-	-	-	10,000
The Fore	5,000	-	5,000	-
The National Lottery Community Fund	-	113,232	113,232	50,192
The Skinners' Company Lawrence Atwell's	10,000	-	10,000	10,000
The Society Foundation	-	234	234	1,140
UBS	10,000	-	10,000	-
United Way	6,800	-	6,800	4,800
Woodward Charitable Trust	-	-	-	1,890
Coronavirus Job Retention Scheme	5,436	-	5,436	-
Prior year adjustment	-	-	-	(24,685)
	86,616	259,366	345,982	304,005

3 Charitable activities

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Earned income: Training contracts	3,820	18,666	22,486	20,000
Miscellaneous	720	-	720	-
	4,540	18,666	23,206	20,000

4 Income from investments

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £	Total 2020 £
Bank interest	116	-	116	43
	116	-	116	43

5 Analysis of expenditure

	Cost of raising funds £	Charitable activities £	Support costs £	Governance Costs £	Total 2021 £	Total 2020 £
Staff costs	-	199,497	17,086	-	216,583	218,365
Other staff costs	-	2,160	-	-	2,160	2,569
Staff, Volunteer & Young Peoples travel	-	1,514	-	-	1,514	4,397
Training costs	-	2,430	-	-	2,430	2,071
Intern placement fees	-	-	-	-	-	2,400
Coaching fees	-	2,800	-	-	2,800	3,840
Room hire and other direct costs	-	245	-	-	245	2,088
Advertising and promotion	-	2,294	-	-	2,294	449
Evaluation	-	1,800	-	-	1,800	1,800
Grants paid to Circle Sports C.I.C.	-	17,933	-	-	17,933	-
Fundraising costs	32,046	-	-	-	32,046	25,083
Office Refurbishment - Lewisham	-	-	8,478	-	8,478	-
Rent, rates, utilities and other premises costs	-	-	6,150	-	6,150	9,111
Office supplies	-	-	2,570	-	2,570	2,041
Communications and IT	-	-	7,635	-	7,635	1,583
Insurance	-	-	688	-	688	662
Bank charges and other finance costs	-	-	1,873	-	1,873	949
Accountancy fees	-	-	6,685	-	6,685	7,621
Independent examination fee	-	-	-	3,840	3,840	650
Other legal and professional fees	-	-	900	-	900	847
Membership and subscriptions	-	-	1,413	-	1,413	931
Trustee expenses	-	-	-	-	-	58
Depreciation	-	-	1,345	-	1,345	1,300
Loan interest	-	-	-	-	-	(5,350)
	32,046	230,673	54,823	3,840	321,382	283,465
Support costs	-	54,823	(54,823)	-	-	-
Governance costs	-	3,840	-	(3,840)	-	-
Total expenditure 2021	32,046	289,336	-	-	321,382	
Total expenditure 2020	25,083	258,382	-	-		283,465

Of the total expenditure £255,208 was restricted (2020: £257,507) and £66,174 was unrestricted (2020: £25,958).

Circle Community Ltd**Notes to the financial statements****For the year ended 31 March 2021**

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2021	2020
	£	£
Depreciation	1,345	1,300
Interest payable	-	(5,350)
Operating lease rentals: Property	1,896	1,543
Independent Examiners' remuneration	3,840	650
	<u>3,840</u>	<u>650</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	194,915	196,750
Social security costs	15,848	16,908
Employer's contribution to defined contribution pension schemes	5,820	4,707
	<u>216,583</u>	<u>218,365</u>

None of the employees received employee benefits in excess of 60,000 during the year between (2020: 0).

The total employee benefits including pension contributions of the key management personnel were £139,803 (2020: £133,931).

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

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 7 (2020: 7).

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Circle Community Ltd
Notes to the financial statements
For the year ended 31 March 2021

9 Tangible fixed assets

	Fixtures, Fittings and Equipment £	Total £
Cost		
At the start of the year	5,545	5,545
Additions in year	874	874
Disposals in year	-	-
At the end of the year	6,419	6,419
Depreciation		
At the start of the year	2,944	2,944
Charge for the year	1,345	1,345
At the end of the year	4,289	4,289
Net book value		
At the end of the year	2,130	2,130
At the start of the year	2,601	2,601

All of the above assets are used for charitable purposes.

10 Debtors

	2021 £	2020 £
Prepayments and accrued income	-	2,931
Intercompany debtor - Circle Sports CIC	21,415	38,194
	21,415	41,125

11 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	-	1,273
Taxation and social security	18,614	36,108
Other creditors	4,379	25,626
Accruals	7,156	650
	30,149	63,657

12 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	1,496	634	2,130
Net current assets	48,302	83,566	131,868
Net assets at the end of the year	49,798	84,200	133,998

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13 Movements in funds

	At the start of the year £	Income and gains £	Expenses and losses £	Transfers £	At the end of the year £
Restricted funds:					
Back Your Future	50,557	266,143	(252,444)	-	64,256
Navigating the Gig Economy	10,049	11,655	(2,394)	-	19,310
Fixed Assets	770	234	(370)	-	634
Total restricted funds	61,376	278,032	(255,208)	-	84,200
Unrestricted funds:					
General funds	24,700	91,272	(66,174)	-	49,798
Total unrestricted funds	24,700	91,272	(66,174)	-	49,798
Total funds	86,076	369,304	(321,382)	-	133,998

Purposes of restricted funds

Back Your Future (previously known as Get Employed) programme is our main area of work and is funded by various funders including the Young Londoners Fund and Reaching Communities from The National Lottery Community Fund.

Navigating the Gig Economy is a programme which is funded by the Young Londoners Fund.

The restricted fund for **Fixed Assets** represents a grant received for the purchase of equipment which is being depreciated as per our depreciation policy.

14 Analysis of cash and cash equivalents

	At the start of the year £	Cash flows £	Other changes £	At the end of the year
Cash at bank and in hand	106,007	34,595	-	140,602
Total cash and cash equivalents	106,007	34,595	-	140,602

15 Prior year adjustment

Prior year adjustment relates to a loan received by the charity last year but was incorrectly treated as income.

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16 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Property 2021 £	Property 2020 £
Less than 1 year	5,056	5,056
1 - 5 years	8,848	13,904
	<u>13,904</u>	<u>18,960</u>

17 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £10 in the event of the charity being wound up.

18 Related party transactions

Circle Sports CIC is the trading element of the charity which is a commercial shop used to generate funds and also train our beneficiaries. Mr D Unger, a trustee of the charity, and Ms T Humphreys, part of the key management personnel of the charity, are directors of Circle Sports CIC. There is an intercompany loan between the charity and Circle Sports CIC. At the balance sheet date the amount due from Circle Sports CIC was £21,415 (2020: 38,194).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

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19 Previous reporting period information

19a Detailed comparatives for the statement of financial activities

	Unrestricted	Restricted	Total
	2020	2020	2020
	£	£	£
Income from:			
Grants, donations and legacies	6,970	297,035	304,005
Charitable activities	20,000	-	20,000
Investments	43	-	43
Total income	27,013	297,035	324,048
Expenditure on:			
Raising funds	25,083	-	25,083
Charitable activities	875	257,507	258,382
Total expenditure	25,958	257,507	283,465
Net income / (expenditure) for the year	1,055	39,528	40,583
Transfers between funds	-	-	-
Net movement in funds	1,055	39,528	40,583
Reconciliation of funds:			
Total funds brought forward	23,645	21,848	45,493
Total funds carried forward	24,700	61,376	86,076

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19b Analysis of expenditure of previous reporting period

	Cost of raising funds £	Charitable activities £	Support costs £	Governance Costs £	Total 2020 £
Staff costs	-	132,787	85,578	-	218,365
Other staff costs	-	2,569	-	-	2,569
Staff, Volunteer & Young Peoples travel	-	4,397	-	-	4,397
Training costs	-	2,071	-	-	2,071
Intern placement fees	-	2,400	-	-	2,400
Coaching fees	-	3,840	-	-	3,840
Room hire and other direct costs	-	2,088	-	-	2,088
Advertising and promotion	-	449	-	-	449
Evaluation	-	1,800	-	-	1,800
Fundraising costs	25,083	-	-	-	25,083
Rent, rates, utilities and other premises	-	-	9,111	-	9,111
Office supplies	-	-	2,041	-	2,041
Communications and IT	-	-	1,583	-	1,583
Insurance	-	-	662	-	662
Bank charges and other finance costs	-	-	949	-	949
Accountancy fees	-	-	7,621	-	7,621
Independent examination fee	-	-	-	650	650
Other legal and professional fees	-	-	847	-	847
Membership and subscriptions	-	-	931	-	931
Trustee expenses	-	-	58	-	58
Depreciation	-	-	1,300	-	1,300
Loan interest	-	-	(5,350)	-	(5,350)
	25,083	152,401	105,331	650	283,465
Support costs	-	105,331	(105,331)	-	-
Governance costs	-	650	-	(650)	-
Total expenditure 2020	25,083	258,382	-	-	283,465

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For the year ended 31 March 2021

19c Analysis of net assets between funds of previous reporting period

	General unrestricted	Restricted	Total funds
	£	£	£
Tangible fixed assets	1,831	770	2,601
Net current assets	22,869	60,606	83,475
Net assets at the end of the year	24,700	61,376	86,076

19d Movements in funds for the previous reporting period

	At the start of the year £	Income and gains £	Expenses and losses £	Transfers £	At the end of the year £
Restricted funds:					
Back Your Future	21,848	284,241	(255,532)	-	50,557
Navigating the Gig Economy	-	11,654	(1,605)	-	10,049
Fixed Assets	-	1,140	(370)	-	770
Total restricted funds	21,848	297,035	(257,507)	-	61,376
Unrestricted funds:					
General funds	23,645	27,013	(25,958)	-	24,700
Total unrestricted funds	23,645	27,013	(25,958)	-	24,700
Total funds	45,493	324,048	(283,465)	-	86,076