

Registered number: 07984016
Charity number: 1148420

Spark Inside
(A company limited by guarantee)

Trustees' report and financial statements
for the year ended 31 March 2024

Spark Inside
(A company limited by guarantee)

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**Reference and administrative details of the Charity, its Trustees and advisers
for the year ended 31 March 2024**

Trustees	R D Ferguson M Case H MacLellan, Vice Chair S Davin J Lyseight, Treasurer E Handling, Chair S Drysdale P Heardman (resigned 12 February 2024) S Ruddock (resigned 25 April 2023)
Company registered number	07984016
Charity registered number	1148420
Registered office	Unit 386 Salisbury House London Wall London EC2M 5SQ
Chief executive officer	Vicki Cardwell
Independent auditor	Kreston Reeves LLP Chartered Accountants Statutory Auditor Plus X Innovation Hub Lewes Road Brighton East Sussex BN2 4GL
Bankers	CAF Bank Ltd West Malling Kent ME19 4JQ
Solicitors	Arnold & Porter LLP Tower 42 25 Old Broad Street London EC2N 1HQ

Spark Inside

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Trustees' report

for the year ended 31 March 2024

The trustees present their Annual report together with the audited financial statements of the Company for the year 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a trustees' report and a directors' report under company law. The trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

A Message from our Board Chair

I am proud to report that for another year running, Spark Inside has coached more young people in prison than ever before. This year we coached over 240 young people, and we reached an important milestone of coaching more than 100 prison staff.

The prison environment continues to be a challenge: overcrowding, low staff morale and increasing levels of violence are well documented across the estate. Despite this, the popularity of our programmes with young people and the commitment and passion of our team have meant we can reach young people in greater numbers and even see waiting lists for our programmes. Young people who have completed coaching are often our greatest ambassadors on the wings!

A highlight this year was the report by the University of Lincoln demonstrating the impact of prison staff coaching on staff wellbeing, confidence, skills and retention. We are also pleased to see that coaching staff improves their interactions with people living in prison and their colleagues, contributing to a more rehabilitative culture.

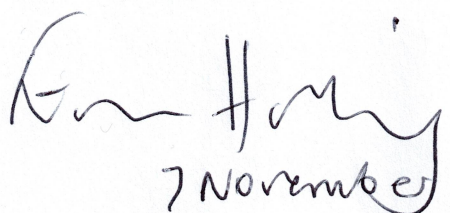
We are very proud that HMPPS has recognised the unique value and potential of Black Hero's Journey™ through an Innovation Fund grant so we can further pilot this programme.

Next year, we will build on our progress and put even greater emphasis on coaching through-the-gate. We want to make sure we are coaching as many young people as we can at this critical time.

My sincere thanks to the brilliant Spark Inside team, our amazing coaches, funders and donors and everyone working and living in prison who make what we do possible. We absolutely could not do this without you.

Erica Handling

Chair, Board of Trustees



7 November 2024

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**Trustees' report (continued)
for the year ended 31 March 2024**

A Message from our CEO

Real world impact for our participants is what makes us tick! So, I am very proud this year that an incredible 98% of young people we coached reported making progress in their lives. This is testament to their commitment combined with the skill and passion of our team.

Taking just one area of progress – Hopes and Dreams – we know from the robust evidence base that hope is a powerful force for change. With hope, change is possible. We are proud to help young people see and commit to a future that excites them. Another key area - Work and Education – a brilliant 75% of young people made progress, giving them the opportunity to move away from crime into productive and positive futures.

Our work is needed. As the Prisons Inspectorate says regarding young adults in custody “if action is not taken, outcomes for this group and society will remain poor for the next decade and beyond” (HMIP, 2021). We take this seriously.

For this reason, I am proud to report that this year we powered up our coaching, reaching over 240 young people and over 40 prison staff across 6 prisons.

The team grew, and we brought on board a second Ambassador, Sophie Ruddock, who joins Kenny Imafidon to champion our work.

This has been our busiest year to date! Through the well-reported challenges of working in prisons, we remain true to our values. One quote that sticks with me that embodies our approach, is: “Psychology is not just the study of pathology, weakness, and damage; it is also the study of strength and virtue. Treatment is not just fixing what is broken; it is nurturing what is best.” (Seligman, 2000)

This approach is working. Every £1 invested in the Hero's Journey™ generates at least £5.94 worth of benefits to society.

Thank you from me to everyone who has supported Spark Inside on our journey.

**Vicki Cardwell
Chief Executive Officer**



7th November 2024

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Trustees' report (continued)
for the year ended 31 March 2024

Vision

The futures of people affected by the criminal justice system are determined by their potential, not their past.

Mission

We use coaching to unlock the potential of individuals and drive culture change in the criminal justice system so that rehabilitation is possible.

Objectives and activities

Spark Inside runs coaching programmes in prisons and the community primarily across London and the South-East. Our programmes unlock the potential of those living and working in prison, encourage rehabilitation, change prison culture, and contribute towards a reduction in reoffending. We are one of the first organisations to offer young people in prison the support of highly qualified, expert life coaches and give them access to the same calibre of coaching made available in the corporate world.

In addition to the one-to-one coaching support we offer, every Hero's Journey™ programme starts with group work that encourages young people to open up and be vulnerable in front of each other in a way that would be extremely difficult outside of the Hero's Journey™ setting. This work allows young people to consider the positive qualities they have to draw on and enhances their belief in their ability to make change.

Hero's Journey™ can continue from prison and 'through-the-gate' into the community. We can also deliver this programme and one-to-one coaching to young people in the community who have been in contact with the criminal justice system.

Black Hero's Journey™ is our tailored life coaching programme, co-designed with young Black men with lived experience, that addresses the specific experiences of young Black men in the prison system, who are over-represented.

Prison staff coaching supports frontline staff and leaders to manage and improve their own wellbeing, confidence and skills and capabilities. This in turn will help improve the quality of support they can offer people in their care and contribute to the creation of a coaching culture in prison.

The Conversation® is our systems coaching programme for large groups of prison staff and prisoners, to enhance their relationships, improve empathy, and support sustained, positive cultural change on prison wings.

In addition to our coaching programmes, a core part of our work is ensuring that the voices of young people in contact with the criminal justice system are listened to, and that they help to shape our strategy, coaching programmes and campaigns.

We also remain committed to working with parliamentarians and government officials to influence criminal justice policy and shift the perception of people in prison, platforming their voices and highlighting their unlocked potential.

Our main activities and who we provide support to are described in detail below. All our charitable activities focus on the encouragement of rehabilitation and contribution towards a reduction in reoffending through the running of coaching programmes in prisons, and now also in the community.

The trustees confirm that they have had due regard to Charity Commission guidance on public benefit in setting the Charity's objectives and activities.

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Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance

Individual change

Using coaching to unlock the potential of individuals

Hero's Journey™

Hero's Journey™ is our award-winning life coaching programme for young people in contact with the criminal justice system. The programme consists of group workshops in prison, where our life coaches support young people to identify what they want in life and how they can achieve their goals.

In 2023/24 we delivered over 74 workshops across 6 prisons, supporting young people to embark on their Hero's Journey™.

After the workshops, young people can choose to receive one-to-one life coaching sessions that start in prison and continue on release.

We are proud to have coached 240 young people this year!

We measure the impact of our coaching with young people using the Youth Outcome Star, a recognised industry tool, where young people assess their progress against a number of metrics including interests and activities, hopes and dreams, health and wellbeing, education and work, communicating, choices and behaviour.

We were delighted that this year 98% of young people reported making progress in at least one area, 88% reported making progress in at least two areas and 82% reported making progress in three areas.

Specific impact reported by young people:

- 81% made progress in Hopes and dreams
- 75% made progress in Education and work
- 71% made progress in Health and well-being
- 71% made progress in Communicating
- 71% made progress in Choices and behaviour
- 69% made progress in Interests and activities

"Hero's Journey™ benefits us because it opens our minds and our souls, it makes you a better person. It's about giving yourself a chance and you going to this course will make you think" - Young man in custody

We know that every £1 invested in the Hero's Journey™ generates at least £5.94 of benefits, for criminal justice agencies, health services, victims and employers.

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Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance (continued)

Black Hero's Journey™

In 2023/24 we completed our successful Black Hero's Journey™ pilot at HMP Isis. We were also commissioned to deliver the programme in HMP Wormwood Scrubs.

Towards the end of the year, we were delighted to win a highly competitive HMPPS Innovation Grant to further pilot Black Hero's Journey™ at HMP Brixton and HMP YOI Feltham with a focus on through-the-gate. Our bid scored 30/30 for programme quality.

We have got started. Here is what one young man had to say about the programme:

"It's about realising our own potential as a young Black man in today's world, truly identifying our qualities, and how to overcome barriers, regardless of today's challenges or our current and past situation" - Young participant on Black Hero's Journey™

We look forward to publishing our evaluation next year.

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Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance (continued)

Institutional change

Changing prison culture so that rehabilitation is possible

Prison Staff Coaching

This year, the University of Lincoln published its evaluation of Spark Inside's prison staff coaching programme. The independent report was a fantastic endorsement of the quality and impact of this work. The coaching was demonstrated to: develop skills and abilities; increase confidence; improve wellbeing; improve communication and have a positive impact on retention.



Prison staff told the evaluators:

"I just knew that this was going to be a life changing experience . . . there was somebody that I could trust with what I was saying. . . it was completely transformational."

We were also pleased to see the ripple impact on prison culture.

"I line manage six individuals, and I do find myself talking very differently in catch ups with them. I try and get them to tell me what's going on, as opposed to me telling them. I guess I am unconsciously using some of this coaching stuff"

We were also heartened to hear how coaching can impact on young people in their care:

"I'm able to ask questions differently... and I think I'm quite liked by the boys, they feel they can talk to me, and I like it, it's good for me . . . I can ask how do you actually feel? Then they soon open up, and they tell you the truth . . . They all like to talk to me, it's given me a lot of confidence how to deal with people."

In 2023/24 we coached 44 prison staff through 143 one-to-one coaching sessions.

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Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance (continued)

The Conversation®

This year we assembled our coaching team and got started on redesigning The Conversation® programme. The programme will bring groups of prison staff and prisoners together to:

- enhance their relationships
- improve empathy, and
- support sustained, positive cultural change on prison wings.

In addition to workshops, the new programme will include engagement and training before the workshops, and be more embedded to create long term culture change. We look forward to piloting this in HMP High Down next year.

Systemic change

Driving culture change in the criminal justice system so that rehabilitation is possible

Being Well Being Equal

This year we continued to highlight issues and solutions from our Being Well Being Equal Report. Our campaign calling for the prioritisation of the wellbeing needs of young men, particularly Black men in prison, was our first major step in influencing policy in order to create a system that truly supports young people to build a brighter future.

Building on momentum, we hosted an event in collaboration with the HMPPS Race Action Programme in September 2023. We were delighted to present to 50 attendees including prison governors and Diversity and Equality Leads, speaking alongside Alana Ajani, Director of the Race Action Programme, Lisa Short, the then HMPPS Young Adults Team Lead, and the Zahid Mubarek Trust.

At the event we premiered a brand new film – an interview with Donell, a young man who began his coaching journey with Spark Inside in custody aged 15. Donell shared his own experience of mental health and wellbeing support as a young Black man in custody, and what he felt could be improved in order to meet the needs of other young Black men in prison.

To prison staff, Donell gave the following advice: “Stop trying to use your system to punish. The young people have been sentenced already. You’re in there to rehabilitate and support [young people] in their time and while they go through their journey.”

Donell talked about the impact that coaching had on him: “That helped me to see my spark inside. And not just want to do better, it made me realise I need to do better because there’s so many people that value me, that care for me... It just allowed me to feel like there’s a network around me to support me, to love me, to care for me, to try and empower me to do better.”

We had the opportunity to show the film at the following: HMPPS Race Action Programme Conference; Transition to Adulthood Alliance meeting; HMPPS Young Adults Board meeting; and at the Central and North-West London (CNWL) NHS Foundation Trust conference on ‘Addressing Health Inequalities in Secure Settings’.

The CNWL event’s Chair, Dr Sarah Allen, Lead Psychologist for Health and Justice Services, fed back to us:

“We so appreciated your perspective, and it was brilliant for our staff to get an insight into your work and your organisation. I am sure it will also be helpful in future initiatives and work together.”

We look forward to working alongside the new HMPPS Young Adults Team, to embed the findings of our report and turn our recommendations into practical guidance and operational change.

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Trustees' report (continued)
for the year ended 31 March 2024

Achievements and performance (continued)

Empowering young people to have their voices heard

This year we continued to build on our Champions Group and In-Prison Advisory Boards – two initiatives that empower young people with lived experience of imprisonment to have their voices heard, to shape and influence our work and to speak truth to power.

Champions

Our Champions Group consists of 4 young people, who have spent time in prison and who have been coached by Spark Inside. The Champions meet regularly for socials and for group discussions facilitated by our Participation and Engagement Manager to shape Spark Inside's work.

In 2023/24 we've focused on providing opportunities for members to develop in the areas that matter to them, and offered them the chance to take part in Spark Inside projects that excite them.

We were pleased to fund one Champion to complete an accredited coaching course, which they successfully passed meaning they are now a qualified life coach. We involved another Champion in our Black Hero's Journey™ evaluation, supporting him to conduct focus groups with participants in prison to gather their insights on the programme. We have collaborated with one Champion to create a new Spark Inside film about why coaching is particularly powerful for young people, in order to promote coaching to more young people in prison and the community. This exciting collaboration has seen this talented Champion create and record a spoken word piece and work with a designer to create accompanying graphics that represent his words and journey. We look forward to premiering this in 2024/25.

We also continue to provide speaking opportunities to those Champions who are passionate about sharing their experience. We were delighted to have a Champion speak, alongside his coach, about their journey together at our Big Give Christmas reception, at the Central and North West London NHS Foundation Trust conference, as well as speaking to an audience at law firm Kingsley Napley.

In-Prison Advisory Boards

In 2023/24 we began our first In Prison Advisory Board in HMP Brixton. Our model involves recruiting a small group (typically 2-4) of young people in prison as Spark Inside Ambassadors. We equip them with the skills, tools and confidence to survey and interview their peers on the wings, on a topic that relates to Spark Inside's work, in this case, 'What through the gate support should Spark Inside offer and is there anything in particular we should consider when working with young Black men through the gate'. The findings will help to ensure we're offering the best possible support to young Black men leaving prison.

The insights we have gathered so far have been incredibly valuable, including the below from one young person:

"The idea of a mentor or coach is brilliant especially if they work alongside your probation worker and all are aligned with you trying to get into work or education. I am terrified of being recalled for any slightest thing. I have zero plans of reoffending and would like to do education whilst also making a legit living."

Championing coaching in the justice system

We continued to make the case for coaching as a transformational tool in the criminal justice system. We champion young people as a group who face specific challenges and have distinct needs, but who also possess unique strengths and have the greatest potential for positive change.

This year, 11,500 people followed us on our social media platforms or used our website. We saw a 100% increase in engagement on our LinkedIn page. The Times featured our fantastic Coach Alex Kergall on the parallels between coaching CEOs and young people in prison with Spark Inside.

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Trustees' report (continued)
for the year ended 31 March 2024

Financial review

a. Financial review

The statement of financial activities is shown on page 19. The surplus for the year was £80,740 (2023: £39,804) and net assets amounted to £936,096 (2023: £855,356) at the year end.

This year we delivered coaching across six prisons, with our Hero's Journey™ coaching programmes being well received and demand increasing. We also maintained some community coaching, both online and face-to-face. We continued our new programme of prison staff coaching, encouraging institutional change and we continued to advocate for coaching and culture change within the criminal justice sector.

To grow our service capabilities, we expanded our front-line, prison based, staff team and invested funds in evaluating our impact and developing new programmes. With careful management, we kept other overhead costs broadly unchanged.

The growth in activity this year was primarily funded through an expansion of our commissioned charitable services. We doubled our commissioned income allowing us to provide much needed coaching services to young people in prison and the community.

The committed support from our funders and staff, together with sound financial management, enabled the charity to generate a positive financial outcome with a modest surplus for the year. This will be reinvested in our activities planned for 2024/25.

b. Principal funding sources

Spark Inside is primarily grant-funded, and this income stream has remained stable. We have attracted several new funders this year and continue to receive grants from our generous funders, many of whom support us with multi-year grants, providing stability and enabling us to plan ahead for the future.

Details of funders providing restricted grants can be found in note 5 to the financial statement. They fund some wonderful projects, and their support is much appreciated. We are also very grateful to those funders and donors who give unrestricted grants and donations, supporting our whole organisation, allowing us flexibility, security and enabling us to deliver on our mission.

Our commissioned income has grown again this year as planned. We were delighted to start a significant new contract with Central and North West London NHS Foundation Trust to coach young men in HMP High Down and HMP Coldingley.

c. Reserves

Our policy is to hold reserves on the unrestricted general fund equivalent to between four to eight months of operating expenditure (based on budgeted expenditure for the following year), aiming to maintain our reserves to ensure future financial stability. Our reserves policy recognises that our coaching programmes are a long-term commitment to young people, usually lasting six to nine months.

Any reserves on restricted funds are set aside to fund the specific project or programmes for which the funds were granted. It is common for income to be received in one year, yet for programme expenditure to straddle several years. Reserves for restricted funds therefore represent monies for programmes that are currently ongoing or due to start. In the unlikely event that at the end of the programme a surplus exists we will contact the donor to confirm whether funds should be returned or whether they can be re-designated.

Unrestricted funds amounted to £670,352 (2023, £523,158) at the year end, representing 6 months' worth of budgeted operating expenditure.

Restricted funds amounted to £265,744 (2023, £332,198) at the year end.

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Trustees' report (continued)
for the year ended 31 March 2024

d. Going concern

The Trustees have 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 Accounting Policies.

Structure, governance and management

a. Constitution

Spark Inside is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 24/02/2012.

The company is constituted under a Memorandum of Association dated 24/02/2012 and is a registered charity number 1148420.

b. Methods of appointment or election of Trustees

Board members are appointed by majority vote for three-year terms. Trustees may serve on the Board for two consecutive terms or following discussion and approval by the Board for an additional term of up to three years. In exceptional circumstances, following discussion and approval by the Board and subject to disclosure of the rationale for the extension of term in the charity's Annual report, such additional terms as the Board determines are appropriate.

c. Organisational structure and decision-making policies

In March 2024 Spark Inside had seven trustees. During the year, there were three Board Committees operating: the Finance and Risk Committee, the Philanthropy Board and the Coaching Committee. We established the Coaching Committee to support Spark Inside with recommendations and advice on coaching quality and continued this Committee during this financial year.

Spark Inside has a delegation of authority policy in place which outlines how the charity makes decisions. The policy covers decision making in all areas of the charity, clarifying which decisions are reserved to the Board and the Chief Executive, and which decisions, if any, are delegated further. In addition, the charity has a Finance Policy which sets out limits and conditions to the Chief Executive and senior staff being authorised to commit the charity to incur expenditure within the approved annual budget plan.

Spark Inside's trustees have a fiduciary responsibility for Spark Inside and provide strategic oversight and direction. Trustees are volunteers and receive no remuneration or financial benefits. They convene every three months for Board meetings and annually for strategy away days. Trustees are recruited through a range of methods including online advertising on trustee recruitment websites. All trustee roles are advertised, and subject to a competitive process.

The Chair receives an annual appraisal, conducted by the Vice-Chair with the opportunity for all trustees and the CEO to input. The Board reflects regularly on its performance, specifically at the annual away day.

Trustees' report (continued)
for the year ended 31 March 2024

Structure, governance and management (continued)

d. Policies adopted for the induction and training of Trustees

Trustees are introduced to the work of the charity through meetings with the Chair, the CEO and staff and by taking part in a taster session of the Hero's Journey™ to understand how our programme works. New trustees have an induction day run by the Senior Management Team. New trustees are also offered governance training and they are offered the opportunity to visit a prison. An induction pack containing the Memorandum and Articles of Association, strategy, vision, mission, budgets and other relevant information, including minutes of recent trustees' meetings is provided.

To maintain a broad and appropriate skills mix, a review is regularly undertaken to ensure that should a member resign, an appropriate replacement is found. The Board also review its diversity with particular regard to lived experience similar to that of our participants. We encourage trustee applicants with lived experience of prison or the criminal justice system. We also actively encourage applications from people from Black or racially minoritized backgrounds and groups, and those who are under-represented on Boards.

Throughout the year we benefitted from two Board fellows (a programme open to people under the age of 30). The aim of the Board fellows programme is to ensure greater age diversity and to provide meaningful development opportunities for first time Board members. We have run this programme since 2014 with several fellows going on to become trustees at Spark Inside or elsewhere. The current programme ends in April 2024 and we plan to recruit again in the next financial year.

e. Pay policy for key management personnel

An annual Remuneration Committee is held to review staff pay and proposed increases. The Remuneration Committee is made up of the trustees who sit on the Finance and Risk Committee, plus the Chair and the lead Trustee for Equality, Diversity and Inclusion. The CEO submits a proposal to the Remuneration Committee with recommendations for salary increases in line with salary bandings.

f. Risk management

Trustees have implemented a risk management strategy that comprises:

- A quarterly review by the Finance and Risk Committee of the risks that the charity may face
- A quarterly review by the full Board of the risks that the charity may face
- A monthly review by the Senior Management Team
- The establishment of systems and procedures, designed to minimise any potential impact on the charity should any of those risks materialise.

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Trustees' report (continued)
for the year ended 31 March 2024

Plans for future periods

Strategic Aims

In our new Strategic plan for 2024-2027 we have set out our three-year ambitions to:

1. Coach many more young people in prison and through the gate
2. Champion a coaching culture in prisons
3. Continue to be effective and to evidence this impact
4. Be a skilled, diverse, and sustainable organisation with our own coaching culture

Priorities for 2024-25

- Deliver 33 Hero's Journey™ and Black Hero's Journey™ programmes in London and the South-East across 8 prisons.
- Set up in a new region (outside of London/SE), establish this new base and deliver at least 3 more Hero's Journeys
- In total, we want to reach over 300 young people with coaching this year
- Complete the design and run the first pilot of The Conversation® programme - bringing people who live and work in prisons together for deeper cultural change
- Coach at least 25 prison staff
- Pilot coaching skills training for prison staff and evaluate the impact
- Run three In-Prison Advisory Boards of young people and grow our Champions group to 6 young people, so we can amplify the voices of young people
- Further promote the findings of Being Well, Being Equal report and work alongside HMPPS so our findings can be embedded into practice
- Publish external evaluations of Black Hero's Journey™ and of coaching skills training
- Maintain funder relationships and continue to reach new funders
- Invest in corporate income generation and seek to build this in a sustainable way

Thank you to our supporters and funders!

We are hugely grateful for the support of our funders and supporters. The flexibility and commitment of our grant funders has enabled us to increase the numbers of young people we have coached this year and to ensure we are where we are most needed. Thank you to all of the grant-giving Trusts and Foundations – you can see a list in the financial section.

We are equally thankful to our other supporters, friends, corporates and philanthropists, including the individuals who donated through our Big Give match-funding campaign at Christmas, which raised £80,120 to empower young people to thrive after prison.

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Trustees' report (continued) for the year ended 31 March 2024

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

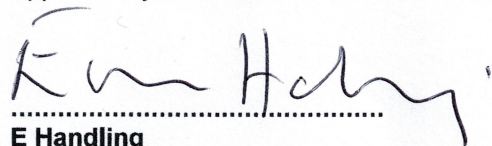
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

Kreston Reeves LLP was re-appointed as the charitable company's auditors during the year and has expressed its willingness to continue in that capacity.

Approved by order of the members of the board of Trustees and signed on their behalf by:



E Handling

Chair of Trustees

Date: 7 November 2024

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Independent auditor's report to the Members of Spark Inside

Opinion

We have audited the financial statements of Spark Inside (the 'charity') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

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Independent auditor's report to the Members of Spark Inside (continued)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

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

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

Independent auditor's report to the Members of Spark Inside (continued)

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity, the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Performing analytical procedures with automated data analytics tools to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Reading minutes of meetings of those charged with governance; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

Spark Inside
(A company limited by guarantee)

Independent auditor's report to the Members of Spark Inside (continued)

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in my Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of my Auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Lucy Hammond BSc FCA (Senior statutory auditor)

for and on behalf of
Kreston Reeves LLP

Chartered Accountants
Statutory Auditor

Brighton

Date: 20 November 2024

Spark Inside
(A company limited by guarantee)

**Statement of financial activities (incorporating income and expenditure account)
for the year ended 31 March 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	354,790	463,113	817,903	806,108
Charitable activities	6	247,792	-	247,792	109,745
Investments	7	19,431	-	19,431	7,394
Other income	8	2,032	-	2,032	4,541
Total income		624,045	463,113	1,087,158	927,788
Expenditure on:					
Raising funds	9	29,810	12,207	42,017	33,254
Charitable activities	10	424,168	540,233	964,401	854,730
Total expenditure		453,978	552,440	1,006,418	887,984
Net income/(expenditure)		170,067	(89,327)	80,740	39,804
Transfers between funds	19	(22,873)	22,873	-	-
Net movement in funds		147,194	(66,454)	80,740	39,804
Reconciliation of funds:					
Total funds brought forward		523,158	332,198	855,356	815,552
Net movement in funds		147,194	(66,454)	80,740	39,804
Total funds carried forward		670,352	265,744	936,096	855,356

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

The notes on pages 22 to 40 form part of these financial statements.

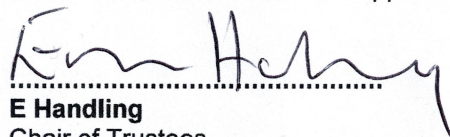
Spark Inside**(A company limited by guarantee)****Registered number: 07984016****Balance sheet****as at 31 March 2024**

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	16	478	1,196
Current assets			
Debtors	17	98,963	21,896
Cash at bank		929,859	907,380
		<u>1,028,822</u>	<u>929,276</u>
Creditors: amounts falling due within one year	18	(93,204)	(75,116)
Net current assets		<u>935,618</u>	<u>854,160</u>
Total net assets		<u><u>936,096</u></u>	<u><u>855,356</u></u>
Charity funds			
Restricted funds	19	265,744	332,198
Unrestricted funds	19	670,352	523,158
Total funds		<u><u>936,096</u></u>	<u><u>855,356</u></u>

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


.....

E Handling

Chair of Trustees

Date: 7 November 2024

The notes on pages 22 to 40 form part of these financial statements.

Spark Inside
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities (note 22)	3,048	96,914
Cash flows from investing activities		
Dividends, interests and rents from investments	19,431	7,395
Net cash provided by investing activities	19,431	7,395
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	22,479	104,309
Cash and cash equivalents at the beginning of the year	907,380	803,071
Cash and cash equivalents at the end of the year (note 23)	929,859	907,380

The notes on pages 22 to 40 form part of these financial statements

Spark Inside
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

1. General information

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

The registered office and principal place of business of the charity is:

Unit 386
Salisbury House
London Wall
London
EC2M 5SQ

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Spark Inside 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.

The financial statements are presented in UK sterling, the charity's functional currency, and rounded to the nearest pound.

2.2 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.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

2.4 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.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Notes to the financial statements
for the year ended 31 March 2024

2. Accounting policies (continued)

2.4 Expenditure (continued)

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

2.5 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.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £2,000 or more are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Computer equipment	- 3 years straight line
CRM Software	- 3 years straight line

2.7 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Notes to the financial statements
for the year ended 31 March 2024

2. Accounting policies (continued)

2.8 Cash at bank

Cash at bank 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.

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

2.10 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.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**Notes to the financial statements
for the year ended 31 March 2024**

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	142,790	-	142,790	120,073
Grants	212,000	463,113	675,113	686,035
Total 2024	354,790	463,113	817,903	806,108
Total 2023	320,073	486,035	806,108	

Spark Inside
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

5. List of grants (listed in order of donation date)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Garfield Weston Foundation	-	-	-	30,000
The Goldsmiths Company Charity	-	-	-	22,000
29th May 1961 Charitable Trust	5,000	-	5,000	5,000
Highway One Trust	-	-	-	10,000
Colyer Fergusson Charitable Trust	-	-	-	36,000
Paul Hamlyn Foundation	-	110,000	110,000	100,000
The Portal Trust	-	25,000	25,000	25,000
AB Charitable Trust	22,000	-	22,000	20,000
The Tolkien Trust	-	25,000	25,000	25,000
DCR Allen Charitable Trust	-	-	-	5,000
Barrow Cadbury Trust	-	1,000	1,000	27,000
Bernard Lewis Family Charitable Trust	175,000	-	175,000	30,000
Drapers Charitable Fund	-	-	-	15,000
Esmée Fairbairn	60,000	5,940	65,940	89,000
Fidelity UK	-	21,447	21,447	41,828
St James' Place Charitable Foundation	-	30,000	30,000	30,000
Charles Hayward Foundation	-	25,000	25,000	25,000
The Henry Smith Charity	-	50,000	50,000	25,000
Groundworks	-	-	-	(3,293)
Porticus UK	-	8,718	8,718	45,000
Swire Charitable Trust	-	-	-	15,000
PHF Expert Support	-	30,000	30,000	30,000
Aurum Charitable Trust	-	-	-	30,000
Grants under £3,000	-	-	-	8,500
The Listening Fund	-	25,000	25,000	-
London Youth	-	3,000	3,000	-
Confidential Funder	40,000	-	40,000	-
The 4814 Trust	10,000	-	10,000	-
GLA Youth	-	3,293	3,293	-
The Triangle Trust 1949 Fund	-	13,225	13,225	-
Ministry of Justice (HMPPS Innovation Fund)	-	54,490	54,490	-
The Innholders Charitable Foundation	-	2,000	2,000	-
Sir Halley Stewart	-	30,000	30,000	-
Total 2024	312,000	463,113	775,113	686,035
Total 2023	255,000	431,035	686,035	

Spark Inside
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

6. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Coaching programmes	247,792	247,792	109,745
Total 2023	109,745	109,745	

7. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Interest received	19,431	19,431	7,394
Total 2023	7,394	7,394	

8. Other income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2023 £
Other income	2,032	2,032	4,541
	2,032	2,032	4,541
Total 2023	4,541	4,541	

Spark Inside
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

9. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Costs of raising voluntary income	29,810	12,207	42,017	33,254
Total 2023	31,985	1,269	33,254	

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Coaching programmes	424,168	540,233	964,401	854,730
Total 2023	345,502	509,228	854,730	

Spark Inside
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

11. Analysis of expenditure by activities

	Direct costs 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Charitable activities	884,134	80,267	964,401	854,730
Total 2023	791,582	63,148	854,730	

Analysis of direct costs

	Charitable activities 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	588,615	588,615	520,034
Training and events	1,760	1,760	9,306
Coaching and programme	180,806	180,806	164,911
Evaluation	27,704	27,704	20,216
Marketing	9,795	9,795	7,241
Travel expenses	984	984	535
Rent and office costs	26,614	26,614	33,960
Sundry and subscriptions	13,236	13,236	8,745
User involvement costs	2,325	2,325	1,584
Subcontractor costs	32,295	32,295	24,800
Charitable and political donations	-	-	250
	884,134	884,134	791,582
Total 2023	791,582	791,582	

Spark Inside
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

11. Analysis of expenditure by activities (continued)

Analysis of support costs

	Charitable activities 2024 £	Total funds 2024 £	Total funds 2023 £
Depreciation	718	718	718
Legal and professional	9,420	9,420	21,071
Recruitment	1,357	1,357	1,460
Computer costs	21,682	21,682	15,208
Insurance	3,297	3,297	3,215
Bank fees	69	69	78
Other staff costs	28,437	28,437	8,028
Entertaining	17	17	20
Governance costs (including auditors' remuneration)	15,270	15,270	13,350
	<u>80,267</u>	<u>80,267</u>	<u>63,148</u>
Total 2023	<u>63,148</u>	<u>63,148</u>	

12. Auditor's remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts (inclusive of irrecoverable VAT)	12,000	10,200
Fees payable to the Charity's auditor in respect of:		
All non-audit services not included above	<u>2,400</u>	<u>3,150</u>

Spark Inside
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

13. Staff costs

	2024 £	2023 £
Wages and salaries	512,708	451,413
Social security costs	50,272	46,091
Pension costs	25,635	22,530
	<u>588,615</u>	<u>520,034</u>

The average number of persons employed by the Charity during the year was as follows:

	2024 No.	2023 No.
Staff	12	11
Directors	8	9
	<u>20</u>	<u>20</u>

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

	2024 No.	2023 No.
In the band £80,001 - £90,000	1	1

One employee was employed as a Director of the Company until August 2022. See note 14.

Employer pension contributions of £4,104 (2023: £4,008) were paid on behalf of the above staff.

In both 2023 and 2024 Spark Inside consider their key management personnel to consist of:

Vicki Cardwell Chief Executive, Luke Carey, Head of Service Delivery, Tom Currie, Head of Impact and Innovation, Louise Potter, Head of Communications and Advocacy, Julia Ross, Head of Finance and Operations.

These 5 (2023: 5) key management personnel received total aggregate remuneration of £307,920 (2023: £304,001) made up of salaries of £264,379 (2023: £259,894), employers national insurance £30,292 (2023: £31,112) and employers pension contributions of £13,249 (2023: £12,995).

Spark Inside
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

14. Directors' remuneration

	2024 £	2023 £
Directors' emoluments	-	26,520
Company contributions to defined contribution pension schemes	-	1,326
	<u>-</u>	<u>27,846</u>
	<u><u>-</u></u>	<u><u>27,846</u></u>

During the year retirement benefits were accruing to no directors (2023: 1) in respect of defined contribution pension schemes.

15. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, expenses totalling £147 were reimbursed or paid directly to 2 Trustees (2023 - £NIL to 0 Trustees). £147 of expenses reimbursed or paid directly to 2 trustees relate to board meeting costs and travel expenditure.

16. Tangible fixed assets

	Computer equipment £
Cost or valuation	
At 1 April 2023	11,837
At 31 March 2024	<u>11,837</u>
Depreciation	
At 1 April 2023	10,641
Charge for the year	718
At 31 March 2024	<u>11,359</u>
Net book value	
At 31 March 2024	<u>478</u>
At 31 March 2023	<u><u>1,196</u></u>

Spark Inside
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 March 2024

17. Debtors

	2024 £	2023 £
Trade debtors	43,303	11,754
Prepayments and accrued income	55,660	10,142
	<u>98,963</u>	<u>21,896</u>

18. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	23,212	31,392
Other taxation and social security	16,350	14,593
Other creditors	3,461	3,039
Accruals and deferred income	50,181	26,092
	<u>93,204</u>	<u>75,116</u>

	2024 £	2023 £
Deferred income at 1 April 2023	9,200	-
Resources deferred during the year	15,473	9,200
	<u>24,673</u>	<u>9,200</u>

Deferred income arises from grants received in the financial year that also relate to subsequent financial years.

**Notes to the financial statements
for the year ended 31 March 2024**

19. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
General funds	523,158	624,045	(453,978)	(22,873)	670,352

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Restricted funds					
Charles Hayward Foundation	16,667	25,000	(24,999)	-	16,668
Black Perspective	17,862	-	(408)	-	17,454
St James's Place Charitable Foundation	17,459	30,000	(26,985)	-	20,474
Big Give The Conversation®	52,808	-	(22,969)	-	29,839
Colyer Fergusson Charitable Trust	44,908	-	(25,717)	-	19,191
Sir Halley Stewart	-	30,000	(7,219)	-	22,781
The Triangle Trust 1949 Fund	-	13,225	(3,767)	-	9,458
Listening Fund	-	25,000	(23,969)	-	1,031
Paul Hamlyn Foundation	42,514	110,000	(64,461)	-	88,053
The Henry Smith Charity	14,630	50,000	(50,515)	-	14,115
Prudential PLC	8,750	-	(8,750)	-	-
Porticus UK	20,864	8,718	(42,400)	12,818	-
The Tolkien Trust	6,765	25,000	(20,480)	-	11,285
Barrow Cadbury Trust	11,492	1,000	(12,492)	-	-
Portal Trust	5,081	25,000	(38,370)	8,289	-
Champions for Children	43,562	-	(42,572)	147	1,137
PHF Expert Support	-	30,000	(30,000)	-	-
Ministry of Justice (HMPPS Innovation Fund)	-	54,490	(55,562)	1,072	-
Fidelity UK Foundation	27,086	21,447	(35,000)	-	13,533
Other Restricted Funds	1,750	14,233	(15,805)	547	725
	332,198	463,113	(552,440)	22,873	265,744
Total of funds	855,356	1,087,158	(1,006,418)	-	936,096

Notes to the financial statements
for the year ended 31 March 2024

19. Statement of funds (continued)

Designated funds

During 2023, the Trustees made the decision to undesignate all three of the charity's designated funds, and therefore they were transferred back in to general unrestricted funds on 31 March 2023.

Restricted funds

Black Perspective - a fund for development of a culturally-specific version of our Hero's Journey™ life coaching programme for Black and Minority Ethnic young men in prison.

Big Give The Conversation® - a restricted fund for our systems coaching programme for groups of prison staff and prisoners to enhance relationships, improve empathy and support cultural change on prison wings.

Henry Smith Charity - a fund to contribute to the running costs of the Hero's Journey™ programme, providing support for young people in transition to being released from prison.

Prudential PLC - Hero's Journey™ - a fund (supported by multiple grant funders) for delivery of the Hero's Journey™ Life Coaching Programme in prisons.

Listening Fund - a fund from the Blagrove Trust's Listening Fund for development of mechanisms for listening to feedback and ideas from our participants.

Paul Hamlyn Foundation – a growth fund to support our strategic development and help fund our management team.

St James' Place Foundation - a fund from the St James' Place Charitable Foundation to contribute to the salaries of Spark Inside's Service Delivery Managers.

PHF Expert Support - an additional fund from Paul Hamlyn Foundation supporting access to expert support and advice.

Porticus UK - a fund for the coaching of young people and staff based at HMPYOI Isis.

Tolkien Trust – a fund from The Tolkien Trust to provide a life coaching programme for prison staff.

Barrow Cadbury Trust – a three-year grant for our policy work to advocate for the wellbeing of young people in prison and to champion racial inequity in the criminal justice system.

Colyer-Fergusson Charitable Trust – a fund from Colyer Fergusson Charitable Trust for £36,000 per year for three years for work in HMP Cookham Wood.

Champions for Children - help us deliver our life coaching programmes to young people.

Portal Trust - supporting the Hero's Journey™ programme, transforming the lives of vulnerable and disadvantaged young people in HMPYOI Isis.

Charles Hayward Foundation- supporting the delivery of Hero's Journey™, Black Hero's Journey™ and Hero's Journey™ in the community.

Fidelity – a fund from Fidelity UK Foundation to support our impact and innovation work, including funding the salary cost of Head of Impact and Innovation.

Ministry of Justice (HMPPS Innovation Fund) - A fund to run a new pilot of our Black Hero's Journey™ programme (a culturally-specific version of our Hero's Journey™ life coaching programme for Black and Minority Ethnic young men in prison) for young Black and Mixed Heritage men (aged 18-30) in HMPYOI Feltham and HMP Brixton.

Spark Inside
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**Notes to the financial statements
for the year ended 31 March 2024**

19. Statement of funds (continued)

London Youth - A fund contributing to our Black Hero's Journey™ programme (a culturally-specific version of our Hero's Journey™ life coaching programme for Black and Minority Ethnic young men in prison) in HMP Brixton.

Sir Halley Stewart - A fund towards The Resolve Project: an innovative, ground-breaking project to bring prison staff and prisoners together to prevent/resolve in-prison conflict, transform prison culture and boost rehabilitation, helping people to genuinely 'move beyond disadvantage'.

The Triangle Trust 1949 Fund - A fund towards an innovative programme to provide gym-based prison staff the reflective space and tools to improve their own wellbeing and that of prisoners in their care, and to support better interactions with prisoners with a coaching approach, contributing to rehabilitation.

Other restricted funds include; Esmée Fairbairn Foundation Fund, The Field Family Trust, Groundworks, The Innholders Charitable Foundation and London Youth.

Esmée Fairbairn - funding a consultant providing expert advice on income growth.

The Innholders Charitable Foundation - A fund towards transforming the lives of young people in prison in HMP Brixton by providing one-to-one Hero's Journey™ life coaching sessions to young people (age 15 to 25) in HMP Brixton.

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Project specific designated funds	4,889	-	-	(4,889)	-
Office move	7,639	-	(3,236)	(4,403)	-
IT upgrade	4,885	-	(210)	(4,675)	-
	<u>17,413</u>	<u>-</u>	<u>(3,446)</u>	<u>(13,967)</u>	<u>-</u>
General funds					
General funds	<u>457,454</u>	<u>438,753</u>	<u>(374,041)</u>	<u>992</u>	<u>523,158</u>
Total Unrestricted funds	<u>474,867</u>	<u>438,753</u>	<u>(377,487)</u>	<u>(12,975)</u>	<u>523,158</u>

Spark Inside
(A company limited by guarantee)

**Notes to the financial statements
for the year ended 31 March 2024**

19. Statement of funds (continued)

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Restricted funds					
Charles Hayward Foundation	-	25,000	(8,333)	-	16,667
Black Perspective	25,049	-	(7,187)	-	17,862
St James's Place Charitable Foundation	-	30,000	(12,541)	-	17,459
Big Give The Conversation®	52,808	-	-	-	52,808
Colyer Fergusson Charitable Trust	36,000	36,000	(27,092)	-	44,908
Sir Halley Stewart	-	5,000	(5,000)	-	-
The Triangle Trust 1949 Fund	-	3,000	(1,250)	-	1,750
Listening Fund	25,223	-	(25,223)	-	-
Paul Hamlyn Foundation	47,422	100,000	(104,908)	-	42,514
The Henry Smith Charity	-	25,000	(10,370)	-	14,630
Prudential PLC	-	16,500	(7,750)	-	8,750
Porticus UK	30,361	45,000	(54,497)	-	20,864
The Tolkien Trust	12,712	25,000	(30,947)	-	6,765
Barrow Cadbury Trust	14,315	27,000	(29,823)	-	11,492
Portal Trust	-	25,000	(19,919)	-	5,081
Champions for Children	15,500	58,000	(29,959)	21	43,562
PHF Expert Support	19,523	(3,293)	(18,856)	2,626	-
Ministry of Justice (HMPPS Innovation Fund)	9,900	-	(9,900)	-	-
Fidelity UK Foundation	-	30,000	(40,328)	10,328	-
Other Restricted Funds	51,872	41,828	(66,614)	-	27,086
	<u>340,685</u>	<u>489,035</u>	<u>(510,497)</u>	<u>12,975</u>	<u>332,198</u>
Total of funds	<u>815,552</u>	<u>927,788</u>	<u>(887,984)</u>	<u>-</u>	<u>855,356</u>

**Notes to the financial statements
for the year ended 31 March 2024**

20. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	478	-	478
Current assets	763,078	265,744	1,028,822
Creditors due within one year	(93,204)	-	(93,204)
Total	670,352	265,744	936,096

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	1,196	-	1,196
Current assets	597,078	332,198	929,276
Creditors due within one year	(75,116)	-	(75,116)
Total	523,158	332,198	855,356

21. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	80,740	39,804
Adjustments for:		
Depreciation charges	718	718
Dividends, interests and rents from investments	(19,431)	(7,394)
(Increase) / decrease in debtors	(77,067)	31,903
Increase in creditors	18,088	31,883
Net cash provided by operating activities	3,048	96,914

**Notes to the financial statements
for the year ended 31 March 2024**

22. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash at bank	929,859	907,380
Total cash and cash equivalents	929,859	907,380

23. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank	907,380	22,479	929,859
	907,380	22,479	929,859

24. Pension commitments

The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £25,635 (2023: £22,530). At the balance sheet date there were contributions of £3,461 due to the fund (2023: £3,039).

25. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	5,838	17,514
Between 1-2 years	-	5,838
	5,838	23,352

Notes to the financial statements
for the year ended 31 March 2024

26. Related party transactions

There were no disclosable related party transactions during the year (2023 - £Nil) and there are no balances outstanding with any related parties at the Balance sheet date (2023 - £Nil).

27. Controlling party

The trustees who are also directors control the charity.