

One Eighty Limited

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

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One Eighty Limited

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 AUGUST 2023

Trustees

Mrs A C Pierazzini
Mr J Fisher
Dr T D Gardiner
Dr H Johnson
Mrs T Elder
Mr A Souter
Mrs L-M Jones
Mr N Aitchison
Mrs D James
Mr A Davidson (appointed 08/22/22)

Senior Management Team

Mrs S Besant (Chief Executive Officer)
Mrs R Summut (Director of Development & Fundraising)
Mrs N Cranfield (Director of Operations)
Miss C Lewis-Pryde (Service Manager)

Charity Registration Number 1147546

Company Registration Number 07745178

Registered Office Unit 20 King's Meadow Ferry Hinksey Road Oxford OX2 0DP

Independent Examiner Rachel Eden ACMA
Holy Brook Associates Ltd, 1st Floor, Pinnacle Building, 20 Tudor Rd, Reading RG1 1NH

Bankers Lloyds Bank

One Eighty Limited

TRUSTEE'S ANNUAL REPORT (INCORPORATING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees, who are also Directors of the charitable company for the purposes of Company law, present their report and the financial statements of the charity for the year ended 31 August 2023.

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 Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

OBJECTIVES AND ACTIVITIES

Objects and Aims

As set out in the governing documents, the charity's objects are as follows:

The promotion of the social inclusion for the public benefit amongst young people who are socially excluded as they do not engage with educational services, by providing them with support and assistance to relieve the needs of those people, and to assist them to integrate back into mainstream education by:

- Offering curriculum-based group activities
- One-to-one mentoring and support
- Building links with families, schools and local authorities
- Enabling families, schools and community groups to support each other and develop strategic measures towards reintegration into community life.

The aims of our charity are to connect vulnerable young people with a positive learning experience by working on patterns of thinking, behaviours, and emotions, to enhance learning, ultimately turning lives around. Our aims fully reflect the purposes that the charity was set up to further, in order to reach more young people and their family's year-upon-year.

Objectives, Strategies and Activities

Delivering our aims

We review our aims, objectives, and activities each year to reflect on the past 12 months' achievements and outcomes, and plan appropriately for the year ahead. The review looks at the success of each key activity and the benefits these have brought to the individuals and groups we exist to support. The review also allows us to ensure that we remain in keeping with our charity's aims and objectives. The Trustees consider how the planned activities will benefit the individuals they are aimed for, that there are the appropriate safeguards in place, and that the financial stability of the charity is also considered.

The focus of our work

The aims of the charity are to enable children and young people who struggle with their mental health and educational needs to re-engage with a positive learning experience. This is achieved through the charity's robust and high-quality model, delivered by trained and experienced staff, supporting young people through a range of services: intensive one-to-one interventions, preventative mental health projects (Make Me Smile, Kick Start, Transitional/Standard Summer Projects), and training and supervision for external professionals (Cognitive Behavioural Therapy, and External Supervision). The models of support are underpinned by unique, research-based, psychological approaches (such as CBT, DBT, and trauma-informed therapy).

The positive reputation One-Eighty has built, over the past decade, has been achieved by working with existing providers and external agencies such as: schools/academies, virtual schools for looked after children (VSLAC), social care teams, the police, and other like-minded charitable organisations. Through a variety of training courses, external supervision sessions, conferences, projects, boards, and network forums, the charity also continues to seek further opportunities for development and growth in order for more schools and professional services, across health and education sectors in particular, to access our services.

During 2021/2022, One-Eighty has continued working with a larger mental health charity, focusing on joint-commissioned projects and offering External Supervision services to their staff, and other organisations they collaborate with. This has enabled efficiencies, and wider-collaborative working across a range of charities in the county. Furthermore, this collaborative work has furthered One-Eighty's reputation across both Oxfordshire and Buckinghamshire, particularly by increasing the awareness of our service offers which has resulted in increased referrals through health and education sectors. In addition to this, it has introduced One-Eighty to strategic consultations led by the new Integrated Care Boards (ICB/ICS) whereby One-Eighty has been able to contribute to data gathering, horizon scanning, and communicate the needs of vulnerable young people.

As One-Eighty launched its 10th Anniversary Appeal, the fundraising team was heavily focused on increasing the knowledge and reputation, in addition to funding, through new and existing donors. This was primarily through a team-wide 7k fun run, and a formal anniversary fundraising dinner, hosted by our charity's Patron. During this year, the Senior Leadership Team re-structured to offer a permanent Service Manager position, create a Director of Operations role in order to support the CEO and manage the finances in parallel with the strategy, in addition to promoting the Development Manager to Director of Fundraising & Development. This new structure has enabled the organisation to have the leadership infrastructure to manage the upcoming growth and strategic management of the income generation whilst maintaining safeguarding and delivery as a priority.

Public Benefit

The Trustees confirm that they have complied with the requirement in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers and duties. They have referred to this guidance when reviewing the charity's objects and aims and in planning its future activities and are satisfied that the charity's activities comply with this guidance and are of public benefit.

ACHIEVEMENTS AND PERFORMANCE

Impact

Over the academic year 2022/2023, One-Eighty has continued to grow its reach and positively impact vulnerable young people's lives. Furthermore, our Founder and CEO was recognised for the outstanding contribution she has made to the community, and for going above and beyond to support young people with challenging circumstances, being awarded the High Sheriff Award 2023. In addition to this recognition, One-Eighty were selected from over 200 national charities as a finalist for the Centre for Social Justice Award 2023; this alliance honours and supports the best grassroots, poverty-fighting charities and social enterprises, to have access to the corridor of policy makers, philanthropists, and prestigious organisations.

During this year, One-Eighty has supported 66 children and young people with complex needs through our intensive one-to-one interventions. We have delivered over 1650 sessions to young people and their families. 1560 children and young people have taken part in our preventative mental health project – Make Me Smile. 32 young people took part in our Kick Start project – a group work project that supports those who struggle with transitions. There were 47 young people who experienced our Summer Project where we met them in their primary school and supported them with tools and strategies to overcome their anxieties in secondary school – completing the support early into their year 7 phase. Finally, we delivered to 26 professionals, including teaching staff and external agencies, our External Supervision and CBT training sessions. This support has been delivered across our geographical areas of focus: Oxfordshire and Buckinghamshire, concentrating on areas which have the highest levels of deprivation.

The start of 2022/2023 focused on implementing One-Eighty's Strategic 3-year plan which aims to:

1. Expand One-Eighty's services across Oxfordshire, reaching more vulnerable young people each year.
2. Expand services across Buckinghamshire – setting up a satellite office to deliver from.
3. Be the employer of choice – invest in CDP and training opportunities for staff growth and expertise.

To achieve these objectives, One-Eighty's Senior Leadership Team focused its attentions on implementing and developing a high-performance team culture. This flowed into sharing regular data and achievement snapshots with the staff team, on a quarterly basis, to promote this culture throughout the organisation and enable opportunities for feedback and conversation about how the strategic objectives directly linked with each role. Furthermore, One-Eighty expanded its headcount by investing in additional intervention team members and supporting this with additional Team Leaders to deliver management and supervision.

Throughout the year, One-Eighty has worked hard to understand the details behind its models of delivery and income vs expenditure (based on pricing models) through implementing various business methods and tools to determine efficiencies and high performance. This has enabled One-Eighty to strategically plan for growth in line with its budget and identify what specifically the charity requires to meet its objectives and income targets.

For more than a decade, we have grown to support vulnerable young people and families across Oxfordshire and Buckinghamshire. We exist for those who fall through the net and struggle to find support tailored to their specific needs.

The support we offer for children and young people (aged 4-18) and their families, as well as professionals working with children and young people is essential. Our services, including intensive 1:1 interventions as well as preventative mental health projects demonstrate that we are organically aligned with the Integrated Care System's (ICS) strategic objectives, and that we have extensive skills and experience to enable us to deliver to meet demand.

We are a professional, strategic and innovative charity that uses evidence-based approaches to ensure maximum impact in all our work. We re-engage children and young people with a positive learning experience and help to improve their mental and emotional wellbeing.

The need for our services is growing rapidly at a time when schools and statutory services are less able to provide support. This means that more and more vulnerable young people are not getting the help that they need with negative impacts not only for them and their life chances but for the communities that surround them.

We continue to support young people who are known as 'Children We Care For' in the care of the local authority, those with SEND support, with EHCPs and those without, young people in the Youth Justice System, and those on Child In Need or Child Protection Plans. Working across two different authorities, One-Eighty are skilled in managing and supporting young people with different types of support plans and different infrastructures that surround them.

In February 2022, 800 children 'disappeared' from education across Oxfordshire, and reports that highlighted the support for young people with SEND were devastating. These statistics and reduction in support continues to grow. One-Eighty remains focused in its objectives to meet these referral demands and offer necessary services to young people and turn their lives around.

Fundraising

Trusts and Foundations has remained the charity's primary fundraising activity, in addition to utilising resources to seek funding from community fundraising activities such as the Blenheim 7k Fun Run. We aim to develop One-Eighty's communications and marketing strategy to improve stewardship and relationships. Working in partnership with local philanthropists has enabled One-Eighty to begin to expand its breadth of delivery of its Schools Partnerships across Oxfordshire. Seeking funding for One-Eighty's preventative mental health services remains part of our fundraising strategy.

This year has also been a period of scoping for opportunities and growth within Bucks to deliver another of the charity's strategic aims. The focus of the fundraising team has therefore remained strategically narrow as the team explore how the fundraising landscape is developing against the backdrop of a cost-of-living crisis for the nation, and therefore how and where One-Eighty should channel its limited resources.

Staffing

One-Eighty has worked hard to understand and develop its model of high-performance teams to enable the charity to support more vulnerable young people who are desperately in need of our support. To facilitate this a significant amount of investment has gone into One-Eighty's recruitment and retention strategy. At the beginning of 2023, One-Eighty increased salaries across the organisation. This enabled us to ensure our staff were paid at least of the level of the Oxford Living Wage. We were also able to offer a salary increase where many others weren't. This ensured that our salaries remained comparable to other charitable organisations. Being able to retain and grow our highly skilled team is a key priority for us.

In support of this aim the CPD and training offered to staff throughout 2022/23 has been significantly greater than previous years. This is part of a strategic plan to upskill and expand the expertise across the whole staff team. Staff have been offered training to equip them with advanced tools that both meet the strategic aims of the organisation, but most importantly enable them to offer even more tailored and vital research and evidence-based techniques and support to vulnerable young people. Our team and our culture continue to be our most valued asset and resource. We work to ensure they are working at the charity's gold standard of practice, always delivering with our values and distinctive approach. We believe that this is paramount to improving the lives of the most vulnerable young people across the two counties we serve. It is our clear intention to continue growing the team to meet demand and continue One-Eighty's trajectory.

Towards the end of the financial year, two members of the Senior Leadership Team went on maternity leave. The CEO and Board of Trustees have made the decision to compensate for their roles' operational loss by strategically mapping out interim development and growth opportunities amongst the existing team and increasing the oversight and delivery capacity of the CEO. One-Eighty have planned for the next financial year to be a period of continued growth whilst consolidating the internal processes and structures that are enabling One-Eighty to thrive.

Strategic Collaboration

Due to the changes in the Integrated Care System (ICS) and the subsequent impact on charitable organisations, as well as significant changes within the strategic collaborative partner organisation itself, One-Eighty has focused on seeking joint-project commissioned services on a case-by-case basis rather than exploring any formal collaborations. This has been to ensure that One-Eighty continues to focus on supporting the needs of vulnerable young people who we exist to serve. We have chosen to prioritise what we know works and to maintain and enhance the charity's ethos whilst working strategically to apply for joint-project funding when we have considered that a partnership would enable broader impact through the application of additional skills.

Growth and opportunities

We have continued to focus on growth opportunities to meet demand, identifying that there has continued to be an increasing number of referrals for One-Eighty's services each year. These include:

- Growing relationships with existing and new Commissioners to continue expanding contracts to enable further organisational stability and sustainability of intervention income;
- Broadening funding opportunities across both geographical locations, and across sectors (health, education, and charity);
- Contributing to strategic boards such as the ICS VCSE Mental Health Sub-Group, OSCB full board, and other young people related new initiatives;
- Developing and expanding relationships and partnerships for joint working across the charitable sector; and
- Expanding the Schools Partnership Model which supports a whole-school approach to improving outcomes for young people and communities by working in partnership with local philanthropists and organisations.
- Partnering with business networks to expand our reach and further our opportunities.

One-Eighty seeks to utilise its opportunity as a CSJ (Centre for Social Justice) finalist to influence policy to enable more support and focus on struggling schools who have an increasing number of young people with high level needs, such as SEND, but without the tools to support these young people. As a small but growing organisation, this is an exciting opportunity for One-Eighty allowing us to be recognised for our significant impactful contributions in tackling social injustice across Oxfordshire and Buckinghamshire.

In addition we are looking forward to continuing to deliver our 3-year strategy across Buckinghamshire, to meet the counties aims of 'making Bucks a happier and healthier place to live,' through One-Eighty's specific support.

Infrastructure

Our Senior Leadership Team is made up of: the CEO (who is responsible for the overall leadership of the organisation - driving the vision and strategy), the Service Manager (who oversees the operational delivery of the organisation including the services delivered, and support for the team, as well as coordinating the partnerships and contracts with local authority leads), the Director of Operations (who oversees the management of the finances and strategy – ensuring that robust monitoring is in place and efficient changes made to enable the delivery of services to be at its best and most effective), and the Director of Development & Fundraising (who is responsible for the fundraising income and opportunities for growth, in addition to the communications about, and for, the charity).

Whilst the Service Manager and Director of Operations are simultaneously on maternity leave, the responsibilities under the duties of their roles will be undertaken by the increase in the CEO's capacity, an interim restructure of the Director of Development & Fundraising's role, and the restructure of one of the organisation's Team Leaders who will act up for part of their role to take on some of the Service Manager's responsibilities on an interim basis. The focus of the Senior Leadership Team during this period will primarily focus on operations rather than strategic decisions. The strategy will be monitored and adapted by the CEO and Board of Trustees through more regular monitoring alongside the quarterly Board meetings.

The Senior Leadership Team are an integral part of the organisation, enabling clear communication between the Trustees and staff, and enabling decisions to be made efficiently and effectively. The SLT will continue to meet on a weekly basis to discuss primarily the operations of the organisation, ensuring that the budget and strategy is being met and any risks quickly mitigated. Termly meetings with the team will continue to ensure the strategy and tactics are cascaded and the culture of the organisation remains focused and transparent to meet young people's needs.

The CEO will continue to meet with the Chair of Trustees and Treasurer monthly as part of the on-going Finance Sub-Committee that feeds financial updates into the Board meeting agenda. This will ensure that scrutiny of One-Eighty's finances remain, and risks mitigated at the earliest possible point. The CEO will provide financial reports and commentary to the committee which will be collated in partnership with the Office Manager (a role which is a strategic promotion from Team Administrator during the year).

Key Performance Indicators

The key financial performance indicator used by Trustees to evaluate the charity's financial performance is the overall surplus or deficit for the year and the level of reserves held at the end of the year. This is also assessed alongside the potential upcoming opportunities for the organisation which is risk assessed. These are further monitored throughout the year by the operations of the Finance Sub-Committee noted above and re-forecast budgets presented at the mid-way point during the financial year.

The details of the charity's financial performance for the year and level of reserves at the end of the year are detailed further below in the Financial Review.

FINANCIAL REVIEW

Income for the financial year was £602,931 which was a £70k increase from the prior year.

The majority of the charity's income for the year, 74%, is derived from intervention revenue, for which the Charity is funded directly for each intervention it carries out. It includes annual contracts where a funder will commit to pay for a certain number of interventions over an academic year. These contracts are material in the context of the overall revenue and support cashflow as they are funded upfront. Intervention revenue also includes income derived from a project to support children over the summer, especially with the transition to secondary school. Again, each child's place is funded by a school or local authority.

The balance of revenue was obtained via fundraising. This included grants from trusts and other funding bodies and by community fundraising.

Expenditure for the year was £618,264 of which 86% were payroll costs. Salary costs have increased by 35%. This reflects the investment that has been made in staff recruitment during the year. The average number of employees increased in the year to 22 from last year's 14. This investment in staff meant that the result for the year was a deficit of £15,333, but it meant that One-Eighty started the new financial year with staff in place to deliver significantly more interventions to vulnerable children.

The balance sheet included a cash balance of £110,841 at the year end. Included in creditors is deferred revenue of £79,901 which represents interventions which were funded by the year end but for which the work was completed in the following financial year.

Reserves Policy

The Trustees review the reserve levels of the charity annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees also take into consideration the future plans of the charity, the uncertainty over future income streams and other key risks identified during the risk review which are deemed to be low-risk and few.

One-Eighty has taken a strategic view of managing our reserves, which is bespoke and tailored to the charity. One-Eighty has received training on reserves management and various methods of good financial management. In addition, One-Eighty has drawn on research and advice from the Institute for Voluntary Action Research, the National Council for Voluntary Organisations and the Charity Commission.

Our Reserves Policy states that One-Eighty seeks to hold reserves that will enable us to manage any unexpected and sudden costs, as well as a small amount to cover any sudden loss of income. This means that One-Eighty aims to hold reserves of £35,000, which is around 50% of our expected income in a typical month, plus £6,000 for unexpected costs. To respond to the increased volume of referrals, we regularly front-load our recruitment at the start of the academic year and need higher reserves to do this.

To meet demand for our services, particularly the rise in referrals following the pandemic, we used approximately £19k of our existing reserves to strategically invest in staffing resources, including training requirements, which has enabled One-Eighty to grow significantly over the past year.

At the 31st August 2023, One-Eighty holds total Reserves of £70,389, all of which was unrestricted .

Investment Policy

The charity does not hold any investments other than holding short-term cash deposits in a Lloyds Bank Savings Account, available for immediate drawdown.

Principal Risks and Uncertainties

The Trustees have a risk management strategy which comprises:

- An annual review of the principal risks and uncertainties that the charity face;
- The establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The results of this process are documented in the Risk Register, which is constantly reviewed in light of any new information and formally reviewed annually.

The principal risks and uncertainties facing the charity are as follows:

- Risk of long-term Local Authority contracts not continuing, which form a significant amount of income for the organisation.
- Risk to cash flow if invoices from Local Authority and other commissioners are not paid in time.
- Income streams through fundraising do not continue.

Going Concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies within the financial statements.

PLANS FOR FUTURE PERIODS

The charity plans to continue with the activities outlined above in the next year, with a particular emphasis on meeting the following strategic objectives:

1. Expand services across Oxfordshire (reaching more young people each year)
2. Grow Buckinghamshire-based team and secure permanent office
3. Be the employer of choice (working on a high-performance team culture)

The investment in staff growth enables One-Eighty to deliver at a higher volume from the beginning of the financial and academic year, where schools struggle significantly to meet need after a significant holiday period and transitions across both counties. It also enables One-Eighty to deliver more efficiently and sustainability as the charity seeks to grow and develop charitable opportunities.

With two Senior Leadership Team members on maternity leave, the oversight by the CEO will be more operational to ensure the charity is meeting its financial and delivery obligations and achieving its targets. Utilising the skills and expertise of Board members will also be a high priority for the CEO who seeks to maintain the charity's strategic growth and direction. Identifying other key Board members will therefore be part of the CEO's aims for the next year in addition to working closely with the charity's Patrons.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

One-Eighty Limited is a charitable company limited by guarantee and registered with the Charity Commission of England and Wales. The charity is governed by its Memorandum and Articles of Association, executed on 23 May 2012.

The Trustees are also the Directors of the charitable company for the purposes of company law. The details of the Trustees who served throughout the year and to the date of this report are included in the Reference and Administrative Details on page 1.

Members' Liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Trustees' Indemnities

In accordance with normal commercial practice, the charity has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on charity business. The insurance provides cover up to £1 million.

Method of Recruitment and Appointment or Election of Trustees

Trustees are recruited by assessing the needs of the charity and which roles are required to support the vision and mission strategies. This is discussed at Board Meetings and shared with the CEO of the charity. After placing advertisements online and head hunting via recommendations, interested persons are met with to discuss the nature of each individual role and expectations by the board of trustees. The CEO and Chair of Trustees research and explore the applicant's history and credentials to determine suitability. New potential Trustees are invited to meet with the board to determine their suitability and become familiar with other skill sets. At the following Board meeting, the recruit is discussed and elected by the Board of Trustees.

All interested Trustees submit a CV and are required to provide two references to determine their suitability, in addition to completing a DBS.

Policies and Procedures Adopted for the Induction and Training of Trustees

All Trustees received a general introduction to the charity, its organisation, structures and employees. They are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Trustees.

Agenda items, financial documents, and operational dashboards are sent to Trustees prior to Board meetings to give them the opportunity to assess the status of the charity and note any questions or queries they wish to discuss. The agenda is set by the Chair of Trustees and CEO.

Training is offered to inform Trustees of the legal requirements and their necessary responsibilities, in addition to ensuring they have read the necessary documents that support the operation of One-Eighty and which govern some decisions in line with the LA's safeguarding procedures for example. Trustees are also invited to attend general staff training days, strategy days and are part of the recruitment interview panels.

Organisational Structure

The Board of Trustees are responsible for the overall governance of the charity. They set the general strategy and business plans for the charity, approve an annual budget, monitor performance against the plans and budgets, and make major decisions about strategy, charity development and senior staff appointments (Senior Leadership Team).

The CEO is responsible for driving the vision and strategy of the charity on a daily basis, ensuring that opportunities for partnerships and developments are met in accordance to the charity's mission, and in-line with the annual budget. They are also responsible for communicating any key decisions and actions to the Trustees via the Chair. The Service Manager oversees the operations of the staff teams, ensuring that the delivery of the work is to a high-standard and safeguarding is prioritised. This includes the supervision and line management of the Lead Practitioners and Team Leaders, who then supervise the intervention staff. The Director of Development & Fundraising oversees the development of the charity's communications and marketing strategy, in addition to seeking funding from trusts and foundations, and the Director of Operations is responsible for monitoring and driving the strategy in line with the financial management and operational growth.

Intervention staff and back-office staff are divided into separate roles based on experience and expertise and have various responsibilities within those job titles, however generally carry out tasks with a focus on supporting young people and families on a daily basis. Therefore, each staff member works and makes decisions independently on cases, and discuss bigger concerns with managers during weekly meetings or during supervisions with their line managers. Monthly finances, management concerns, staff recruitment and the direction of the charity are assessed by the CEO following discussions with the SLT in relation to the team's resourcing and capacity needs, and communicated where necessary to the Trustees, who make the final decisions in a strategic sense.

Arrangements for Setting Pay and Remuneration of Key Management Personnel

The Trustees consider the Board of Trustees and the Senior Leadership Team to comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received any remuneration in the current or prior year.

The pay of the Senior Leadership Team is reviewed by the Trustees annually in line with the charity's pay and remuneration policy and is agreed at a Trustees meeting each year.

Related Parties and Other Connected Charities and Organisations

There are no related parties or connected organisations which either control or significantly influence the decisions and operations of the charity.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The charity and its Trustees do not act as Custodian Trustees of any other charity.

The Trustees' Report was approved by order of the Board of Trustees, as company Directors, 14th May 2024 and signed on its behalf by:

Mrs T Elder

Chair of Trustees

Statements of Trustees Responsibilities

Trustees have fiduciary responsibilities of One-Eighty and must commit to their attendance at quarterly Board meetings in addition to strategy days, budget reviews, and sub-committees in line with their oversight role. They are responsible for ensuring that One-Eighty carries out its purposes for public benefit and complies with One-Eighty's governing documents and the law. At all times, Trustees must act in One-Eighty's best interests and manage One-Eighty's resources responsibility, keeping One-Eighty accountable.

Approved by order of the Board of Trustees on 14th May 2024 and signed on its behalf by:

Mrs T Elder

Chair of Trustees

One Eighty Limited

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ONE EIGHTY LIMITED FOR THE YEAR ENDED 31 AUGUST 2023

I report to the trustees on my examination of the financial statements of One Eighty Limited (the charity) for the year ended 31 August 2023.

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 Chartered Institute of Management Accounts, 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 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 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.



Rachel Eden ACMA,
Holy Brook Associates Ltd, 1st Floor, Pinnacle Building, 20 Tudor Rd, Reading RG1 1NH
Dated: 18th May 2024

One Eighty Limited

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2023

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
Note	£	£	£	£
INCOME FROM:				
Donations and legacies	128,838	9,466	138,304	85,502
Charitable activities	445,916	-	445,916	411,932
Other activities	16,427	-	16,427	35,416
Investments	173	-	173	35
Other income	2,110	-	2,110	-
Total Income	<u>593,465</u>	<u>9,466</u>	<u>602,931</u>	<u>532,885</u>
EXPENDITURE ON:				
Raising funds	3,250	-	3,250	6,140
Charitable activities	605,548	9,466	615,014	473,859
Total Expenditure	<u>608,798</u>	<u>9,466</u>	<u>618,264</u>	<u>479,999</u>
Net gains/losses on investments	-	-	-	-
Net income / (expenditure)	<u>- 15,333</u>	<u>-</u>	<u>- 15,333</u>	<u>52,886</u>
Transfers between funds				
	<u>- 15,333</u>	<u>-</u>	<u>- 15,333</u>	<u>52,886</u>
Net movement in funds	<u>- 15,333</u>	<u>-</u>	<u>- 15,333</u>	<u>52,886</u>
Reconciliation of funds:				
Total funds brought forward	85,722	-	85,722	32,837
Total funds carried forward	<u>70,389</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The statement of financial activities also complies with the requirements of an income and expenditure account required by the Companies Act 2006.

The notes on page 14-21 form part of these accounts.

One Eighty Limited

**BALANCE SHEET
AS AT 31 AUGUST 2023**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
FIXED ASSETS					
Tangible assets	10	-	-	-	-
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
CURRENT ASSETS					
Debtors	11	55,357	-	55,357	92,718
Cash at bank and in hand	12	110,844	-	110,844	131,994
		<u>166,201</u>	<u>-</u>	<u>166,201</u>	<u>224,712</u>
CREDITORS:					
Amounts falling due within one year	13	- 95,813	-	- 95,813	- 138,990
		<u>70,389</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>
Net current assets / (liabilities)		<u>70,389</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>
Total assets less current liabilities		<u>70,389</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>
CREDITORS:					
Amounts falling due after more than one year		-	-	-	-
		<u>70,389</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>
TOTAL NET ASSETS		<u>70,389</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>
FUND BALANCES					
Unrestricted funds	16	70,389	-	70,389	85,722
Restricted funds		-	-	-	-
		<u>70,389</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>

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 August 2023.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

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 company's regime.

The financial statements were approved by Trustees on 14th May 2024

Mrs T Elder
Chair of Trustees

Company number: 07745178
Charity number: 1147546

The notes on page 14-21 form part of these accounts.

One Eighty Limited

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies

Charity information

One Eighty Limited is a private company limited by guarantee incorporated in England and Wales.

The registered office is Unit 20, King's Meadow, Ferry Hinksey Road, Oxford, OX2 0DP.

Accounting convention

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value, and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) ('FRS102'), Statement of Recommended Practice: Accounting and Reporting by Charities (Revised 2019) applicable to charities preparing their accounts in accordance with FRS102 ('Charities SORP (FRS102)'), the Charities Act 2011, and the Companies Act 2006.

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.

The charity has taken advantage of the exemption in Financial Reporting Standards from the requirement to prepare a cash flow statement on the grounds that it is a small charity.

1.1 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.

1.2 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes

Restricted funds are subject to specific conditions by donors as to how they may be used.

1.3 Incoming resources

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 and grants 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.

Income from interventions is deferred and recognised when the service is provided.

1.4 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fees linked to the strategic management of the charity.

1.5 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, fittings and equipment 33% straight line

1.6 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.

1.7 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 carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.8 Retirement benefits

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

1.9 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

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.

3. Donations and legacies

	Unrestricted	Restricted	2023	2022
	£	£	£	£
Donations and gifts	9,219	-	9,219	10,730
Grants	119,619	9,466	129,085	74,772
	<u>128,838</u>	<u>9,466</u>	<u>138,304</u>	<u>85,502</u>

4. Charitable activities

	Unrestricted	Restricted	2023	2022
	£	£	£	£
Interventions and student placements	445,916	-	445,916	404,268
Conferences and training	-	-	-	7,664
	<u>445,916</u>	<u>-</u>	<u>445,916</u>	<u>411,932</u>

5. Other activities

	Unrestricted	Restricted	2023	2022
	£	£	£	£
Fundraising events	16,427	-	16,427	35,416
	<u>16,427</u>	<u>-</u>	<u>16,427</u>	<u>35,416</u>

6. Other income

	Unrestricted	Restricted	2023	2022
	£	£	£	£
Rental income	2,110	-	2,110	-
	<u>2,110</u>	<u>-</u>	<u>2,110</u>	<u>-</u>

7. Cost of raising funds

	Unrestricted	Restricted	2023	2022
	£	£	£	£
Fundraising and publicity	3,250	-	3,250	6,140
	<u>3,250</u>	<u>-</u>	<u>3,250</u>	<u>6,140</u>

8. Cost of charitable activities

	Unrestricted	Restricted	2023	2022
	£	£	£	£
8a) Costs incurred directly on specific activities				
Staff costs	519,518	7,362	526,880	391,180

Staff training and welfare	12,010	-	12,010	9,075
Premises costs	31,708	-	31,708	43,006
Motor and travel	18,982	-	18,982	14,631
Office costs	18,993	2,104	21,096	13,176
Marketing	435	-	435	222
	<u>601,646</u>	<u>9,466</u>	<u>611,111</u>	<u>471,291</u>

8b) Costs incurred on support and administration

Governance costs

Independent Examiner's fee	1,230	-	1,230	-
Depreciation of tangible fixed assets	-	-	-	295
Insurance	2,236	-	2,236	2,048
Legal and professional fees	436	-	436	225
	<u>3,902</u>	<u>-</u>	<u>3,902</u>	<u>2,568</u>

Total expenditure

<u>605,548</u>	<u>9,466</u>	<u>615,013</u>	<u>473,859</u>
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9. Staff costs

	2023	2022
	£	£
Gross wages and salaries	493,151	358,963
Social security	24,218	24,955
Pension contribution	9,511	7,262
	<u>526,880</u>	<u>391,180</u>

The average number of people employed during the year was 22 (2022:14).

There were no employees whose annual remuneration was £60,000 or more (2022: none)

Remuneration of key management personnel

The key management personnel of the charity comprise the Trustees and the senior management team. The Trustees receive no remuneration for their services. The senior management team consists of the Chief Executive Officer, Director of Operations, Director of Development and Fundraising and the Service Manager.

	2023	2022
	£	£
Aggregate compensation	<u>129,324</u>	<u>121,562</u>
	<u>129,324</u>	<u>121,562</u>

10. Tangible fixed assets

	Fixtures, Fittings and Equipment Funds	Total 2023
	£	£
Cost		
At 1 September 2022	1,709	1,709
Additions	-	-
Disposals	- 1,709	- 1,709
At 31 August 2023	<u>-</u>	<u>-</u>

Accumulated depreciation		
At 1 September 2022	1,709	1,709
Disposals	- 1,709	- 1,709
Charge for the year	-	-
At 31 August 2023	<u>-</u>	<u>-</u>

Net book value		
At 31 August 2022	<u>-</u>	<u>-</u>
At 31 August 2023	<u>-</u>	<u>-</u>

11. Debtors

	2023	2022
	£	£
Falling due within one year:		
Prepayments and accrued income	4,722	17,429
Trade debtors	45,910	70,564
Other debtors	4,725	4,725
	<u>55,357</u>	<u>92,718</u>

12. Cash at bank and in hand

	2023	2022
	£	£
Cash at bank and in hand	<u>110,844</u>	<u>131,994</u>
	<u>110,844</u>	<u>131,994</u>

13. Creditors: liabilities falling due within one year

	2023	2022
	£	£
Trade creditors	-	-
Accruals	7,045	11,443
Deferred income	79,901	115,877
Taxation and social security	8,866	7,981
Other creditors	-	3,689
	<u>95,813</u>	<u>138,990</u>

14. Deferred income

	2023	2022
	£	£
Balance at the beginning of the reporting period	115,877	214,183
Amount released to income	- 115,877	- 214,183
Amount deferred in year	79,901	115,877
Balance at the end of the reporting period	<u>79,901</u>	<u>115,877</u>

Deferred income relates to Local Authority funded intervention projects which will be undertaken during the following financial year.

15. Pension commitments

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.

The charge to expenditure in respect of defined contribution schemes was £9,511 (2022: £7,262).

16. Funds

During the year the movements in the charity's funds were as follows:

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Closing balance 2023 £
General unrestricted funds	85,722	593,465	608,798	-	70,388
Total unrestricted funds	<u>85,722</u>	<u>593,465</u>	<u>608,798</u>	<u>-</u>	<u>70,388</u>
Restricted funds					
Make Me	-	5,096	5,096	-	-
Kickstart	-	4,370	4,370	-	-
	<u>-</u>	<u>9,466</u>	<u>9,466</u>	<u>-</u>	<u>-</u>
Aggregate of funds	<u>85,722</u>	<u>602,931</u>	<u>618,264</u>	<u>-</u>	<u>70,388</u>

Analysis of net assets by fund

	General funds £	Designated Funds £	Restricted funds £	2023 £
Tangible fixed assets	-	-	-	-
Debtors	55,357	-	-	55,357
Cash at bank and in hand	110,844	-	-	110,844
Creditors falling due within one year	- 95,813	-	-	- 95,813
	<u>70,389</u>	<u>-</u>	<u>-</u>	<u>70,389</u>

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2021 £	Incoming resources 2022 £	Outgoing resources 2022 £	Transfers in the year 2022 £	Closing balance 2022 £
General unrestricted funds	32,836	484,937	432,052	-	85,722
Total unrestricted funds	<u>32,836</u>	<u>484,937</u>	<u>432,052</u>	<u>-</u>	<u>85,722</u>
Restricted funds					
Make Me	-	46,817	46,817	-	-
Kickstart	-	1,130	1,130	-	-
	<u>-</u>	<u>47,947</u>	<u>47,947</u>	<u>-</u>	<u>-</u>
Aggregate of funds	<u>32,836</u>	<u>532,884</u>	<u>479,999</u>	<u>-</u>	<u>85,722</u>

Analysis of net assets by fund

	General funds £	Designated Funds £	Restricted funds £	2022 £
Tangible fixed assets	-	-	-	-
Debtors	92,718	-	-	92,718
Cash at bank and in hand	131,994	-	-	131,994
Creditors falling due within one year	- 138,990	-	-	- 138,990
	<u>85,722</u>	<u>-</u>	<u>-</u>	<u>85,722</u>

17. Operating lease commitments

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:

	2023 £	2022 £
Payments falling due		
Within one year	3,100	18,600
Between one and five years	-	3,100
	<u>3,100</u>	<u>21,700</u>

18. Transactions with related parties

Owing to the nature of the charity's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the provisions of the charity's governing document, the requirements of the Charities Act 2011 and the charity's normal procurement procedures, and none of the Trustees benefit personally from any such transactions.

There were no disclosable related party transactions during the year (2022: £Nil)