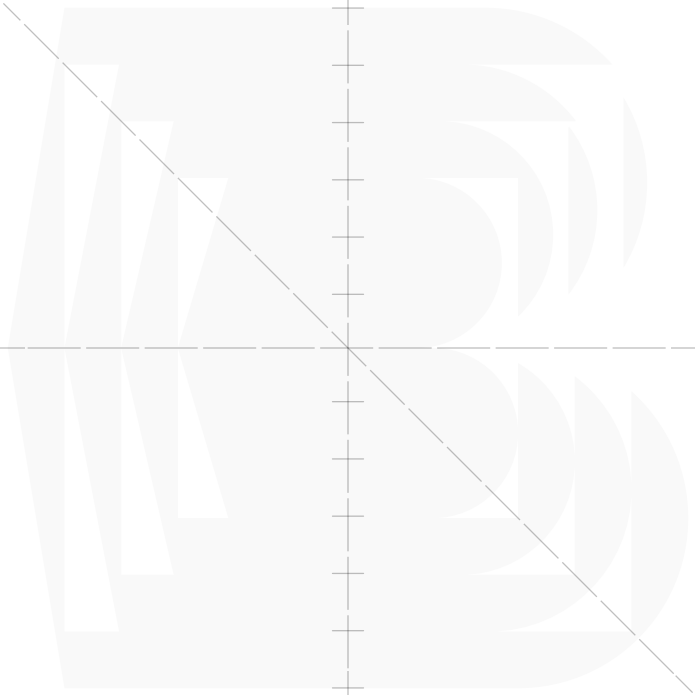




Annual Report
2022-23
Charity: 1148743



BEAT ROUTES
Youth Arts Collective



BEAT ROUTES
Annual Report
2022-2023

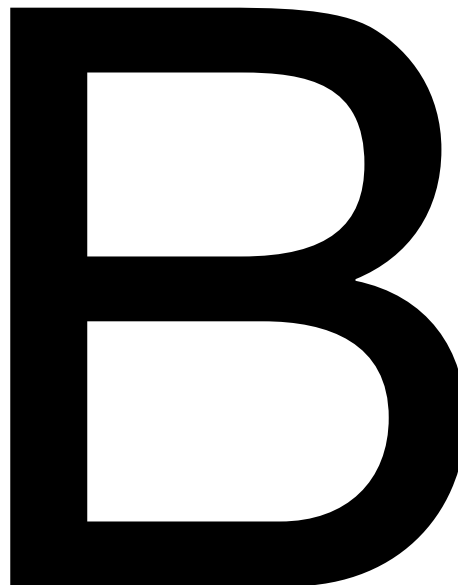
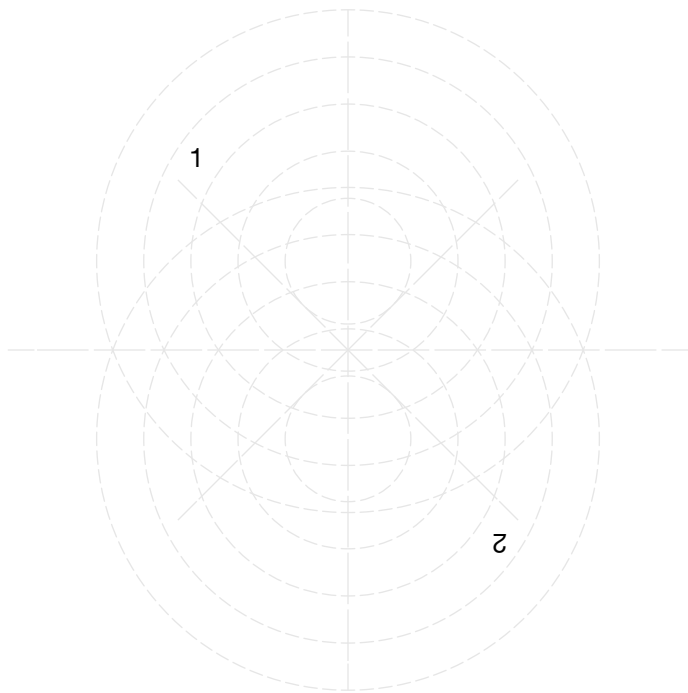
The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

ANNUAL REPORT

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- ~ Reference and Administration
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- ~ The Need, The Impact and The Outcomes
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ANNUAL ACCOUNT

- ~ Report of the Independent Examiner
- ~ Statement of Financial Activities
- ~ Statement of Financial Position
- ~ Notes to the Financial Statements



formal
~
fluid/vibrant







The Chair's Message

The creative workshops, apprenticeship scheme and mentoring sessions continue to shape the work Beat Routes consistently delivers every weekday from term to term. Feedback from participants strongly suggests that the charity has been successful in delivering its intended outcomes, with two-thirds of those who were previously not in education, employment or training since entering education, gaining employment or taking up a training position, 97% learning a new creative skill such as music production, playing an instrument and song writing, and 100% saying that their confidence had improved inside and outside the sessions.

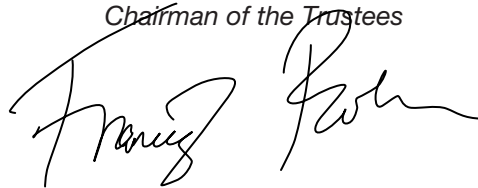
Beat Routes organised a series of fantastic events and opportunities throughout the year: trips to Eton College's art department and an artist's exhibition there; music workshops held by Joanna Eden, vocal coach to Sam Smith; music production sessions with Tony Nwachukwu (of *Create Define Release*); song-writing sessions with Fran Lobo; a 'Body' book launch with James Davies and Joe Wicks; outings to Shiftless

Shuffle, a London jazz dance movement, and the We out Here music festival; invitations to perform at both Empoword (a monthly poetry event) and Music and Words (a monthly live music event); collaborations with graphic designer Laura Jouan and visual artist Coby King; a music video and track created by our young people; and, end-of-term showcases at The Curve.

A great amount of work and effort has gone into funding applications and the charity's approach to managing these effectively. Competition for funds is greater than ever, and yet grants continue to be awarded, including support from The National Lottery, Youth Music and the Berkshire Community Foundation all confirmed.

The charity's continued success and development in the face of numerous obstacles faced by it and by our young people, including the after-effects of the pandemic, Slough Council's recent bankruptcy and the worsening cost of living crisis, reflect the outstanding efforts of our team of volunteers and practitioners. They ensured that the 2022-23 year saw Beat Routes engage our young people with an incredible array of projects and activities. The board of trustees is extremely thankful to them and to all those who have worked with the charity over the past year.

Francis-Christian Parham
Chairman of the Trustees

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

Reference and Administration

~ Charity Name	BEAT ROUTES
~ Charity Number	1148743
~ Principal Office	11 Rayners Close Colnbrook Slough Berkshire SL3 0LH
~ The Trustees	Ms Shante Hudson Mr Gordon Klass Mr Alan Page Mr Francis Christian Parham Ms Dayna White
~ Bankers	HSBC
~ Payroll	WESTCOTTS
~ Fundraiser	In-house fundraising by the Project Coordinator, plus independent fundraising support from Tabitha Allum.
~ Accountants	Catherine Williams WESTCOTTS Chartered Accountants 47 Boutport Street Barnstaple Devon EX31 1SQ

Structure, Governance and Management

~ *Governing Document* ~ Beat Routes is a registered charity (1148743) since 2013.

~ *Appointment of Trustees* ~ Trustees are nominated by serving members of the Board and are appointed at the quarterly Trustees Meetings.

~ *Observers* ~ Board of Trustee Meetings are attended by the Project Manager and Project Coordinator, with other team members regularly invited to share the work they've been delivering.

All trustees give their time voluntarily and receive no remuneration or other benefits.

RISK MANAGEMENT

Beat Routes and its trustees commits to regularly review and assess the risks faced by their charity in all areas of its work and plan for the management of those risks. Risk is an everyday part of charitable activity and managing it effectively is essential if the trustees are to achieve their key objectives and safeguard their charity's funds and assets.

The charity's risk management policy outlines the basic principles and strategies that can be applied to help Beat Routes manage their risks. This helps trustees set a risk framework that allows them to:

- A identify the major risks that apply to their charities
- B make decisions about how to respond to the risks they face
- C make an appropriate statement regarding risk management in their annual report

Staff and volunteers undergo safeguarding training in Child Protection, Safeguarding, Health and Safety and First Aid. All those leading direct work with young people are checked through the Disclosure and Barring Service (DBS).

LIST OF POLICIES (updated yearly)

Specific policies and procedures Beat Routes have in place:

- ~ Anti-Bullying
- ~ Becoming a Charity Trustee
- ~ Capitalisation
- ~ Child Protection
- ~ Code of Conduct for Staff and Volunteers
- ~ Comments, Compliments and Complaints
- ~ Confidentiality, Data Protection and GDPR
- ~ Conflict of Interest
- ~ Dealing with Disclosures or Concerns About a Young Person
- ~ Disciplinary Procedure
- ~ E-Safety
- ~ Equality, Diversity and Inclusivity
- ~ Equal Opportunity
- ~ Expenses Claim Form
- ~ Feedback Procedure
- ~ Financial Management
- ~ Fundraising Promise
- ~ Gift Aid Declaration
- ~ Health and Safety
- ~ Managing Risk
- ~ Media Relations
- ~ Photography and Recordings
- ~ Physical Contact
- ~ Quality Assurance
- ~ Recorded Media Policy and Consent Forms for Young People
- ~ Recruitment and Selection
- ~ Reserves Policy
- ~ Risk Assessment
- ~ Risk Assessment Form
- ~ Safeguarding
 - Safeguarding leads:
 - Spencer Lowe
 - and Dayna White
- ~ Staff and Volunteer Supervision
- ~ Staff Grievance
- ~ Staff Sick and Absence
- ~ Staff Training and Development
- ~ Volunteer Agreement

- ~ Volunteer Complaints
- ~ Volunteer Expenses
- ~ Volunteer Recruitment
- ~ Whistleblowing Policy and Procedure
- ~ Working From Home
- ~ Working with Children.

All policies are reviewed (and amended if necessary) each year in the month of January.

Beat Routes Charitable Objects

OBJECTIVES AND ACTIVITIES

To act as a resource for young people aged 11 to 25 living in Slough, London and the South West (but not limited to these areas), by providing advice and assistance and organising programmes of creative, educational and other activities as a means of:

A advancing in life and helping young people develop their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals. Providing activities to encourage young people to show an enhanced respect, not only for their peers and the environment they live in, but also for their elders and their heritage.

B advancing education by developing their mental, physical and moral capabilities through creative activities.

C relieving unemployment.

D providing activities, creative and otherwise, in the interests of social welfare for young people who have need by reason of their age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life.

E promoting social inclusion for the public benefit by preventing young people from becoming socially

excluded, relieving the needs of those young people who are socially excluded and assisting them to integrate into society.

For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards; crime (either as a victim of crime or as an offender rehabilitating into society).



Programme — Fine Futures

Our programme, *Fine Futures*, runs five evenings per week and is comprised of three mutually-supportive strands for young people: a programme of creative workshops co-produced by young people centred on areas of music and art; an *Apprenticeship Scheme*; and one-to-one mentoring. We also deliver *Arts Awards* qualifications and run various events and special guest workshops throughout the year.

Together, these activities aim to:

- ~ Stimulate our young people's personal expression and creativity
- ~ Increase confidence, self-esteem and self-motivation
- ~ Support teamwork and leadership skills
- ~ Encourage the development of new friendships and a sense of belonging
- ~ Combat mental health issues and reduce isolation.

CREATIVE WORKSHOPS

Our ambitious and structured programme of workshops has themes including:

~ *Music Production*: sessions offer expert guidance and hands-on support, covering a range of topics including Digital Audio Workstations (DAW) and music hardware such as drum machines, analogue synthesizers, and effects units. Participants learn how to create music from scratch, explore different styles and techniques, and develop their unique sound. These sessions foster creativity, encourage collaboration and teamwork, and provide opportunities for personal growth and skill development.

~ *Song-Writing*: a comprehensive learning experience covering essential elements such as lyric-writing, rhythm, harmony, and melody, as well as recording, marketing, and publishing rights. With practical assistance, participants develop their songwriting skills and gain an understanding of the music industry, nurturing creativity and building confidence.

~ *DJ Skills*: a fun and educational workshop, providing a unique opportunity for participants to learn the fundamentals of DJing, explore different dance music genres, and develop their skills.

~ *Spoken Word and Creative Writing*: a supportive and engaging learning experience encouraging self-expression and creativity through writing exercises and prompts. With expert guidance and hands-on support, participants will develop their writing skills and gain confidence in their ability to express themselves through the written word. These workshops provide a safe and inclusive space for young people to connect with others and explore their creativity.

~ *Rap Room*: this has strong links to our spoken word session giving a platform for self-expression and creativity through rap music. Participants explore different rap styles and techniques, learning how to write and perform their own raps with professional mentoring and hands-on support. These sessions foster confidence, creativity, and teamwork, offering a safe and inclusive space for young people to connect with others who share their passion for rap music.

~ *Visual Arts*: a space for participants to explore different art forms and techniques. With expert guidance and practical assistance, participants develop their skills and creativity through painting, drawing, sculpture, and other visual arts media. These sessions encourage and support self-expression, imagination, and collaboration, creating a safe and inclusive environment for young people to connect with others who share their passion for the visual arts.

~ *Photography and Filmmaking*: a hands-on learning experience, providing participants with the opportunity to explore different techniques and styles in photography and filmmaking. With expert guidance, participants learn how to use equipment, edit footage, and develop their storytelling skills. These sessions foster creativity, imagination, and collaboration, providing a safe and inclusive space for young people to connect with others who share their passion for visual media.

~ *Becoming a Professional Creative*: our workshops for young people in how to present and manage yourself when embarking on a creative career provide practical guidance and support, helping participants to develop the skills they need to succeed in the creative industry. With expert advice on self-promotion, networking, and career planning, these workshops equip participants with the tools they need to navigate their chosen field with confidence. These sessions foster self-awareness, professionalism, and strategic thinking, providing a safe and inclusive space for young people to connect with others who share their creative aspirations.

Please see our Instagram and YouTube channel for examples of the above and regular updates:

~ Instagram: https://instagram.com/beat_routes
~ Youtube: <https://www.youtube.com/channel/UCIkSDWP-8ET4k1d1W4o4LDQ>

An example term schedule that took place in Slough during the year looked like this:

~ Monday	<i>Community Choir</i>	2
	<i>Music Tech</i>	1
~ Tuesday	<i>Mindfulness</i>	1
~ Wednesday	<i>Song-Writing</i>	2
	<i>Music Production</i>	2
~ Thursday	<i>Visual Arts</i>	2
~ Friday	<i>Arts Award</i>	1 + 2

1 = online 2 = face to face

The session creative content often changes each term after discussion with the young people as to what inspires and motivates them. We respond to this feedback for the following term.

~ *Special Guest Artists*: Guests from London, and other areas of the UK, led creative sessions. Artists such as Fran Lobo, Tony Nwachukwu, Sri McKinnon, Matt Lord and Joanna Eden. Renowned yoga and mindfulness coach, Dan Peppiatt, leads weekly mindfulness sessions.

APPRENTICESHIP

Termly we select four participants to become apprentices who assist tutors with the planning and delivery of sessions.

At the beginning of the scheme apprentices outline what they personally or creatively hope to achieve as an apprentice. We then tailor each apprentice's workshop responsibilities to both their talents and skills they would like to strengthen. Each apprentice is supported individually by the Project Manager or Project Coordinator to give feedback and reflect on their development throughout the scheme.

The scheme aims to build competencies including time management, workshop planning, creative delivery and administration skills. It also provides apprentices with a clear progression route and unique opportunity to develop confidence and leadership skills and model positive behaviour to peers, which in turn helps us retain participants' enthusiasm.

MENTORING

Participants are offered the opportunity of one-to-one mentoring with tutors, providing them with the practical guidance and support needed to help overcome the barriers they face and make their next steps into further education, employment or training.

They commit to meeting with a tutor on a weekly basis to cover skills including CV writing, job searching tips, budgeting personal finances, application drafting and research into further education courses, and can monitor progress over time. We have found that mentoring motivates and boosts young people's aspirations, as well as equipping them with practical skills that can be used in other areas of their lives. During the pandemic, these one to ones became more flexible with Mentors offering help and advice via Zoom, phone call or WhatsApp.

We found that being flexible with different means of communication was more accessible to a wider range

of young people, so now we provide a mixture of face to face or online mentoring sessions. It also still remains that this regular support not only addresses practical needs in the young people's lives, but also provides vital emotional support.

ARTS AWARD

Annually, 25 young people are offered the opportunity to achieve an Arts Award, a qualification run through Trinity College London. It allows young people to explore and develop artistic, collaborative and leadership skills through Beat Routes whilst gaining an arts qualification (and the potential for UCAS points) and to reflect on their own progress and growth. With growing numbers of individuals interested, we now dedicate one session each week to Arts Awards.

PERFORMANCES

Performance opportunities are a big part of Beat Routes, offering a chance to perform/present work informally at the end of most sessions, as well as preparing for a public performance event at the end of each term for family and friends. This takes place in a professional theatre space in central Slough where we run our sessions.

EVENTS

~ Eton College Art Department trips – artists exhibition – names of artists? And tour of their art workshops (Category)

~ Joanna Eden, vocal coach to Sam Smith took over music workshops for the Spring term 2023 (Music Production)

~ Shiftless Shuffle trip, a London jazz dance movement with a rich history (Category)

~ Matt Lord, collaboration (Music Production)

~ ‘Body’ with James Davies and Joe Wicks
(Book Launch)

~ Tony Nwachukwu (Music production)

~ Fran Lobo, one term (Song Writing)

~ Music video/original track by the young people

~ End of term showcases in the Venue at The Curve

~ Young people performing at ‘*Empoword*’ (a monthly poetry event) and ‘*Music and Words*’ (a monthly live music event)

~ ‘We Out Here’ music festival outing for governing board, staff and apprentices – trustee Gordon Klass djing at the event, and Shiftless Shuffle.

~ Collaboration with graphic designer Laura Jouan
(Communication, 2018-present)

~ Special pandemic video edits with visual artist
Coby King

~ *Community Choir* has continued as part of our weekly programme. They’ve had some great local performances throughout the year.

NORTH DEVON

Throughout this year, we conducted various workshops in North Devon as a pilot program. After careful consideration, we have decided to establish a regular music workshop in Barnstaple, held once per week. This location is easily accessible for young people from neighbouring towns, some of which are affected by drug abuse and high unemployment rates. To attract attendees, we have established relationships with two organisations: Space, which is North Devon’s young people’s service, and Sunrise Diversity, a charity that promotes diversity, challenges discrimination, and changes attitudes in Northern Devon. These workshops are overseen by a Project Manager and Project Coordinator and led by local musicians/artists who

are professionals in their field, as well as experienced youth workers. We aim to expand this aspect of our organisation because it has become evident that young people need access to the creative arts and support to transition into the next phase of their lives. Additionally, we are interested in organising residential retreats for young people from Slough.

THE NEED

Beat Routes is located in Slough, a town in southeast England with a higher level of poverty compared to the national average, as per the data from the Office for National Statistics (ONS). In 2019/20, over 20% of the population lived in poverty, which is above the national average of 14.5%. The high cost of living in Slough, with house prices and rents being among the highest in the country, makes it difficult for families to make ends meet, especially those in low-paid or insecure work. Slough also has a higher unemployment rate than the national average. In 2021, the unemployment rate in Slough was 5.9%, compared to the national average of 4.7%.

The most recent report by the End Child Poverty coalition in 2020 stated that child poverty rates were higher than the overall poverty rate, with 27.5% of children living in poverty. Child poverty rates are not evenly distributed across Slough; shockingly they reach 47% in the wards of Britwell and Northborough. (Over half of our young people come from Britwell.)

According to statistics, young people have less support in Slough compared to the national average. For example, school funding has been a contentious issue in recent years, with many school leaders, teachers, parents, and other stakeholders raising concerns about the impact of budget cuts on the quality of education. Schools in Slough have experienced significant cuts to funding, with the total loss of funding for schools in the area amounting to £14.6 million, or an average of £311 per pupil. Slough also has lower levels of educational attainment than the national average, with only 50% of pupils achieving a grade 4 or above in both English and maths at GCSE level, compared to the national average of 61%.

Mental health issues among young people are a growing concern in Slough, with 1 in 4 young people in the area reporting experiencing emotional or mental health difficulties in the past year, according to

a survey conducted by the Slough Children and Young People's Partnership.

Shelter, the UK housing and homelessness charity, published a report in 2021 that highlighted the scale of the housing crisis in Slough. Slough has the second-highest number of people living in temporary accommodation in England, with 1 in 51 people in the borough affected. The number of people sleeping rough in Slough has increased by 78% in the past year, with 51 people seen sleeping on the streets in 2020. Overcrowding is also a significant issue in Slough, with almost 10,000 households living in overcrowded conditions, according to the report. The COVID-19 pandemic has worsened the situation, with many households struggling to pay rent or facing eviction due to loss of income or job losses.

Within this context of socio-economic challenges, Slough Council declared bankruptcy in July 2021 with a reported £20 million needing to be saved each year until 2028. We have already seen the knock-on effect of this with services in the area. Locally, four out of five youth centres have closed; there is very little support available for young people in the area and there are no other organisations providing regular creative learning opportunities. While we have some great connections within the council, there is only so much support that can be given to young people while the council is in such financial peril.

The need faced by the young people we support:

Our community was deeply affected by the pandemic. Upon returning to in-person workshops, young people told us how badly their mental health had been affected and we saw much higher levels of social anxiety than we had pre-Covid. In response, we have increased our emphasis on mental health support and mentoring.

Post-pandemic, we are also seeing the impact of the worsening economic outlook on our young people, many of whom live in households which were already only just getting by. Steep increases in the cost of living will make life harder for our young people.

By offering our regular programme of creative arts workshops free-of-charge, all financial barriers of participation have been removed, but we also expect to become more indispensable in the lives of our young people whose families have been pushed further into poverty.

Though our intake changes from year to year, the experiences of our 2022 cohort are typical of the young people who come to Beat Routes:

- ~ **43%** were not in education, employment, or training (NEET)
- ~ **83%** had anxiety disorders, depression and/or suicidal ideation
- ~ **33%** reported learning difficulties and **10%** had additional physical needs
- ~ **16%** were young carers
- ~ **12%** were in care

THE IMPACT

Young people are able to achieve their full potential; educationally, economically and socially. This year we noticed a positive shift — although young people are still combating mental health, confidence, self-motivation and self-esteem issues we have definitely seen an increase in progress. Young people joining Beat Routes commonly struggle with confidence in social environments. This has always been an issue, but we have noticed an increase since the pandemic. As our data shows, a massive 83% of participants reported of having mental health issues including anxiety, depression, social anxiety, and low self-esteem.

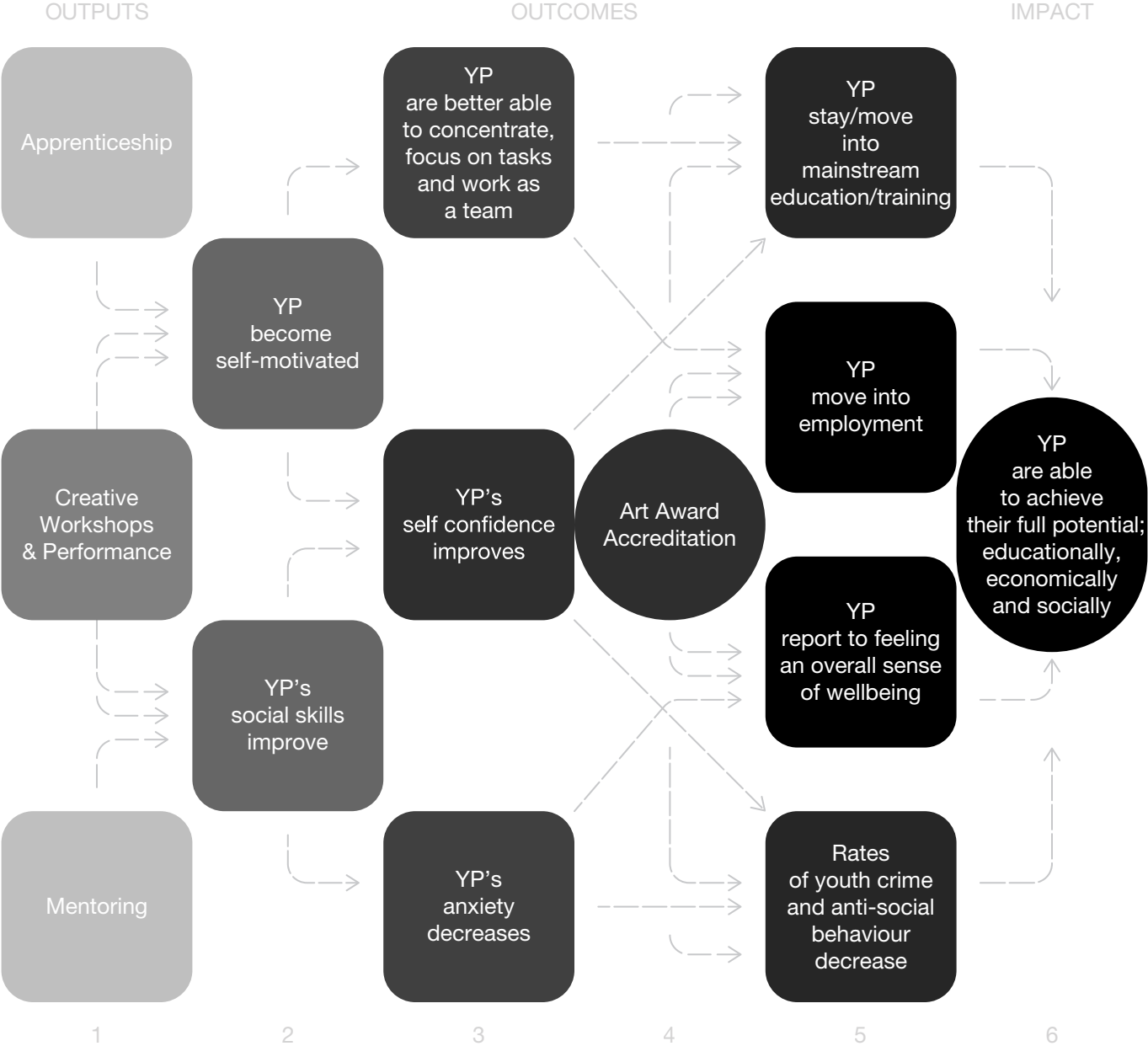
At the end of the year, through our feedback forms, we found that 66% said they had a marked improvement in confidence. The video interviews we captured at the end of the year illustrates this well.

Many attendees are referred by Slough Children First, a council funded social care service in Slough for children, young people and families in need. Often the key workers let us know that the young people really struggle making friends due to issues at home and spend lots of time alone. Through our regular mental health 'check ins' young people get to talk about their feelings — we often hear that they feel isolated and lonely and struggle to make friends in a school environment. Through our sign-up forms we found 53% said they experienced feelings of isolation and loneliness.

This year, however, many of the young people made significant progress in developing friendships. This is largely due to the way we designed the sessions in which young people work together in small groups creating music and art. The creative process has been a powerful force in bringing young people together.

We have found that Beat Routes' young people, all of whom are from disadvantaged backgrounds, face many barriers to learning including low self-esteem, poor parenting, limited access to language, poor literacy levels, poor attendance, low aspirations, low

~ diagram: *Theory of Change*



expectations and often a narrow experience of life outside school. Through our sign-up forms we found 65% of young people said they lacked inspiration and had little or no hope for the future. However, this year, follow up forms showed us that after attending Beat Routes, this figure decreased to 45%.

~ diagram: *Theory of Change*

THE OUTCOMES

Over the last year Beat Routes supported **230** disadvantaged young people aged 11-25. We are particularly proud of some of the impact data collected this year, summarised below:

~ **43%** of our participants were NEET when they joined us. >>> Of these, **66%** moved into education, training and/or employment by the end of the programme

~ **33%** reported having learning difficulties and **10%** had additional physical needs.

>>> **100%** of those with physical needs reported that the project helped them process and manage their needs effectively.

>>> **88%** of those with learning difficulties reported that they had learned more about how their mind works and had found new effective ways of communication

~ **83%** reported to having mental health issues including anxiety, depression, social anxiety, suicidal ideation, low self-esteem, eating disorders, anger management, feelings of isolation and child trauma.

>>> **85%** of these reported that the project had helped them tackle and manage their specific issues. Of the participants experiencing low self-esteem, **79%** said that they had seen an attitude shift within themselves

~ **75%** felt their social/communication skills were poor. >>> **60%** of these reported they had seen a marked improvement over the year communicating with others inside and outside of the sessions

~ **65%** said they lacked inspiration and had little or no hope for the future. >>> After attending Beat Routes, this decreased to **45%**.

>>> **97%** said that they learnt a new creative skill such as music production, playing an instrument, and song writing. **90%** said that they had improved a creative skill they already had, like singing/vocal technique

>>> **88%** said that their confidence had improved inside and outside the sessions

>>> **11%** gained an *Arts Award* qualification

Quotes

"I struggled a lot with confidence, and talking to people, talking about myself, but since coming to Beat Routes it's really improved. I feel kind of proud of myself, I think I did well"

– Tia, 15

"Before I was scared to do stuff, and now I have the courage to stand up and let the world know that I'm proud to do anything that I want to. I've got the confidence to express myself."

– Ezekiel, 13

"I never felt like, at Beat Routes, that I've had to 'edit' myself or be a specific version of myself which was socially acceptable."

– Rebecca, 20

"My stammer, I was really trying to overcome that and I feel like music has kind of helped it get a bit better and clearer...."

– Isiah, 14

Case Study

Sal's story: S came to Beat Routes at age 18 having just come out of a physically and emotionally abusive relationship. She was acting as carer for her younger brothers and disabled father while her mother was overseas receiving medical treatment. She had previously engaged with youth projects around Slough but always felt like an outsider. She struggled to build relationships with the other participants who she felt very different to and with whom she didn't share any interests.

Upon joining Beat Routes, she realised that there were other young people who, like her, were creative and battling against challenging home lives: "I found a sense of myself again because I was doing what I loved, and I was doing this project with people who had also gone through mental health problems. I think, when you suffer from depression and PTSD and anxiety, it's really, really difficult to explain it to other people, people who haven't experienced it. They think it's all in you, making yourself feel better, but it's so much more than that and to be able to go to somewhere where they just got it was such a big deal for me".

S's dream was to work in a gallery or museum. She became involved in a music heritage project with Beat Routes which enabled her to regain her confidence, particularly in terms of working alongside men which she had not been able to do since her abusive relationship. The mentoring offered by Beat Routes has enabled her to return to her dream; S will start working at Tate Modern in January 2023 focusing on fundraising as well as gaining insight into curatorial side of Tate's work: "I'm so proud of myself that I have been able to get to this point considering everything that I have been through".



Diversity

Slough is a diverse area, with a large proportion of residents from ethnic minority backgrounds. According to the latest 2021 census, 46.7% of the population identified as Asian or Asian British. 24% identified as White British, 7.6% Black or Black British, 4% Mixed, and 5.7% Other.

We recognise the importance of ensuring that our board of trustees, staff, and volunteers are representative of the communities we serve. To achieve this, we strive to have a team that reflects the diversity of our community. Currently, 65% of our staff and 40% of our board members come from ethnic minority backgrounds.

Our priorities lie in fostering an inclusive culture, welcoming individuals from diverse backgrounds, ensuring that they feel appreciated and safe. We advocate a collaborative atmosphere that facilitates the exchange of knowledge and ideas. We firmly believe that our work is rooted in the varied cultures, perspectives, and abilities that people bring to the table.

Our aim is to attract, nurture and encourage young people. Our values guide us in every aspect of our work, and we acknowledge that prioritising equality, diversity, and inclusion is crucial in fulfilling our duty to create a positive impact in our communities.

Recruitment

Responsibility for the recruitment of new trustees rests firmly with the existing trustees. They oversee the management of an open and efficient process and always act in the best interests of the charity.

There are a variety of methods which the trustees use to recruit new trustees. Research shows that personal recommendation and word of mouth remain the most popular. However, they are not necessarily the most effective ways of finding the people with the skills which

the trustees have identified, as they limit the field from which trustees can be drawn. Using wider and more inclusive methods of searching for new trustees, such as advertising and using trustee brokerage services, are sometimes considered too.

On recruitment, we always aim to maintain or increase the diversity of our board. (Having a diverse trustee board can help to ensure that the charity is fair and open in all its dealings.)

Appointment

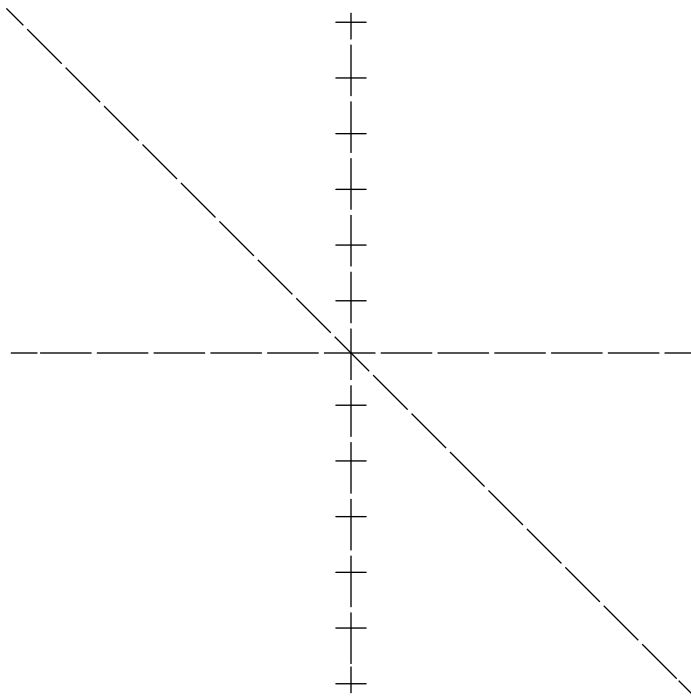
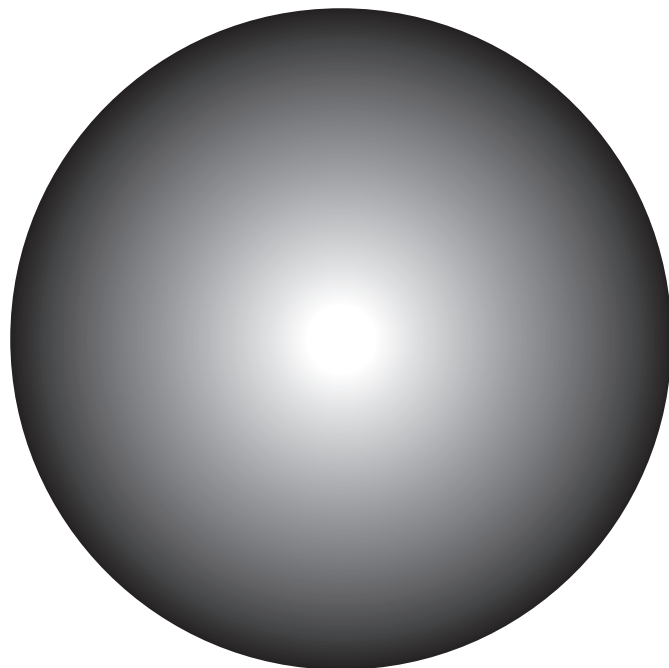
Before appointing a new trustee our trustee board makes sure it is acting within the law, in accordance with Beat Routes' governing document, and ensures that the prospective trustee is not disqualified from being a trustee. DBS checks are obtained on appointment. The board also ensures that the prospective trustee understands the responsibilities they are taking on and can be relied on to carry them out responsibly. They will then receive copies of key documents relating to the charity's work, and to their duties as a trustee.

The Financial Review

The Board of Trustees have declared that the charity remains financially sound. Income for the year ending 31st March 2023 totalled £223,178 whilst expenditure was £240,996 (starting the year with £74,124)

During the year, we were successful with funding applications from the National Lottery, Berkshire Community Foundation and Children in Need. Pending applications remain with several other funding bodies.





Reserves Policy

The trustees have set a level equivalent to 3 months of operating costs for the organisation as a desired level of reserve. This fund is a contingency in the event of a sudden reduction in income, in order to protect the future operation of the organisation from the effects of any unforeseen variations in its income and expenditure.

The trustees have designated reserves where there are planned commitments that cannot be met by anticipated future income alone.

These reserves are broken down into a number of funds that relate to:

~ The organisation's responsibilities as an employer to hold sufficient funds to provide proper notice and redundancy costs to all staff (management team, workshop leaders and apprentices) in the event of closure.

~ Continuity of programme activities (albeit a reduced timetable if necessary) in the unlikely event of a string of unsuccessful funding proposals.

~ The equipment necessary to run the music and art workshops

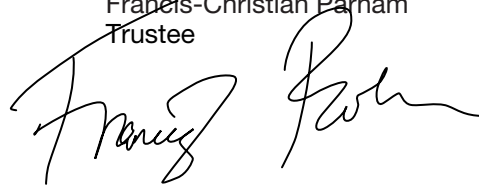
Beat Routes has also considered fundraising, financial management, software licenses and health and safety. The reserves policy and the levels of reserves required are reviewed yearly as part of the annual budgetary process.

Looking Forward

We have already seen a decline in the young people's mental health since the pandemic, so it's vital we continue to provide a sustainable programme for them offering support, help and advice. A recent report by the Wellcome Trust, '*What Science has shown can help young people with anxiety and depression*', says increasing engagement with positive activities and the arts can help and are high on the list.

We have a strict fundraising strategy in place; approaching funders with whom we have developed strong relationships for continued funding or as part of new rounds. We approach trusts and foundations for core funding as well as project funding in order to sustain and develop our work. This year we have invested in specialised fundraising support so that we can progress towards financial sustainability. As part of this we intend to diversify our funding streams with plans to run collaborations with brands, fundraising performance events and sponsorship schemes.

Francis-Christian Parham
Trustee

A handwritten signature in black ink, appearing to read 'Francis Parham', written over the printed name and title.



ANNUAL ACCOUNT

~ make judgments and accounting estimates that are reasonable and prudent;

~ state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

~ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust Deed. 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.

Trustees' Responsibilities Statement

The trustees 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).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

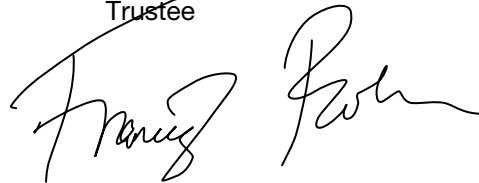
In preparing these financial statements, the trustees are required to:

~ select suitable accounting policies and then apply them consistently;

~ observe the methods and principles in the applicable Charities SORP;

The Trustees' Annual Report was approved on 5th June 2023 and signed on behalf of the board of trustees by:

Francis-Christian Parham
Trustee

A handwritten signature in black ink, appearing to read 'Francis Parham', written over a horizontal line.

Report of the Independent Examiner

I report to the trustees on my examination of the financial statements of Beat Routes ('the Charity') for the year ended 31 March 2023.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

I have completed my examination. I confirm that no material 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 130 of the Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

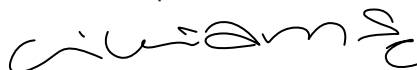
Catherine Williams

Independent Examiner

Catherine Williams FCA DChA
Independent Examiner
WESTCOTTS (SW) LLP
47 Boutport Street
Barnstaple
Devon
EX31 1SQ

The Trustees' Annual Report was approved on 22nd June 2023 and signed by:

Catherine Williams
Independent Examiner





<u>Statement of Financial Activities</u>		2023	2023	2023	2022
	Note	£	£	£	£
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
~ Income and Endowments					
Donations and Legacies	4	162,420	60,758	223,178	196,218
>>> Total Income		162,420	60,758	223,178	196,218
~ Expenditure					
Expenditure on Charitable Activities	5.6	190,238	50,758	240,996	230,546
>>> Total Expenditure		190,238	50,758	240,996	230,546
~ Net Expenditure					
		(34,328)		(34,328)	77,128
Transfers Between Fund		6,716	(6,716)	-	-
>>> Net Movement in Funds		(21,102)	3,284	(17,818)	(34,328)
~ Reconciliation of Funds					
Total Funds Brought Forward		110,573	-	110,573	144,901
>>> Total Funds Carried Forward		89,471	3,284	92,755	110,573

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

Statement of Financial Position

		2023	2022
	Note	£	£
~ Fixed Assets			
Tangible Fixed Assets	12	28,059	38,190
~ Current Assets			
Cash at Bank and in Hand		66,429	74,124
>>> Creditors	13		
Amounts Falling (due within 1 year)		1,733	1,741
>>> Net Current Assets		64,696	72,383
>>> Total Assets Less Current Liabilities		92,755	110,573
~ Funds of the Charity			
Restricted Funds		3,284	-
Unrestricted Funds		89,471	110,573
>>> Total Charity Funds	15	92,755	110,573

These Financial Statements were approved by the board of trustees and authorised for issue on 5th June 2023 and are signed on behalf of the board by:

Francis-Christian Parham
Trustee



1 GENERAL INFORMATION

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 11 Rayners Close, Colnbrook, Slough, SL3 0LH.

2 STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act 2011.

3 ACCOUNTING POLICIES

I. Basis of Preparation

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

II. Going Concern

There are no material uncertainties about the charity's ability to continue.

III. Disclosure Exemptions

Under Charities SORP (FRS 102) the Charity is classed as a small charity and has therefore taken the exemption from the requirement to prepare a cashflow statement.

IV. Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

V. Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes. Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment. Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

VI. Incoming Resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

~ income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

~ legacy income is recognised when receipt is probable and entitlement is established.

~ income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

~ income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

VII. Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

~ expenditure on raising funds includes the costs of all fundraising activities, events, noncharitable trading activities, and the sale of donated goods.

~ expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

~ other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

VIII. Tangible Assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

IX. Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

- Fixtures and Fittings 25% straight line
- Motor Vehicles 25% straight line

X. Impairment of Fixed Assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cashgenerating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

XI. Financial Instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted. Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

nised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund. When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

XII. Defined Contribution Plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recog-

4	DONATIONS AND LEGACIES		£	£	£
			Unrestricted Funds	Restricted Funds	Total Funds
	~ Grants				
	Grants and Donations		162,420	60,758	223,178 (2023)
			Unrestricted Funds	Restricted Funds	Total Funds
	~ Grants				
	Grants and Donations		145,918	50,300	196,218 (2022)
5	EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE		£	£	£
			Unrestricted Funds	Restricted Funds	Total Funds
	~ Charitable Activities		157,760	50,758	208,518
	~ Support Costs		32,478	-	32,478
			= 190,238	50,758	= 240,996 (2023)
			Unrestricted Funds	Restricted Funds	Total Funds
	~ Charitable Activities		151,122	50,300	201,422
	~ Support Costs		29,124	-	29,124
			= 180,246	50,300	= 230,546 (2022)
6	EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE	£	£	£	£
		Activities undertaken directly	Support Costs	Total Funds	Total Funds
	~ Charitable Activities	208,518	32,478	240,996 (2023)	230,546 (2022)

7	ANALYSIS OF SUPPORT COSTS	£	£	£
		Charitable activities	Total 2023	Total 2022
~ Premises		7,950	7,950	6,309
~ Communications and IT		1,051	1,051	1,278
~ General Office		3,981	3,981	4,611
~ Finance Costs		55	55	73
~ Depreciation		16,847	16,847	15,233
~ Event Costs		76	76	348
~ Accountancy		2,518	2,518	1,338
		= 32,478	= 32,478	= 29,190

8	NET EXPENDITURE	£	£
	Net expenditure is stated after charging/(crediting):	2023	2022
~ Depreciation of tangible fixed assets		16,847	15,167

9	INDEPENDENT EXAMINATION FEES	£	£
	Fees payable to the independent examiner for:	2023	2022
~ Independent examination of the financial statements		1,060	300

10	STAFF COSTS	£	£
	The total staff costs and employee benefits for the reporting period are analysed as follows:	2023	2022
~ Wages and Salaries		94,140	88,482
~ Social Security Costs		3,561	2,038
~ Employer Contributions to Pension Plans		2,303	1,666
		= 100,004	= 92,186

The average head count of employees during the year was 2 (2022: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
~ Project Manager/Co-ordinator	No. 2	2

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

11 TRUSTEE REMUNERATION AND EXPENSES

No Trustee received remuneration during the year or the previous year. No Trustee or other person related to the Charity had any personal interest in any contract entered into by the Charity during the year.

During the year 0 (2022: 0) Trustees claimed out of pocket expenses relating to travel and accommodation to attend Trustees meetings.

12	TANGIBLE FIXED ASSETS	£	£	£
		Fixtures & Fittings	Motor Vehicles	Total
~ Cost				
	At 1 April 2022	46,501	14,150	60,651
	Additions	6,716	-	6,716
	At 31 March 2023	= 53,217	= 14,150	= 67,367
~ Depreciation				
	At 1 April 2022	18,923	3,538	22,461
	Charge for the Year	13,309	3,538	16,847
	At 31 March 2023	= 32,232	= 7,076	= 39,308
~ Carrying Amount				
	At 31 March 2023	20,985	7,074	28,059
	At 31 March 2022	27,578	10,612	38,19

13	CREDITORS	£	£
	AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2023	2022
	~ Accruals and Deferred Income	1,260	-
	~ Social Security and Other Taxes	473	1,741
		1,733	1,741

14 PENSIONS AND OTHER POST
RETIREMENT BENEFITS

~ Defined Contribution Plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £2,303 (2022: £1,666)..

15	ANALYSIS OF CHARITABLE FUNDS	£	£	£	£	£
		At				At
	~ Unrestricted Funds	01.04.22	Income	Expenditure	Transfers	31.03.23
	General Funds	110,573	162,420	(190,238)	6,716	89,471
		At				At
		01.04.21	Income	Expenditure	Transfers	31.03.22
	General Funds	144,901	145,918	(180,246)	-	110,573
		£	£	£	£	£
	~ Restricted Funds	At				At
		01.04.22	Income	Expenditure	Transfers	31.03.23
	National Lottery Grant	-	50,758	(50,758)	-	-
	Clothworkers Grant	-	10,000	-	(6,716)	3,284
		-	60,758	(50,758)	(6,716)	3,284
		At				At
		01.04.21	Income	Expenditure	Transfers	31.03.22
	National Lottery Grant	-	50,300	(50,300)	-	-
	Clothworkers Grant	-	-	-	-	-
		-	50,300	(50,300)	-	-

National Lottery Grant ~ Funds to support the *Fine Futures* Project and the ongoing costs associated with this project.

Clothworker’s Grant ~ for the use in buying equipment. Once the equipment has been purchased, it can be assumed that the restriction is lifted.

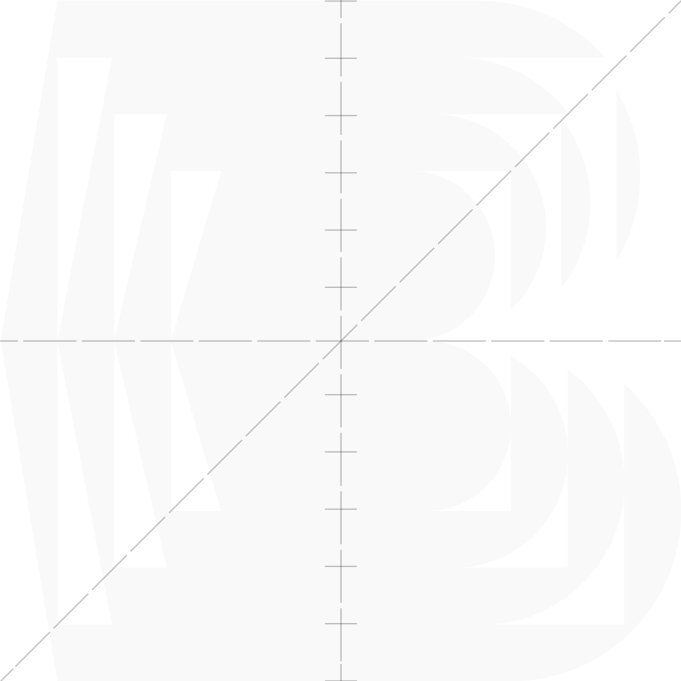
~ Transfer Between Funds

The transfer from restricted to unrestricted funds is in relation to equipment that was purchased, and so capitalised. As the original grant was restricted, the transfer is necessary, as the restriction has been lifted once the asset is purchased.

16	ANALYSIS OF NET ASSETS BETWEEN FUNDS	£	£	£
		Unrestricted Funds	Restricted Funds	Total Funds
	Tangible Fixed Assets	28,059	-	28,059
	Current Assets	63,145	3,284	66,429
	Creditors (less than 1 year)	(1,733)	-	(1,733)
	~ Net Assets	= 89,471	= 3,284	= 92,755 (2023)
		Unrestricted Funds	Restricted Funds	Total Funds
	Tangible Fixed Assets	38,190	-	38,190
	Current Assets	74,124	-	74,124
	Creditors (less than 1 year)	(1,741)	-	(1,741)
	~ Net Assets	= 110,573	-	= 110,573 (2022)

17 RELATED PARTIES

During the year there were no transactions with related parties (2022: £Nil).



BEAT ROUTES
Youth Arts Collective