

BUILD ON BELIEF LTD

England & Wales · Charity number 1148916

Details

Other names	BOB
Status	Registered
Legal form	Charitable company
Company number	08041887
Registered	2012-09-11
Register	View on the Charity Commission register

Contact

Address	69 Warwick Road Basement London Greater London SW5 9HB
Phone	07739796054
Email	bob@buildonbelief.org.uk
Website	www.buildonbelief.org.uk

Activities

Objects: THE RELIEF OF THE PHYSICAL AND MENTAL SICKNESS OF PERSONS IN NEED BY REASON OF ADDICTION, IN PARTICULAR BY THE PROVISION OF COUNSELING AND SUPPORT, AND TO ADVANCE THE EDUCATION OF THE PUBLIC IN GENERAL IN THE SUBJECT OF RECOVERY FROM ADDICTION.

Activities: Running week-end, weekday and evening mutual aid, befriending and socially based support services for clients with drug and alcohol problems

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Economic/community Development/employment, Recreation
- **Who:** Elderly/old People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Buckinghamshire
- East Sussex
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,892,194	£1,589,712	£903,714	46
2024-03-31	£1,305,909	£1,111,784	£601,170	26
2023-03-31	£958,998	£913,280	£406,954	25
2022-03-31	£804,957	£741,700	£361,236	25
2021-03-31	£632,054	£538,980	£297,979	21

Trustees

Name	Role	Appointed
ROGER JAMES HOWARD	Chair	2012-10-19
Anita Gundecha		2022-10-24
Annette Dale		2026-04-21
Barbara Pendry		2025-12-09
Brenda Rhule		2025-12-09
James Henry Templer Levisseur		2018-03-06
Katharine Barney		2025-02-25
Marie-Claude Warnotte		2018-03-06

BUILD ON BELIEF LTD

England & Wales - Charity number 1148916

Accounts

Company registration number: 08041887

Charity registration number: 1148916

Build on Belief Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Wenn Townsend
30 St Giles'
Oxford
OX1 3LE

Build on Belief Limited

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Build on Belief Limited

Reference and Administrative Details

Chairman	Roger Howard
Trustees	Katharine Barney Anita Gundecha Roger Howard James Leviser Joanne May Stuart Robertson Marie-Claude Warnotte
Secretary	Stuart Robertson
Senior Management / Leadership Team	Tim Sampey, Chief Executive
Charity Registration Number	1148916
Company Registration Number	08041887
Registered Office	69 Warwick Road London SW5 9HB
Auditor	Wenn Townsend 30 St Giles' Oxford OX1 3LE

Build on Belief Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

Overview of the year

For Build on Belief as an organisation, 2024-25 has largely been a year of consolidation. However, for our beneficiaries, life continues to be a struggle, whether it's the cost of living, access to work and stable accommodation or to health services. It gives our staff and trustees some satisfaction that against that, our local service hubs and online services provide a sanctuary of support.

We have been able to open new weekend services in Westminster, Hounslow and Buckinghamshire. Unfortunately, because of local council funding problems, we were forced to close our successful service in East Sussex, which we had only opened the year before, and the contract for our service came to an end in Barking and Dagenham in June. This has meant considerable effort on the part of our small central staff team which the trustees are very appreciative of.

Our longer standing local social activity hubs across London continue to see sustained attendance levels with our innovative online programme expanding. Unsurprisingly, the food-banks we run in two localities are in constant demand.

We strengthened our trustee Board and governance with new trustees. We will be further strengthening our Board through the recruitment of new trustees during the coming year.

Our Annual Volunteer Awards event in October, with the ongoing support of the Royal Borough of Kensington & Chelsea council once again showcased everything that is good about BoB - the inspiration, compassion, and dedication of the volunteers and staff. The annual event demonstrates that lives and behaviours can be changed. No one comes away unmoved by the stories of overcoming adversity.

Purpose, Activities & Impacts

Purpose

BoB is a supportive recovery focused community, created by and for people with a substance use disorder. The community comes together in different settings and at different times, but always at weekends, and online throughout the week.

We seek to be representative of the wider community in the people we serve and know that 39% of our service users are from diverse communities, which is close to the incidence and prevalence of ethnicity for the London population, and something we intend to continue to build on.

Our mission is to ensure that anyone with lived experience of alcohol or other drug problems has a place where they can get on-going peer support from others with similar experience to help them improve their quality of life and to benefit the wider community. Above all, social connectivity is at the centre of what we do.

Supporting individuals with a range of complex needs is central to our work and we know that a minimum of 28% present with a self-disclosed mental health disorder, 8% with a self-disclosed physical health condition, and 16% with both, and all have, or have had a substance use disorder.

Build on Belief Limited

Trustees' Report

Our activities

BoB designs and runs open access, adaptive and flexible projects, that operate at weekends and in the evenings, when other services are closed. These operate in the London boroughs of Ealing; Harrow; Hillingdon; Hounslow Kensington & Chelsea; Tower Hamlets; Newham; Westminster; as well as in West Sussex and Buckinghamshire. Their delivery is based within the substance use treatment services of our partner agencies. Providing recovery support services in this way brings 'added-value' to the public investment of treatment.

BoB runs a menu of social activities designed to strengthen health and wellbeing and sustain recovery. These include health improvement activities (e.g.: badminton, circuit training, table-tennis, walking groups, cycling); wellbeing activities (e.g. Recovery coaching, yoga, food & coffee social groups, gardening, Tai Chi); mental health support (e.g.: CBT groups, SMART recovery groups, meditation); social activity groups (e.g.: art & craft clubs, gardening, music, writing, film).

We have also developed an innovative online service, available 7 days a week, 52 weeks a year. In addition to some of the social activities highlighted above, the online programme also offers; parenting in recovery groups; LGBTQIA groups; recovery support groups; women & men only groups.

BoB has developed a recovery support training programme focussing on the issues that people with lived experience say they struggle with most and which is geared to helping maintain and sustain long-term recovery and support people into gaining employment or undertaking volunteering.

In two of our local service-hubs, Ealing and Kensington and Chelsea we run food-banks at the weekend.

In Westminster, we provide a homelessness support and advice to help people struggling with their mental health and substance use, with debt, with housing, rent arrears, and notices of eviction. Individuals present with a wide range of complex needs, and we work closely with other local providers to ensure they are able to access the relevant local services as well as the support we are able to offer.

At the heart of our activity, the services are designed and run by people with lived experience, whether as volunteers, team leaders, staff, or trustees.

Our performance

Local social activity hubs across the eight London boroughs and home counties services ran 39 groups across 21 different activities.

3,370 individuals used our services with 32,295 visits/attendances.

215 volunteers supported our programmes and activities over the course of the year.

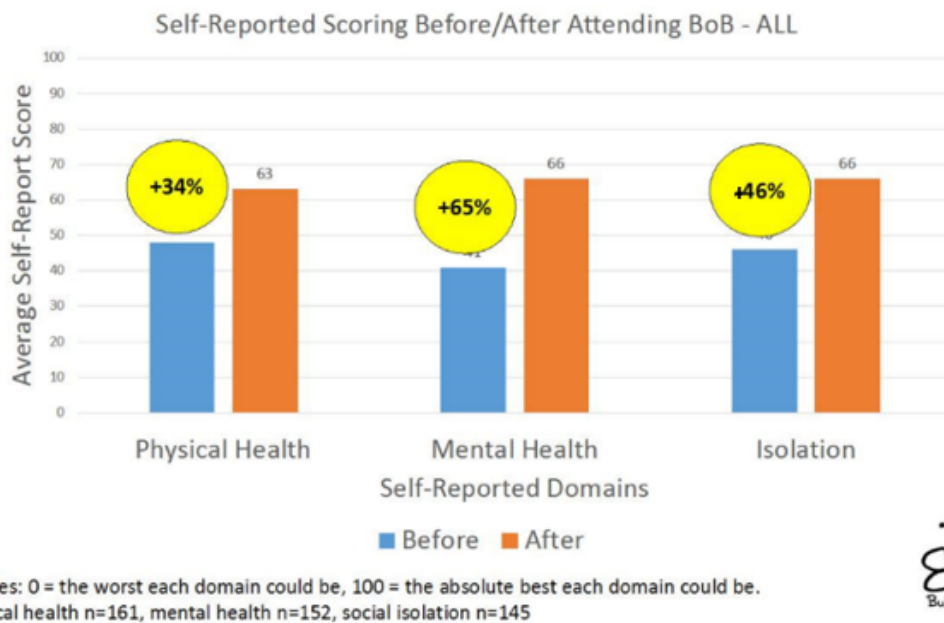
The online community has operated around forty groups across thirty different activities, and in a nine-month period was accessed by 277 individuals with a total of 13,251 attendances. There were 3 volunteers supporting the programme.

Build on Belief Limited

Trustees' Report

Our impacts

Although we did not undertake an Impact Evaluation in 2024, we are confident that the data in the table below is still consistent with our previous report in 2023.



The implementation of a case management system across the charity, beginning late in November 2025 will allow us to measure outcomes and wider data in detail which will be reflected in future trustee reports.

Purposes & aims

Our charity's purposes as set out in the objects contained in the company's memorandum of association are for:

THE RELIEF OF THE PHYSICAL AND MENTAL SICKNESS OF PERSONS IN NEED BY REASON OF ADDICTION, IN PARTICULAR BY:

- *THE PROVISION OF COUNSELING AND SUPPORT, AND,*
- *TO ADVANCE THE EDUCATION OF THE PUBLIC IN GENERAL IN THE SUBJECT OF RECOVERY FROM ADDICTION.*

Our mission (or aim) is to give anyone with drug or alcohol problems a place where they can find peer support from others with lived experience – to aid their recovery, help them improve their health and quality of life, and benefit the wider community.

Build on Belief Limited

Trustees' Report

Ensuring our work delivers our aims

We review our aims, objectives, desired outcomes and actions each year. Our three year rolling Strategic Plan sets out strategic goals, objectives and a set of actions to deliver these. Trustees receive regular updates on the performance on delivering the Strategy. The Board has a detailed Strategy and Implementation Plan against which progress is tracked and reported to trustees on a bi-monthly basis, alongside financial data and risk management reports.

This review looks at what we achieved and the outcomes of our work in the previous twelve months. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Trustees

Although there is no set time limit for trustees to serve, there is a usual turnover of trustees. During the year a couple of long-standing trustees resigned, and we took the opportunity to recruit two new trustees. During the coming year we will continue the trustee 'refreshment' process.

We openly advertise and recruit, using specialist 'trade' and social media, along with the Reach Volunteering platform. A small Panel of trustees interviews prospective trustees and makes recommendations to the full Board. Following an 'on-principle' decision to appoint, there follows an Induction plan and on-boarding process over two to three months, led by the Chair and Chief Executive which is then followed by a formal appointment at a General Meeting of the Board.

Trustees have also been made aware of updated Charity Commission guidance published during the year, particularly covering social media activities with the result that internal policies and procedures have been reviewed and updated.

Organisational structure and decision making

The Board of Trustees is responsible for agreeing the three year Strategic Plan and for regularly reviewing performance against defined outcomes and actions. The Board receives bi-monthly reports, including financial management reports from the CEO along with supportive documentation addressing service delivery matters. Annually, the Strategy is refreshed and updated to take account of changing circumstances.

The Board has an agreed set of Financial and Delegated Authorities to which management works. There is also a full suite of relevant Policies & Procedures in a Handbook which is under a continuous process of updating. Day to day operational matters are delegated to the Chief Executive and a Senior Leadership Team comprising the Head of Financial & Central Services, Head of Services and Head of Online Programme & Research. This group meets online weekly and in-person monthly and oversees the delivery of the strategy and operational plans.

Decisions on submitting bids and funding proposals are delegated to the CEO, apart from when they exceed the levels authorised in the Delegated Authorities policy. Where they exceed set levels either the Board or the Chair will authorise them. Where Chair's Action is used, this will be subject to ratification at the next Board meeting.

Build on Belief Limited

Trustees' Report

Remuneration considerations

Remuneration and reward considerations for the Senior Leadership Team is undertaken by the Board of trustees. This is based on a market testing process and references bench-marking systems such as the annual ACEVO, Hay and NCVO charity pay reviews.

For our local or regional service managers and support staff, benchmarking is conducted with reference to comparable jobs across the substance use treatment and recovery sector. Salary levels are usually determined at the time of tender or bid. We also adhere to paying the Living London Wage, although our salaries exceed this.

The Board will annually consider a cost of living review and any updating to remuneration is contingent upon affordability and reference to our reserves and investment policies.

Currently, the organisation does not operate a performance reward system, but this is being further explored.

Financial review

We ended the year with a surplus of £302,544.

Total reserves amount to £903,714 of which £442,200 is designated for potential redundancy costs, three months of core running costs and contracted reserves (See below.)

Our principal sources of funds came through contracts directly with local authorities or through subcontracts with drug and alcohol treatment service providers such as CGL, Turning Point, CNWL NHS Trust and VIA. We also receive in-kind support and donations, such as the provision of food to support our two food-banks.

Risk & financial management

The Boards bi-monthly meetings receive regularly updated financial statements, a Chief Executive's report including performance reports, a Strategy implementation tracker report, and an Incidents report. The Risk Register is reviewed and updated every eight weeks. We are confident that the management and operations are being effectively scrutinised.

During the year, new financial and human resources software systems were introduced which has improved operational efficiency and enhanced governance oversight. During 2025-26 we will be appointing a replacement trustee to act as Treasurer.

We are pleased to report there have been no serious or critical incidents occurring in the charity throughout the year and this remains the case into 2025-26.

The organisation has an approved set of Financial Procedures which guides the day-to-day operation of the charity, including financial control systems, authorisation levels and procedures and management account reporting mechanisms. These are reviewed from time to time along with other key policies and procedures such as Safeguarding and human resource ones.

Build on Belief Limited

Trustees' Report

Reserves policy & going concern

Reserves are held to ensure short term cash flow, as a buffer against short to medium term commercial challenges and to wind up the charity, including redundancy costs in the eventuality that BoB ceases operations. The Trustees aim to build and maintain free reserves in unrestricted funds at a level that equates to approximately three months of (unrestricted) core charitable expenditure. The trustees consider that this level will provide sufficient funds to continue with core service provision and meet our legal requirements regarding employee and governance costs in the eventuality that the loss of a contract or funding reduces overall service provision and income. This is managed by the CEO and the trustees having careful oversight of central operating costs and any external fund-raising.

The Board and Senior Leadership team are currently finalising a new three-year strategy (2026-9) for the charity, the last finishing in 2025, and on completion of the strategy will give consideration to careful investment of some currently held funds in pilot projects intended to strengthen and develop our existing service provision to develop the support available to our beneficiaries in a way that complements and strengthens the recovery focused elements of the wider treatment system in local authorities where we work. We intend that successful pilots will be scaled up across the charity.

Investment powers & policy

The Trustees having regards to the flexibility of liquidity requirements of operating services across numerous London Boroughs and outside of London, continued the arrangement of having a second deposit account to ensure coverage of deposit guarantee limits. During the year we rationalised our banking arrangements to spread risk and improve interest returns.

Public benefit

The trustees confirm that they have complied with their legal duty to have due regard to the Charity Commissions guidance on public benefit in exercising their powers and duties (CC Guidance PB1-3). We believe the Impact report mentioned above, provides ample evidence of significant public benefit.

Strategic developments

As part of the regular performance oversight of the 2023-25 strategy, the trustees and senior staff noted the rapid growth of the organisation had placed considerable demands on the small central staff team. In response the Board agreed a significant investment in enhancing central capacity with the appointment of a new senior Head of Services and an Administrative Assistant. Additionally, reserves have been utilised to invest in a new data collection and reporting system. This will be gradually implemented during 2025-26.

Principal risks & the future

The principal financial risks the organisation faces continue to be:

- Reductions in the level of national and local government funding allocated for drug and alcohol treatment services.
- Continuing downward pressure on local contract pricing.
- Competitive pay pressures for social care sector staff.

Build on Belief Limited

Trustees' Report

The new governments spending review and associated public health grant, fortunately, stabilised public spending on the drug & alcohol treatment and recovery system, with some modest increase in support for homelessness support. BoB has benefited from this in a small way In Westminster.

As mentioned earlier though, the overall financial pressure on local councils has not let up. Sadly, this meant we had to close the very successful service in East Sussex.

In responding to pay pressures and challenges in recruitment, we have stepped up efforts to train and develop our increasing number staff and volunteers. In London and the south-east this is becoming especially difficult, as it is across the whole of the NHS and care sectors. Our response to this has been both to ramp up internal development and progression plans and to carry out a comparative market salary review which has resulted in several positive adjustments across the organisation and some of our reserves were allocated for this purpose.

The future

During 2025-26 the trustees and leadership team will develop a new three-year strategy. Given the prevailing funding pressures, both with trusts and foundations as well as the public sector, the priorities will be to:

- Invest in innovation and development, using our existing services to pilot new approaches to recovery.
- Strengthen our central services to respond to our continued growth, especially focusing on impact and performance reporting.
- Enhance training and development, for both staff and volunteers.
- Embark on succession planning to recruit a new Chair, given the current chair will step down in 2026.

Build on Belief Limited

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees: Katharine Barney (appointed 25 February 2025)
Anita Gundecha
Roger Howard
James Levisseur
Joanne May (appointed 25 February 2025)
Jolade Olusanya (resigned 9 April 2024)
Jane Pettifer (resigned 26 February 2025)
Stuart Robertson
Alex Royffe (resigned 12 June 2025)
Marie-Claude Warnotte

Chairman: Roger Howard

Secretary: Stuart Robertson

Senior Management / Leadership Team: Tim Sampey, Chief Executive

Build on Belief Limited

Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of Build on Belief Limited 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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 charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

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

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

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

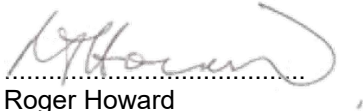
Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

Build on Belief Limited

Trustees' Report

The annual report was approved by the trustees of the charity on 9 December 2025 and signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'R Howard', is written over a horizontal dotted line.

Roger Howard
Chairman and trustee

Build on Belief Limited

Independent Auditor's Report to the Members of Build on Belief Limited

Opinion

We have audited the financial statements of Build on Belief Limited (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note to the financial statements, 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 charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

Build on Belief Limited

Independent Auditor's Report to the Members of Build on Belief Limited

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 matter 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; and
- 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 charity 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 where the 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.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 10), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Build on Belief Limited

Independent Auditor's Report to the Members of Build on Belief Limited

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation claims;
- Enquiry of entity staff in accounting and HR functions to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Build on Belief Limited

Independent Auditor's Report to the Members of Build on Belief Limited



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Ajay Bahl BA BFP FCA (Senior Statutory Auditor)
For and on behalf of Wenn Townsend, Statutory Auditor

30 St Giles'
Oxford
OX1 3LE

9 December 2025

Build on Belief Limited

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Unrestricted funds £	Restricted funds £	Total 2024 £
Income from:							
Donations and legacies	3	22,561	-	22,561	25,586	19,057	44,643
Charitable activities	4	1,858,712	-	1,858,712	1,257,564	-	1,257,564
Investment income	5	9,097	-	9,097	3,702	-	3,702
Other income		1,824	-	1,824	-	-	-
Total income		1,892,194	-	1,892,194	1,286,852	19,057	1,305,909
Expenditure on:							
Raising funds		(3,524)	-	(3,524)	-	-	-
Charitable activities	6	(1,586,188)	-	(1,586,188)	(1,092,727)	(19,057)	(1,111,784)
Total expenditure		(1,589,712)	-	(1,589,712)	(1,092,727)	(19,057)	(1,111,784)
Gains/losses on investment assets		62	-	62	91	-	91
Net income		302,544	-	302,544	194,216	-	194,216
Net movement in funds		302,544	-	302,544	194,216	-	194,216
Reconciliation of funds							
Total funds brought forward		601,170	-	601,170	406,954	-	406,954
Total funds carried forward	17	903,714	-	903,714	601,170	-	601,170

All of the charity's activities derive from continuing operations during the above two periods.

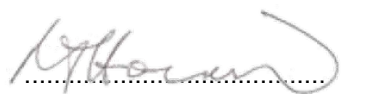
The notes on pages 19 to 31 form an integral part of these financial statements.

Build on Belief Limited
(Registration number: 08041887)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	14,345	11,683
Investments	13	577	515
		<u>14,922</u>	<u>12,198</u>
Current assets			
Debtors	14	228,533	297,748
Cash at bank and in hand	15	727,503	316,966
		956,036	614,714
Creditors: Amounts falling due within one year	16	(67,244)	(25,742)
Net current assets		<u>888,792</u>	<u>588,972</u>
Net assets		<u>903,714</u>	<u>601,170</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>903,714</u>	<u>601,170</u>
Total funds	17	<u>903,714</u>	<u>601,170</u>

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 16 to 31 were approved by the trustees, and authorised for issue on 9 December 2025 and signed on their behalf by:



 Roger Howard
 Chairman and trustee

The notes on pages 19 to 31 form an integral part of these financial statements.

Build on Belief Limited

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income		302,544	194,216
Adjustments to cash flows from non-cash items			
Depreciation		6,266	6,658
Investment income	5	(9,097)	(3,702)
Revaluation of investments		(62)	(91)
		<u>299,651</u>	<u>197,081</u>
Working capital adjustments			
Decrease/(increase) in debtors	14	69,215	(232,852)
Increase in creditors	16	12,704	9,129
Increase in deferred income		28,798	-
Net cash flows from operating activities		<u>410,368</u>	<u>(26,642)</u>
Cash flows from investing activities			
Interest receivable and similar income	5	9,097	3,702
Purchase of tangible fixed assets	12	(8,928)	(9,660)
Net cash flows from investing activities		<u>169</u>	<u>(5,958)</u>
Net increase/(decrease) in cash and cash equivalents		410,537	(32,600)
Cash and cash equivalents at 1 April		<u>316,966</u>	<u>349,566</u>
Cash and cash equivalents at 31 March		<u><u>727,503</u></u>	<u><u>316,966</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 19 to 31 form an integral part of these financial statements.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

69 Warwick Road
London
SW5 9HB

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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

Basis of preparation

Build on Belief Limited 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 notes. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Judgements and key sources of estimation uncertainty

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

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

Income and endowments

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 the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

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.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Charitable activities

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £250 or more are initially recorded at cost. Subsequently they are measured at cost less any accumulated depreciation and accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	4 year straight line basis

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or where funds are raised for restricted purposes.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

3 Income from donations and legacies

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Donations and legacies	16,817	16,817	25,586
Grants	5,744	5,744	19,057
	<u>22,561</u>	<u>22,561</u>	<u>44,643</u>

4 Income from charitable activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Income from commissioned services	1,858,712	1,858,712	1,255,914
Fundraising events	-	-	1,650
	<u>1,858,712</u>	<u>1,858,712</u>	<u>1,257,564</u>

5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income:			
Interest receivable on bank deposits	9,097	9,097	3,702
	<u>9,097</u>	<u>9,097</u>	<u>3,702</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

6 Expenditure on charitable activities

		Unrestricted funds General £	Total 2025 £	Total 2024 £
	Note			
Service costs		125,495	125,495	113,385
Staff costs	9	1,355,077	1,355,077	926,497
Support costs	7	105,616	105,616	71,902
		<u>1,586,188</u>	<u>1,586,188</u>	<u>1,111,784</u>

7 Analysis of governance and support costs

Support costs

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Audit fees			
Audit of the financial statements	7,500	7,500	7,500
Other fees paid to auditors	5,984	5,984	-
Rent	8,000	8,000	8,000
Insurance	842	842	1,267
Telephone and internet	8,947	8,947	6,983
Administration	8,128	8,128	12,024
Computer software and maintenance	17,457	17,457	10,288
Printing, postage and stationery	56	56	7,846
Sundries	5,162	5,162	6,193
Travel and subsistence	17,307	17,307	3,929
Marketing and promotional	2,380	2,380	1,239
Bank charges	426	426	(25)
Depreciation of plant and machinery	6,266	6,266	6,658
Office expenses	17,161	17,161	-
	<u>105,616</u>	<u>105,616</u>	<u>71,902</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

8 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

£278 (2024: £Nil) of travel expenses were reimbursed to one trustee (2024: none) during the year.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	1,219,409	813,512
Social security costs	106,289	71,153
Pension costs	28,899	19,304
Other staff costs	480	22,528
	<u>1,355,077</u>	<u>926,497</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2025 No	2024 No
Charitable activities	<u>46</u>	<u>45</u>

The number of employees whose emoluments fell within the following bands was:

	2025 No	2024 No
£60,001 - £70,000	<u>1</u>	<u>-</u>

The total employee benefits of the key management personnel of the charity were £250,516. For the year ended 31 March 2025, the charity considers its key management personnel to comprise of the CEO, Head of Finance & Central Operations, Head of Services, Head of Data & Online Programme, and Office Manager. In the prior year, there were no key management personnel other than the Trustees, who received no remuneration.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

10 Auditors' remuneration

	2025 £	2024 £
Audit of the financial statements	7,500	7,500
Other fees to auditors		
All other non-audit services	5,984	-

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2024	28,789	28,789
Additions	8,928	8,928
At 31 March 2025	37,717	37,717
Depreciation		
At 1 April 2024	17,106	17,106
Charge for the year	6,266	6,266
At 31 March 2025	23,372	23,372
Net book value		
At 31 March 2025	14,345	14,345
At 31 March 2024	11,683	11,683

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

13 Fixed asset investments

Other investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2024	515	515
Revaluation	<u>62</u>	<u>62</u>
At 31 March 2025	<u>577</u>	<u>577</u>
Net book value		
At 31 March 2025	<u>577</u>	<u>577</u>
At 31 March 2024	<u>515</u>	<u>515</u>

14 Debtors

	2025 £	2024 £
Prepayments	13,663	8,101
Accrued income	153,424	116,747
Other debtors	<u>61,446</u>	<u>172,900</u>
	<u>228,533</u>	<u>297,748</u>

15 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	533	-
Cash at bank	<u>726,970</u>	<u>316,966</u>
	<u>727,503</u>	<u>316,966</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

16 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	25,565	18,242
Accruals	12,881	7,500
Deferred income	<u>28,798</u>	<u>-</u>
	<u>67,244</u>	<u>25,742</u>

	2025
	£
Deferred income at 1 April 2024	-
Resources deferred in the period	<u>28,798</u>
Deferred income at year end	<u>28,798</u>

Deferred income consists of service contracts relating to the following financial year.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

17 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2025 £
Unrestricted funds						
<i>General</i>						
General Funds	159,172	1,892,194	(1,589,712)	(202)	62	461,514
<i>Designated</i>						
Services	441,998	-	-	(191,998)	-	250,000
Core	-	-	-	192,200	-	192,200
	<u>441,998</u>	<u>-</u>	<u>-</u>	<u>202</u>	<u>-</u>	<u>442,200</u>
Total funds	<u>601,170</u>	<u>1,892,194</u>	<u>(1,589,712)</u>	<u>-</u>	<u>62</u>	<u>903,714</u>

Designated funds

The Trustees aim to build and maintain free reserves in unrestricted funds at a level that equates to approximately three months of unrestricted core charitable expenditure. The Trustees consider that this level will provide sufficient funds to continue core service provision and to meet our legal obligations regarding employee and governance costs in the event that the loss of a contract or funding reduces overall income. At year end, £442,200 has been designated by the Trustees to represent these free reserves. This designated balance reflects the target reserve level considered necessary to safeguard the organisation's core activities and ensure financial stability.

In reviewing the reserves policy during 2024/25, the trustees consider that a single designated fund is required for service reserves going forward and hence individual brought forward lines were merged into a single fund during the year.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General Funds	137,294	43,791	(22,004)	91	159,172
Designated					
Services	269,660	1,243,061	(1,070,723)	-	441,998
Total unrestricted funds	406,954	1,286,852	(1,092,727)	91	601,170
Restricted funds					
The National Lottery Community Fund	-	19,057	(19,057)	-	-
Total funds	406,954	1,305,909	(1,111,784)	91	601,170

Restricted fund: The National Lottery Community Fund

Initially started in response to the 2020 pandemic, the programme has become central to what Build-On-Belief do. Operating 7 days a week, 365 days a year we are proud to say that funding has allowed us to support people on bank holidays including Christmas Day when drug and alcohol support services are typically closed.

The funding has also allowed us to create unique events for online participants such as the online Christmas get-together, crucial at a difficult time of the year for many people with a history of problematic substance use, and the Easter two week game where participants were encouraged to go to different groups in order to solve a puzzle. This encouraged connection in different groups they may not normally go to.

Finally the funding has allowed us to pay volunteer facilitators for leading groups. Volunteer facilitators are people in recovery from substance use disorders and/or co-existing psychiatric disorders who have been trained in facilitating our online groups. This provides a visible pathway of progression for participants and we currently have two more volunteers in training to deliver new groups.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

18 Analysis of net assets between funds

	Unrestricted funds		Total funds at 31 March 2025
	General	Designated	
	£	£	£
Tangible fixed assets	14,345	-	14,345
Fixed asset investments	577	-	577
Current assets	513,836	442,200	956,036
Current liabilities	(67,244)	-	(67,244)
Total net assets	<u>461,514</u>	<u>442,200</u>	<u>903,714</u>

	Unrestricted funds		Total funds at 31 March 2024
	General	Designated	
	£	£	£
Tangible fixed assets	11,683	-	11,683
Fixed asset investments	515	-	515
Current assets	172,716	441,998	614,714
Current liabilities	(25,742)	-	(25,742)
Total net assets	<u>159,172</u>	<u>441,998</u>	<u>601,170</u>

19 Analysis of net funds

	At 1 April 2024	Financing cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	<u>316,966</u>	<u>410,537</u>	<u>727,503</u>
Net debt	<u>316,966</u>	<u>410,537</u>	<u>727,503</u>

	At 1 April 2023	Financing cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	<u>349,566</u>	<u>(32,600)</u>	<u>316,966</u>
Net debt	<u>349,566</u>	<u>(32,600)</u>	<u>316,966</u>

20 Related party transactions

There were no related party transactions in the year.

BUILD ON BELIEF LTD

England & Wales - Charity number 1148916

Accounts

Company registration number: 08041887

Charity registration number: 1148916

Build on Belief Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 ORB

Build on Belief Limited

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Build on Belief Limited

Reference and Administrative Details

Chairman	Roger Howard
Trustees	Anita Gundecha Roger Howard James Levisieur Jane Pettifer Stuart Robertson Alex Royffe Marie-Claude Warnotte
Secretary	Stuart Robertson
Charity Registration Number	1148916
Company Registration Number	08041887
Registered Office	The charity is incorporated in England and Wales. 69 Warwick Road London SW5 9HB
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB
Bankers	Metro Bank 1 Southampton Row London WC1B 5HA Santander 421 North End Road Fulham London SW6 1NY

Build on Belief Limited

Trustees' Report

Overview of the year

Trustees are pleased to report that 2023-24 has been a year where the organisation has been able to modestly grow to meet the needs of people recovering from drug and alcohol problems. The backdrop is both a worsening of the health needs of our service users and the ongoing pressures they and the organisation face with the cost of living and inflation.

We have been able to respond with consolidating our existing services across London and at the same time opening new services across West and East Sussex. This has meant considerable effort on the part of our small central staff team which the trustees are very appreciative of.

Our longer standing local social activity hubs across London continue to see sustained attendance levels with our innovative online programme expanding. Unsurprisingly, the food-banks we run in three localities are in constant demand.

Although one of our smaller services in Barking & Dagenham will be closing next year we can report that new local social activity hubs will be opening in Hounslow, Westminster and in Buckinghamshire and the successful online programme will be expanding with services to be accessible to people in prisons in the southwest.

We strengthened our trustee Board and governance with new trustees, but unforeseen circumstances meant efforts to build fundraising capacity became stalled. During the year we undertook an equity, diversity, and inclusion audit and we will be reflecting on the findings. We will be strengthening our Board through the recruitment of new trustees during the coming year.

Our Annual Volunteer Awards event in November, with the ongoing support of the Royal Borough of Kensington & Chelsea council once again showcased everything that is good about BoB- the inspiration, compassion, and dedication of the volunteers and staff. The annual event demonstrates that lives and behaviours can be changed. No one comes away unmoved by the stories of overcoming adversity.

Purpose, Activities & Impacts

Purpose

BoB is a supportive recovery focused community, created by and for people with a substance use disorder. The community comes together in different settings and at different times, but always at weekends, and online throughout the week.

We seek to be representative of the wider community in the people we serve, and know that 39% of our service users are from the BAME communities, which is close to the incidence and prevalence of ethnicity for the London population, and something we intend to continue to build on.

Our mission is to ensure that anyone with lived experience of alcohol or other drug problems has a place where they can get on-going peer support from others with similar experience to help them improve their quality of life and to benefit the wider community. Above all, social connectivity is at the centre of what we do.

Build on Belief Limited

Trustees' Report

Supporting individuals with a range of complex needs is central to our work and we know that 28% present with a mental health disorder, 8% with a physical health condition, and 16% with both, and all have, or have had a substance use disorder.

Our activities

- BoB designs and runs open access, adaptive and flexible projects, that operate at weekends and in the evenings, when other services are closed. These operate in the London boroughs of Barking & Dagenham (closing summer 24); Ealing; Hammersmith & Fulham; Harrow; Hillingdon; Kensington & Chelsea; Tower Hamlets and Newham. They run out of our partner agencies substance use treatment services. Providing recovery support services in this way brings 'added-value' to the public investment of treatment.
- BoB runs a menu of social activities designed to strengthen health and wellbeing and sustain recovery. These include health improvement activities (e.g.: badminton, circuit training, table-tennis, walking groups, cycling); wellbeing activities (e.g. Recovery coaching, yoga, food & coffee social groups, gardening, Tai Chi); mental health support (e.g.: CBT groups, SMART recovery groups, meditation); social activity groups (e.g.: art & craft clubs, gardening, music, writing, film).
- We have also developed an innovative online service, available 7 days a week and throughout the year. In addition to some of the social activities highlighted above, the online programme also offers; parenting in recovery groups; LGBTQIA groups; recovery support groups; women & men only groups.
- BoB has developed a recovery support training programme focussing on the issues that people with lived experience say they struggle with most and which is geared to helping maintain and sustain long-term recovery and support people into gaining employment or undertaking volunteering.
- In three of our local service-hubs we run food-banks.
- In Westminster, we provide a homelessness support and advice to help people struggling with their mental health, with debt, with housing, rent arrears, and notices of eviction. Individuals present with a wide range of social and emotional issues.
- BoB works with substance misuse treatment providers and mental health services (In Harrow using the social prescribing approach) to engage people in activities and introduce them to a supportive recovery focussed community.

At the heart of our activity, the services are designed and run by people with lived experience, whether as volunteers, team leaders, staff, or trustees.

Our performance

Local social activity hubs across the eight London boroughs ran 35 groups across 17 different activities.

The online programme ran 40 groups across 30 different activities.

2042 individuals used our services with 32,190 visits/attendances.

Build on Belief Limited

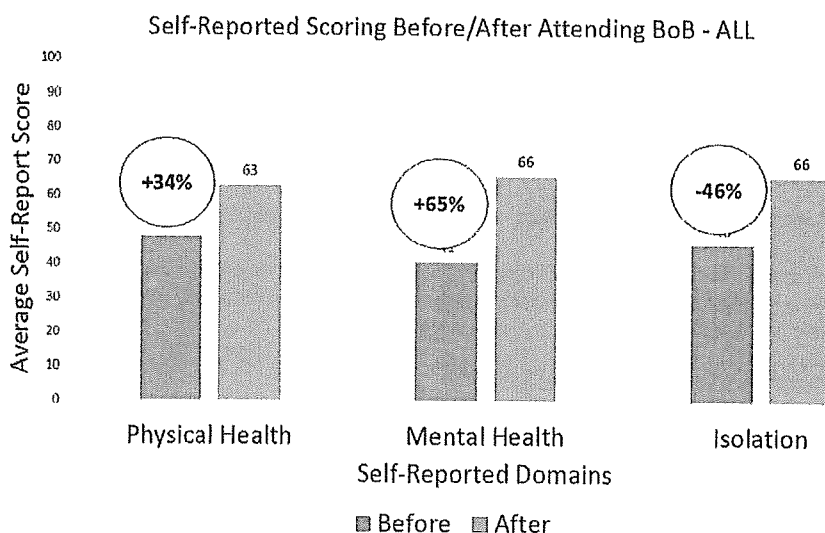
Trustees' Report

Nearly 100 volunteers supported our programmes and activities.

Our impacts

In-order to demonstrate the impacts our activities are having on the everyday lives of our service users and volunteers, we repeated an impact survey trustees commissioned the previous year. From over one hundred and sixty respondents representing a cross-section of service users and volunteers we are very encouraged to report on the positive impact we are making to peoples' lives. Across both our local social activity hubs and our online programme:

- self-reported physical health increased by 34%,
- self-reported mental health by 65% and,
- self-reported feelings of social isolation were reduced by 46%.



All scales: 0 = the worst each domain could be, 100 = the absolute best each domain could be.

*physical health n=161, mental health n=152, social isolation n=145



Against a backdrop of years of substance use disorder, considerable health needs and unstable living conditions, these impacts are very encouraging and reinforce the case for peer-led recovery efforts.

Scale & severity of need

Despite these encouraging impacts, we can be under no illusion as to the scale of the challenge facing the everyday lives of those using BoB to help sustain their recovery and the challenge facing staff and volunteers:

Build on Belief Limited

Trustees' Report



32% of people are in hostels or of No Fixed Abode



78% are receiving benefits



60% are in drug and alcohol treatment



20% have spent up to 7 nights in hospital

Our governance

Trustees

During the year a couple of trustees resigned, and we will look in the coming year to refresh our trustee board with experience in drug and alcohol treatment services alongside the use of information technology platforms to deliver innovative approaches supporting recovery. We will continue to use the cyclical retirement and re-election of trustees to continue this process of refreshment and replacement.

We did venture in to developing our non-contracted income fundraising capacity with both a trustee with appropriate experience and the use of reserves to employ a fundraiser. However, circumstances conspired to frustrate efforts on fulfilling this objective and we will review 'next-steps' in the coming year.

The Board has a detailed Implementation Plan against which progress is tracked and reported to trustees on a bi-monthly basis, alongside financial data and risk management reports. Arising from the latter, we have appointed lead trustees responsible for Safeguarding and for treasury matters.

Trustees have also been made aware of updated Charity Commission guidance published during the year, particularly covering social media activities with the result that internal policies and procedures have been reviewed and updated.

Build on Belief Limited

Trustees' Report

Overall financial position

We ended the year with a surplus of £181,165.

Total reserves amounted to £383,600, of which £171,500 is designated for potential redundancy costs and three months of core running costs (see below).

The only funds materially in deficit related to payments due under our Sussex contracts, which amounted to £125,645 outstanding but this was received shortly after the year end.

Our principal sources of funds came through contracts directly with local authorities or through subcontracts with drug and alcohol treatment service providers such as CGL, Turning Point, CNWL Trust and VIA.

Risk & financial management

The Boards bi-monthly meetings receive regularly updated financial statements, a Chief Executives report including performance reports, a Strategy implementation tracker report, and an Incidents report. The Risk Register is reviewed and updated every eight weeks. Along with a new Honorary Treasurer and this regular reporting, we are confident that the management and operations are being effectively scrutinised. We are pleased to report there have been no serious or critical incidents occurring in the charity throughout the year and this remains the case into 2024.

The organisation has an approved set of Financial Procedures which guides the day-to-day operation of the charity, including financial control systems, authorisation levels and procedures and management account reporting mechanisms. These are reviewed from time to time along with other key policies and procedures such as Safeguarding and human resource ones.

Given the growth in annual turnover, the organisation is now required to have a full annual audit, and our existing auditors have been engaged to undertake this.

Reserves policy & going concern

Reserves are held to ensure short term cash flow, as a buffer against short to medium term commercial challenges and to wind up the charity, including redundancy costs in the eventuality that BoB ceases operations. The Trustees aim to build and maintain free reserves in unrestricted funds at a level that equates to approximately three months of (unrestricted) core charitable expenditure. The trustees consider that this level will provide sufficient funds to continue with core service provision and meet our legal requirements regarding employee and governance costs in the eventuality that the loss of a contract or funding reduces overall service provision and income. This is managed by the CEO and the trustees having careful oversight of central operating costs and any external fund-raising.

Build on Belief Limited

Trustees' Report

Investment Powers & policy

The Trustees having regards to the flexibility of liquidity requirements of operating services across seven London Boroughs and three counties, continued the arrangement of having a second deposit account to ensure coverage of deposit guarantee limits. However, given the service provided by one of the banks, trustees agreed to rationalise banking arrangements, and this will be operationalised during 2024.

Public benefit

The trustees confirm that they have complied with their legal duty to have due regard to the Charity Commissions guidance on public benefit in exercising their powers and duties (CC Guidance PB1-3). We believe the Impact report mentioned above, provides ample evidence of significant public benefit.

Strategic developments

As part of an annual 2023-25 strategy review, the trustees and senior staff noted the rapid growth of the organisation had placed considerable demands on the small central staff team. In response the Board has agreed a significant investment in enhancing central capacity with the appointment of a new senior Head of Services and an Administrative Assistant.

The aim of this investment has three objectives:

- Providing better clarity of roles and responsibilities and removing some staffing pressures.
- Streamlining and updating operations to improve efficiency and enable enhanced performance and impact reporting, and
- Position the organisation to further develop and innovate.

Principal risks & the future

Risks

The principal financial risks the organisation faces are:

- Reductions in the level of national and local government funding allocated for drug and alcohol treatment services.
- Continuing downward pressure on local contract pricing.
- Competitive pay pressures for social care sector staff.

With a new government in place and pressure on public finances, we will not know until later in 2024 what the outlook will be for public health funding and allocations to local councils. To address this risk the Board is supporting efforts to consistently demonstrate the impact our work has and the contribution we can make to deliver strong outcomes. We have been successful in some locations in negotiating increases in management charges, to cover our core costs, when we enter into new or renewed sub-contracts with treatment providers. In the event we have to close services, our reserves will cover potential redundancy costs.

Build on Belief Limited

Trustees' Report

In responding to pay pressures and challenges in recruitment, we have stepped up efforts to train and develop our increasing number staff and volunteers. Also we have restructured to provide a new 'regional' configuration which will enable an enhanced programme of training for staff and volunteers under the leadership of a new Head of Services. This will go some way to address the challenge in the recruitment and retention of staff. In London and the south-east this is becoming especially difficult, as it is across the whole of the NHS and care sectors. Our response to this has been both to ramp up internal development and progression plans and to carry out a comparative market salary review which has resulted in several positive adjustments across the organisation and some of our reserves were allocated for this purpose.

The future

We start 2024-25 with some cautious optimism, for several reasons:

- Despite the pressures of public finance, we have been successful in our efforts to open during 2024 new services in Hounslow, Westminster, West & East Sussex and Buckinghamshire. Our reputation is being increasingly acknowledged.
- Other innovative services, such as housing support in Westminster and social prescribing in Harrow, provide a platform to help people with complex needs. We will seek new funding to sustain them.
- The new Government has professed a commitment to steering public funding to support investment that delivers longer term savings. We can demonstrate that those involved in BoB's services report a more sustainable recovery.

So, while we are optimistic, as trustees we are fully aware and appreciative that it is only through the hard-work, commitment and inspiration of our managers and staff, backed up by the volunteers, that BoB continues to flourish.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Anita Gundecha
	Roger Howard
	Rebecca Kelly (resigned 8 September 2023)
	James Levisur
	Jolade Olusanya (Resigned 9 April 2024)
	Jane Pettifer
	Stuart Robertson
	Alex Royffe
	Naetha Uren (resigned 29 August 2023)
	Marie-Claude Warnotte
Chairman:	Roger Howard
Secretary:	Stuart Robertson

Build on Belief Limited

Trustees' Report

Statement of Responsibilities

The trustees (who are also the directors of Build on Belief Limited 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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 charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

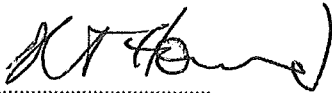
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

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

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 10 December 2024 and signed on its behalf by:



.....
Roger Howard
Chairman and trustee

Build on Belief Limited

Independent Auditor's Report to the Members of Build on Belief Limited

Opinion

We have audited the financial statements of Build on Belief Limited (the 'charity') for the year ended 31 March 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity'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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note to the financial statements, 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.

Other matters

The corresponding figures and comparative financial statements in the current year's financial statements were derived from the financial statements for the year ended 31 March 2023 which were not audited.

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 charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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.

Build on Belief Limited

Independent Auditor's Report to the Members of Build on Belief Limited

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 matter 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; and
- 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 charity 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 where the 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.

Responsibilities of trustees

As explained more fully in the Statement of Responsibilities (set out on page 9), the trustees 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.

Build on Belief Limited

Independent Auditor's Report to the Members of Build on Belief Limited

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

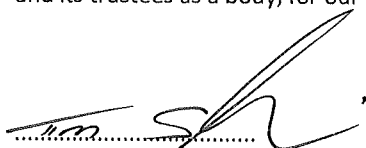
Discussions were held with the management committee with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Companies Act 2006, and The Charities Act 2011.

Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



(Senior Statutory Auditor)

For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road
Blackheath
SE3 0RB

Date: 17/12/24

Build on Belief Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:							
Donations and legacies	3	25,586	19,057	44,643	8,854	38,114	46,968
Charitable activities	4	1,257,564	-	1,257,564	911,529	-	911,529
Investment income	5	3,702	-	3,702	501	-	501
Total income		1,286,852	19,057	1,305,909	920,884	38,114	958,998
Expenditure on:							
Charitable activities	6	(1,092,727)	(19,057)	(1,111,784)	(875,166)	(38,114)	(913,280)
Total expenditure		(1,092,727)	(19,057)	(1,111,784)	(875,166)	(38,114)	(913,280)
Net income		194,125	-	194,125	45,718	-	45,718
Other recognised gains and losses							
Unrealised gains/losses on investment assets		91	-	91	-	-	-
Net movement in funds		194,216	-	194,216	45,718	-	45,718
Reconciliation of funds							
Total funds brought forward		406,954	-	406,954	361,236	-	361,236
Total funds carried forward	18	601,170	-	601,170	406,954	-	406,954

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 17 to 29 form an integral part of these financial statements.

Build on Belief Limited

**Statement of Financial Activities for the Year Ended 31 March 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

The funds breakdown for 2023 is shown in note 18.

Build on Belief Limited

(Registration number: 08041887)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	11,683	8,681
Investments	13	<u>515</u>	<u>424</u>
		<u>12,198</u>	<u>9,105</u>
Current assets			
Debtors	14	297,748	64,896
Cash at bank and in hand	15	<u>316,966</u>	<u>349,566</u>
		614,714	414,462
Creditors: Amounts falling due within one year	16	<u>(25,742)</u>	<u>(16,613)</u>
Net current assets		<u>588,972</u>	<u>397,849</u>
Net assets		<u>601,170</u>	<u>406,954</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>601,170</u>	<u>406,954</u>
Total funds	18	<u>601,170</u>	<u>406,954</u>

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 13 to 29 were approved by the trustees, and authorised for issue on 10 December 2024 and signed on their behalf by:


.....
Roger Howard
Chairman and trustee

The notes on pages 17 to 29 form an integral part of these financial statements.

Build on Belief Limited

Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash income		194,216	45,718
Adjustments to cash flows from non-cash items			
Depreciation		6,658	4,540
Investment income	5	(3,702)	(501)
		197,172	49,757
Working capital adjustments			
(Increase)/decrease in debtors	14	(232,852)	4,128
Increase/(decrease) in creditors	16	9,129	(163,577)
Net cash flows from operating activities		(26,551)	(109,692)
Cash flows from investing activities			
Interest receivable and similar income	5	3,702	501
Purchase of tangible fixed assets	12	(9,660)	(8,877)
Sale of tangible fixed assets		-	890
FA investment - UK listed other shares revaluation		(91)	-
Net cash flows from investing activities		(6,049)	(7,486)
Net decrease in cash and cash equivalents		(32,600)	(117,178)
Cash and cash equivalents at 1 April		349,566	466,744
Cash and cash equivalents at 31 March		316,966	349,566

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 17 to 29 form an integral part of these financial statements.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
69 Warwick Road
London
SW5 9HB

These financial statements were authorised for issue by the trustees on 10 December 2024.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Build on Belief Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Judgements and key sources of estimation uncertainty

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

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

Income and endowments

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 the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

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.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £250.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	4 year straight line basis

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

3 Income from donations and legacies

	Unrestricted		Total 2024	Total 2023
	General £	Restricted £	£	£
Donations and legacies;				
AA Charitable Trust	6,000	-	6,000	-
Schroder Charity Trust	5,000	-	5,000	-
The Grocers Charity	5,000	-	5,000	-
Donations from community groups	-	-	-	1,160
Grants, including capital grants;				
The National Lottery Community Fund	-	19,057	19,057	38,114
The Clothworkers Foundation	-	-	-	4,100
Regular giving and capital donations	9,586	-	9,586	3,594
	<u>25,586</u>	<u>19,057</u>	<u>44,643</u>	<u>46,968</u>

4 Income from charitable activities

	Unrestricted		Total 2024	Total 2023
	Designated £	General £	£	£
Income from commissioned services	1,243,061	12,853	1,255,914	911,529
Fundraising events	-	1,650	1,650	-
	<u>1,243,061</u>	<u>14,503</u>	<u>1,257,564</u>	<u>911,529</u>

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>3,702</u>	<u>3,702</u>	<u>501</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

6 Expenditure on charitable activities

	Note	Total 2024 £	Total 2023 £
Gift vouchers		26,950	30,191
Social club costs		86,435	71,079
Staff costs	9	926,497	767,753
Support costs	7	71,902	44,257
		<u>1,111,784</u>	<u>913,280</u>

7 Analysis of governance and support costs

Support costs

	Total 2024 £	Total 2023 £
Audit fees		
Audit of the financial statements	7,500	-
Loss on disposal of tangible fixed assets	-	890
Rent	8,000	10,860
Insurance	1,267	1,431
Telephone and fax	6,983	5,766
Computer software and maintenance	10,288	9,092
Printing, postage and stationery	7,846	1,565
Administration	12,024	744
Sundries	6,193	4,288
Travel and subsistence	3,929	1,935
Marketing and promotional	1,239	1,124
Independent examination	-	2,022
Bank charges	(25)	-
Depreciation of plant and machinery	6,658	4,540
	<u>71,902</u>	<u>44,257</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	813,512	675,125
Social security costs	71,153	58,782
Pension costs	19,304	16,976
Other staff costs	22,528	16,870
	<u>926,497</u>	<u>767,753</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Charitable activities	<u>26</u>	<u>25</u>

Contributions to the employee pension schemes for the year totalled £19,304 (2023 - £16,976).

No employee received emoluments of more than £60,000 during the year.

During the year the charity made the following transactions with key management personnel:

Naetha Uren

£Nil (2023: £155) of expenses were reimbursed during the year.

Becky Kelly

£Nil (2023: £43) of expenses were reimbursed during the year.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

10 Auditors' remuneration

	2024 £
Audit of the financial statements	<u>7,500</u>

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2023	19,129	19,129
Additions	<u>9,660</u>	<u>9,660</u>
At 31 March 2024	<u>28,789</u>	<u>28,789</u>
Depreciation		
At 1 April 2023	10,448	10,448
Charge for the year	<u>6,658</u>	<u>6,658</u>
At 31 March 2024	<u>17,106</u>	<u>17,106</u>
Net book value		
At 31 March 2024	<u>11,683</u>	<u>11,683</u>
At 31 March 2023	<u>8,681</u>	<u>8,681</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

13 Fixed asset investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2023	424	424
Revaluation	91	91
At 31 March 2024	515	515
Net book value		
At 31 March 2024	515	515
At 31 March 2023	424	424

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

18 Funds

Current period	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted					
<i>General</i>					
General Funds	137,294	43,791	(22,004)	91	159,172
<i>Designated</i>					
Newham	10,842	74,000	(68,143)	-	16,699
Tri-Boro	92,474	250,253	(210,848)	-	131,879
Ealing	57,795	165,775	(146,775)	-	76,795
Hillingdon	6,776	92,214	(97,328)	-	1,662
Harrow	22,977	62,677	(65,757)	-	19,897
Barking & Dagenham	19,749	60,000	(66,642)	-	13,107
CNWL Harrow	4,527	77,184	(70,469)	-	11,242
Ealing Recovery Support Training	21,973	40,000	(41,060)	-	20,913
West London - Support	32,547	-	-	-	32,547
CGL - Tower Hamlets	-	37,917	(33,745)	-	4,172
Sussex	-	137,068	(45,382)	-	91,686
WCC - Housing Support Project	-	135,760	(111,624)	-	24,136
West Sussex - Services	-	8,296	(4,078)	-	4,218
Hammersmith & Fulham	-	66,417	(54,963)	-	11,454
CNWL - Bentley House	-	35,500	(53,909)	-	(18,409)
	<u>269,660</u>	<u>1,243,061</u>	<u>(1,070,723)</u>	<u>-</u>	<u>441,998</u>
Total unrestricted	406,954	1,286,852	(1,092,727)	91	601,170
Restricted					
The National Lottery Community Fund	-	19,057	(19,057)	-	-
Total funds	<u>406,954</u>	<u>1,305,909</u>	<u>(1,111,784)</u>	<u>91</u>	<u>601,170</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Previous period	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted					
<i>General</i>					
General Funds	133,500	9,095	(11,156)	5,855	137,294
<i>Designated</i>					
Newham	17,886	76,660	(83,704)	-	10,842
Tri-Boro	97,427	245,885	(250,838)	-	92,474
Ealing	49,541	95,337	(87,083)	-	57,795
Hillingdon	9,057	89,240	(91,521)	-	6,776
Harrow	11,249	62,678	(50,950)	-	22,977
Barking & Dagenham	15,963	65,000	(61,214)	-	19,749
Barking & Dagenham Hostel	5,855	-	-	(5,855)	-
CNWL Harrow	9,304	71,576	(76,353)	-	4,527
Ealing Recovery Support Training	11,454	55,413	(44,894)	-	21,973
West London - Support	-	150,000	(117,453)	-	32,547
	<u>227,736</u>	<u>911,789</u>	<u>(864,010)</u>	<u>(5,855)</u>	<u>269,660</u>
Total unrestricted	361,236	920,884	(875,166)	-	406,954
Restricted					
The National Lottery Community Fund	-	38,114	(38,114)	-	-
Total funds	<u>361,236</u>	<u>958,998</u>	<u>(913,280)</u>	<u>-</u>	<u>406,954</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Restricted funds:

Initially started in response to the 2020 pandemic, the programme has become central to what Build-On-Belief do. Operating 7 days a week, 365 days a year we are proud to say that funding has allowed us to support people on bank holidays including Christmas Day when drug and alcohol support services are typically closed.

The funding has also allowed us to create unique events for online participants such as the online Christmas get-together, crucial at a difficult time of the year for many people with a history of problematic substance use, and the Easter two week game where participants were encouraged to go to different groups in order to solve a puzzle. This encouraged connection in different groups they may not normally go to.

Finally the funding has allowed us to pay volunteer facilitators for leading groups. Volunteer facilitators are people in recovery from substance use disorders and/or co-existing psychiatric disorders who have been trained in facilitating our online groups. This provides a visible pathway of progression for participants and we currently have two more volunteers in training to deliver new groups.

19 Analysis of net assets between funds

Current period

	Unrestricted General £	Total funds £
Tangible fixed assets	11,683	11,683
Fixed asset investments	515	515
Current assets	614,714	614,714
Current liabilities	<u>(25,742)</u>	<u>(25,742)</u>
Total net assets	<u>601,170</u>	<u>601,170</u>

Previous period

	Unrestricted funds General £	Total funds at 31 March 2023 £
Tangible fixed assets	8,681	8,681
Fixed asset investments	424	424
Current assets	414,462	414,462
Current liabilities	<u>(16,613)</u>	<u>(16,613)</u>
Total net assets	<u>406,954</u>	<u>406,954</u>

BUILD ON BELIEF LTD

England & Wales - Charity number 1148916

Accounts

Company registration number: 08041887

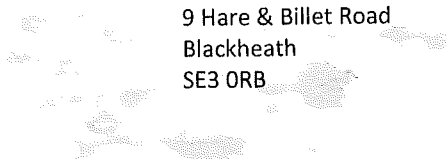
Charity registration number: 1148916

Build on Belief Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2023



Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB

Build on Belief Limited

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Build on Belief Limited

Reference and Administrative Details

Chairman	Roger Howard
Trustees	Anita Gundecha Roger Howard James Leviser Jolade Olusanya Jane Pettifer Stuart Robertson Alex Royffe Marie-Claude Warnotte
Secretary	Stuart Robertson
Charity Registration Number	1148916
Company Registration Number	08041887
Registered Office	The charity is incorporated in Wales. 69 Warwick Road London SW5 9HB
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB
Bankers	Metro Bank 1 Southampton Row London WC1B 5HA Santander 421 North End Road Fulham London SW6 1NY

Build on Belief Limited

Trustees' Report

Overview of the year

Set against a backdrop of high inflation, public sector austerity and a rising tide of health needs, trustees are pleased to report a very positive year for the organisation.

At the back of all our minds is the daily struggle that our service users and volunteers face; not only financially but also in their ongoing hope to move on from what for many has been a lifetime of adverse experiences, capped with prolonged periods of problems with drug or/and alcohol.

We have been able to respond to that with opening innovative new services in Westminster and Harrow alongside developing a pilot recovery support programme to enable long term recovery to become sustainable and facilitate entry into employment or volunteering.

Our longer standing local social activity hubs across London are seeing attendance levels return to pre-pandemic levels, although our online programme initiated during the epidemic has seen a slight fall off in participation. Understandably, the three food-banks we run are in constant demand.

We have strengthened our trustee Board and governance with new trustees and embarked on a programme to build fundraising and business development capacity. During 2023-24 we will be undertaking an equity, diversity, and inclusion audit across all our work to ensure we are doing our utmost to be inclusive.

Encouragingly, once again we were able to run our Annual Volunteer Awards event in November, courtesy of the Royal Borough of Kensington & Chelsea council. The inspiration, compassion, and dedication of the volunteers, and not just the winners, was and is, a sight to behold. No one comes away unmoved by their stories of overcoming adversity.

Purpose, Activities & Impacts

Purpose

BoB is a supportive recovery focused community, created by and for people with a substance use disorder. The community comes together in different settings and at different times, but always at weekends, and online throughout the week.

Loneliness, stigma, unhealthy friendship groups and boredom can all maintain or exacerbate a person's problematic drug or alcohol use. Conversely, associating with healthy social networks and taking part in meaningful activity helps people to initiate and maintain habits that lead to sustained recovery. It is these areas that are the focus of BoB's work.

Our mission is to ensure that anyone with lived experience of alcohol or other drug problems has a place where they can get on-going peer support from others with similar experience to help them improve their quality of life and to benefit the wider community.

Build on Belief Limited

Trustees' Report

Our activities

- BoB designs and runs open access, adaptive and flexible projects, that operate at weekends and in the evenings, when other services are closed. These operate in seven London boroughs: Barking & Dagenham; Ealing; Hammersmith & Fulham; Harrow; Hillingdon; Kensington & Chelsea and Newham. Ealing and Hillingdon also operate during the week. They run out of our partner agencies substance use treatment services. Providing recovery support services in this way brings 'added-value' to the public investment of treatment.

- BoB runs an exciting range of activities from drawn from a menu designed to support health and wellbeing and support recovery. These include health improvement activities (e.g.: badminton, walking groups, cycling); wellbeing activities (e.g.: yoga, food & coffee social groups, gardening, Tai Chi); mental health support (e.g.: CBT groups, SMART recovery groups, meditation); social activity groups (e.g.: art & craft clubs, music, writing, film).

- BoB manages an extensive online service, available 7 days a week and throughout the year. Funding from the National Lottery Community Fund has enabled us to broaden the programme menu and pay volunteer facilitators for leading some groups. In addition to some of the social activities highlighted above, the online programme also offers; parenting in recovery groups; LGBTQIA groups; recovery support groups; women & men only groups.

- BoB has developed a pilot recovery support training programme focussing on the issues that people with lived experience say they struggle with most and which is geared to helping maintain and sustain long-term recovery and support people into gaining employment or undertaking volunteering.

- In three of our local service-hubs we run food-banks.

- BoB offers signposting and advice to help people struggling with their mental health, with debt, with housing, and with a range of social and emotional issues. We also facilitate getting people into structured treatment services.

- BoB works with substance misuse treatment providers and mental health services (in Harrow using the social prescribing approach) to engage people in activities and introduce them to a supportive recovery focussed community.

At the heart of our activity, the services are designed and run by people with lived experience, whether as volunteers, team leaders, staff, or trustees.

The seven areas we operated in during the year are all areas with significant pockets of social deprivation and very diverse ethnic and cultural communities. We are pleased to report that the service user, volunteer and staffing demographic profiles match very closely those of both London and particularly the profile of the drug and alcohol treatment service user population. Nevertheless, inclusion, tackling stigma and isolation and fostering diversity lie at the heart of our efforts to sustain recovery.

Build on Belief Limited

Trustees' Report

Our performance

Across our seven local services in London, although not our online programme, we saw engagement levels increase significantly:

- o Number of face-to-face visits = 26,000, up 24% on previous year.
- o Number of lived experience volunteers = 137, up 71% on previous year
- o Number of face-to-face participants = 2,066, up 106% on previous year.

As people adjusted to the reducing impact of the covid pandemic and as our services re-opened, it is perhaps not surprising that participation in our face-to-face services began to move back to pre-2020 levels.

However, one new innovative pan-London service we developed in response to the pandemic has suffered, at least on the surface, as those in need returned to in-person local services. The innovative Bob Online Recovery Support Programme has seen a slight reduction in engagement:

- o Number of on-line visits 10,500, down 12% on last year
- o Average on-line contacts 930, down 15% on last year

This change is perhaps not entirely unexpected, given the re-opening of the local face-to-face services and the broader societal re-adjustment following the pandemic. However, we are actively looking at ways to increase participation in what has proved to be a widely welcomed new service.

Our impacts

In-order to demonstrate the impacts our activities are having on the lives of our service users and volunteers, trustees commissioned a pilot impact survey during 2022. The aims were to identify:

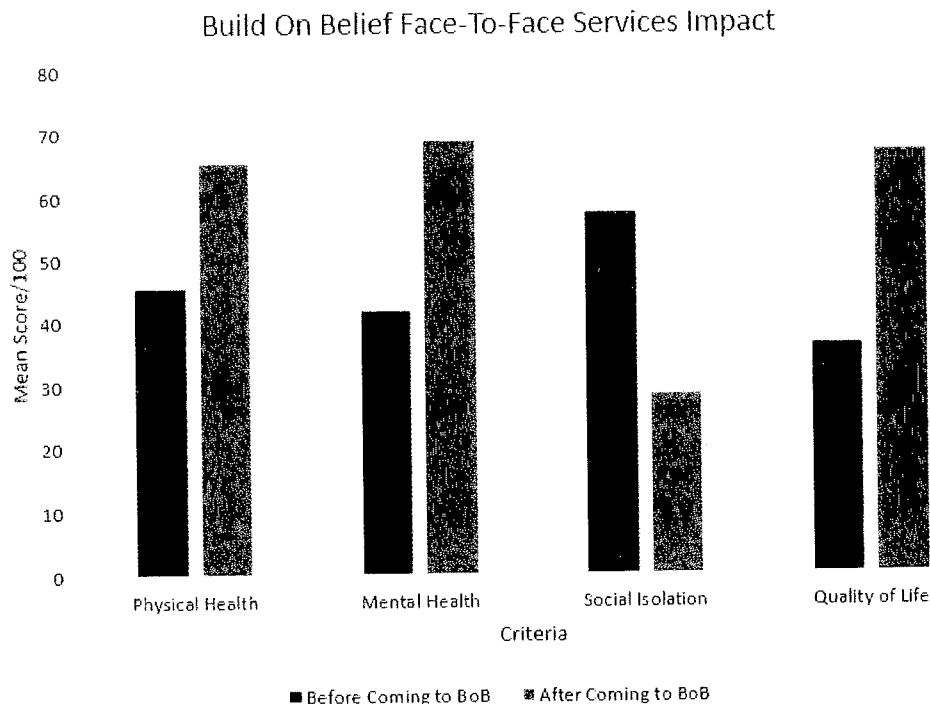
- who uses Build-On-Belief services.
- the impact that Build-On-Belief has on the people participating, and,
- future 'measurables', to standardise how Build-On-Belief can best report on impact.

From nearly one hundred and thirty survey respondents representing a cross-section of service users and volunteers we are very encouraged to report on the positive impact we are making to peoples' lives.

Build on Belief Limited

Trustees' Report

Before/After Impact of attending a physical Build-On-Belief local hub.



Tackling drug or alcohol dependency and enabling sustainable recovery is not simply about reducing or eliminating usage, however desirable. As can be seen from the figure above, BoB is having positive effects on peoples physical and mental health, quality of life and in reducing social isolation, with loneliness now widely recognised as a 'silent killer'. Highlights from the pilot impact analysis show:

- Over 80% of respondents believe that BoB helps them to sustain their recovery.
- Feelings of social isolation decreased by 50% after accessing Build-On-Belief.
- People reported their mental health increased by 50% after accessing a Build-On-Belief service.
- 85% of respondents report their quality-of-life increases.
- Substance use falls - nearly half of responders became abstinent after attending, compared to just 9% when they first accessed.
- We facilitated access to substance use treatment for 25% of respondents.
- People's social network increases (87%).

[The results of the survey can be found at:

<https://www.buildonbelief.org.uk/build-on-belief-impact-report-2022>]

Build on Belief Limited

Trustees' Report

The lessons learned carrying out the pilot survey will help us develop a more regular and standardised flow of information to demonstrate the additional value we bring to the established drug and alcohol treatment system. It has also provided invaluable perspectives and feedback on what we do well, as well as areas we can improve on. As a Lived Experience Recovery Organisation, this is something we value enormously.

With the opportunity for survey respondents to comment on how important they see BoB being to their own recovery, it is difficult to summarise the feedback. One observation from a participant in Newham perhaps captures the spirit of what we are seeking to achieve:

'Helping me realise there's more to life than drugs' (Newham respondent)

"It provides connection. Which is the opposite of addiction"

Our governance

Trustees

During the year we undertook a successful trustee recruitment and induction programme for two new trustees, to strengthen the skill base of the Board. They bring experience of strategy development and NHS mental health service delivery and charity fundraising as well as enhancing the diversity of the Board. We will continue to use the cyclical retirement and re-election of trustees to continue this process of refreshment and replacement.

Arising from the development of our 2022-25 Strategy, the Board and CEO developed a detailed Implementation Plan against which progress is tracked and reported to the Board on a bi-monthly basis.

The Strategy set objectives to enhance income generation by both increasing fundraising and through public service contracts, the latter on which we are particularly dependent for delivering activities. To this end, the Board has set up a small Fundraising Sub-Committee and agreed to recruit a Fundraising Manager as well as engaging the services of an external consultant to progress business development with local public health commissioners and large service providers.

Early in 2023 the Board agreed to undertake an Equity, Diversity, and Inclusion Audit and this will be progressed during 2023-24.

The Board has also taken the opportunity to review and refresh our suite of organizational policies and procedures.

Trustees have also been made aware of updated Charity Commission guidance published during the year.

Risk & financial management

The Board, which meets every two months has reverted to in-person meetings following the hybrid meetings held in 2022 during and immediately following the worse phases of the pandemic.

The bi-monthly meetings receive regularly updated financial statements, a Chief Executives report including performance reports, a Strategy implementation tracker report, and an Incidents report. The Risk Register is reviewed and updated every eight weeks. Along with a new Honorary Treasurer and this regular reporting, we are confident that the management and operations are being effectively scrutinised. We are pleased to report there have been no serious or critical incidents occurring in the charity throughout the year and this remains the case into 2023.

Build on Belief Limited

Trustees' Report

The organisation has an approved set of Financial Procedures which guides the day-to-day operation of the charity, including financial control systems, authorisation levels and procedures and management account reporting mechanisms. These are reviewed from time to time along with other key policies and procedures such as Safeguarding and human resource ones.

Reserves policy & going concern

The Trustees aim to build and maintain free reserves in unrestricted funds at a level that equates to approximately three months of (unrestricted) core charitable expenditure. The trustees consider that this level will provide sufficient funds to continue with core service provision and meet our legal requirements regarding employee and governance costs in the eventuality that the loss of a contract or funding reduces overall service provision and income. This is managed by the CEO and the trustees having careful oversight of central operating costs and external fund-raising.

Investment Powers & policy

The Trustees having regards to the flexibility of liquidity requirements of operating services across seven London Boroughs, have continued the arrangement of having a second deposit account to ensure coverage of deposit guarantee limits.

Public benefit

The trustees confirm that they have complied with their legal duty to have due regard to the Charity Commissions guidance on public benefit in exercising their powers and duties (CC Guidance PB1-3). We believe the pilot Impact report mentioned above, provides ample evidence of significant public benefit.

Strategic review

We started 2023-23 with a new organisational strategy in place. BoB's Strategy for 2022-25 is focused on expanding our service offer in terms of what we do, where we do it, and who we do it for, continuing to strengthen our organisational capacity and training offer, increasing our impact in the wider community, and deepening our financial and fundraising strength, so we can continue to deliver the outcomes that are important to the BoB community and that sustain recovery.

Principal risks & the future

Risks

The organisation faces three principal risks:

- o An over-reliance on 'secondary' public service contracts in a handful of London boroughs. Over 90% of BoB's income is derived from subcontracting arrangements with large addiction treatment services, who themselves contract with local council public health services to provide them. While our relationships with each of the main providers is excellent and our performance good, there is always the risk that the current main provider might not be successful when the service is periodically retendered. To address this risk the Board has agreed a business development strategy to increase the number of weekend services across London and in the south-east of England.

Build on Belief Limited

Trustees' Report

o Continuing downward pressure on contract pricing. Although the government has provided much needed additional funding to local councils specifically to enhance drug and alcohol treatment, the reality on the ground is that little of this has filtered through to lived experience recovery organisations such as BoB. Most has gone to fund increased treatment provision and to support the workforce of large providers. Consequently, we are having to face a series of local downward financial pressures on what is already a relatively small financial envelope. Our response to this is twofold: first, to seek to negotiate real cost-recovery when we enter in to new or renewed sub-contracts with providers. The other is to increase our fundraising capacity with the appointment of a new Fundraising Manager post in 2023.

o We face two human resource challenges. The first is continuing to train and develop our increasing number staff and volunteers as anticipated in the governments drug strategy, but in the absence of additional funding. To mitigate this risk a new post of Operations & Training Manager was created in 2022 and a programme of training for staff and volunteers is underway.

The other challenge concerns the recruitment and retention of staff. In London, set against the cost-of-living crisis and high housing costs, this is particularly acute, as it is across the whole of the NHS and care sectors. Our response to this has been to carry out a comparative market salary review which has resulted in several positive adjustments across the organisation. However, with continuing high inflation and a commitment to the London Living Wage, our ability to sustain wage increases with no commensurate increase in contract income will be an on-going challenge.

The future

We start 2023-24 with some optimism, for several reasons:

o Attendances have returned to pre-pandemic levels. However, the day-to-day financial pressures on our service users and volunteers is enormous. Hardship and poverty are on the rise. This, coupled with post-pandemic increases in people with drug or alcohol problems, suggests we are likely to see increased demand for BoB's services.

o Additional government funding for drug and alcohol treatment and recovery is being distributed. Our efforts to market what BoB has to offer to local council commissioners and treatment providers will, we hope, bring positive results.

o The implementation pilot of our innovative Recovery Support Programme is underway, and we anticipate the evaluation will demonstrate its effectiveness.

o Other innovative services, such as housing support in Westminster and social prescribing in Harrow, provide a platform to launch parallel interventions to help people with complex needs.

o Our commitment to investing in fundraising capacity should, we hope, provide a platform to strengthen and diversify sources of income.

So, while we are optimistic, as trustees we are fully aware and appreciative that it is only through the hard-work, commitment and inspiration of our managers and staff, backed up by the volunteers, that BoB continues to flourish.

Build on Belief Limited

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Anita Gundecha (appointed 24 October 2022)
	Roger Howard
	Rebecca Kelly (appointed 24 October 2022 and resigned 8 September 2023)
	James Levisieur
	Jolade Olusanya
	Jane Pettifer
	Stuart Robertson
	Alex Royffe
	Naetha Uren (resigned 29 August 2023)
	Marie-Claude Warnotte

Chairman: Roger Howard

Secretary: Stuart Robertson

Statement of Responsibilities

The trustees (who are also the directors of Build on Belief Limited 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

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

Build on Belief Limited

Trustees' Report

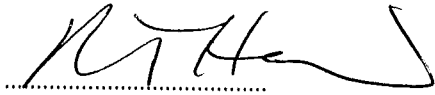
Statement of Responsibilities

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

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 27 October 2023 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'R Howard', written over a dotted line.

Roger Howard
Chairman and trustee

Build on Belief Limited

Independent Examiner's Report to the trustees of Build on Belief Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which are set out on pages 13 to 27.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since Build on Belief Limited's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW ICAEW, which is one of the listed bodies.

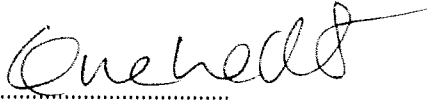
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Build on Belief Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Build on Belief Limited

Independent Examiner's Report to the trustees of Build on Belief Limited ('the Company')



.....
Kirsty Nicholls FCCA
ICAEW
Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB

27 October 2023

Build on Belief Limited

Statement of Financial Activities for the Year Ended 31 March 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2023 £	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:							
Donations and legacies	3	8,854	38,114	46,968	19,657	27,963	47,620
Charitable activities	4	911,529	-	911,529	757,309	-	757,309
Investment income	5	501	-	501	28	-	28
Total income		920,884	38,114	958,998	776,994	27,963	804,957
Expenditure on:							
Charitable activities	6	(875,166)	(38,114)	(913,280)	(708,369)	(33,331)	(741,700)
Total expenditure		(875,166)	(38,114)	(913,280)	(708,369)	(33,331)	(741,700)
Net movement in funds		45,718	-	45,718	68,625	(5,368)	63,257
Reconciliation of funds							
Total funds brought forward		361,236	-	361,236	292,611	5,368	297,979
Total funds carried forward	16	406,954	-	406,954	361,236	-	361,236

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2022 is shown in note 16.

The notes on pages 16 to 27 form an integral part of these financial statements.

Build on Belief Limited

(Registration number: 08041887)
Balance Sheet as at 31 March 2023

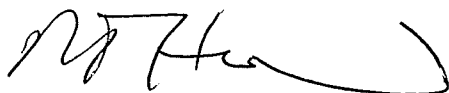
	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	8,681	5,234
Investments	12	<u>424</u>	<u>424</u>
		<u>9,105</u>	<u>5,658</u>
Current assets			
Debtors	13	64,896	69,024
Cash at bank and in hand	14	<u>349,566</u>	<u>466,744</u>
		414,462	535,768
Creditors: Amounts falling due within one year	15	<u>(16,613)</u>	<u>(180,190)</u>
Net current assets		<u>397,849</u>	<u>355,578</u>
Net assets		<u>406,954</u>	<u>361,236</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>406,954</u>	<u>361,236</u>
Total funds	16	<u>406,954</u>	<u>361,236</u>

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 13 to 27 were approved by the trustees, and authorised for issue on 27 October 2023 and signed on their behalf by:



.....
Roger Howard
Chairman and trustee

The notes on pages 16 to 27 form an integral part of these financial statements.

Build on Belief Limited

Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash income		45,718	63,257
Adjustments to cash flows from non-cash items			
Depreciation		4,540	2,860
Investment income		<u>(501)</u>	<u>(28)</u>
		49,757	66,089
Working capital adjustments			
Decrease in debtors	13	4,128	4,585
(Decrease)/increase in creditors	15	<u>(163,577)</u>	<u>120,499</u>
Net cash flows from operating activities		<u>(109,692)</u>	<u>191,173</u>
Cash flows from investing activities			
Interest received		501	28
Acquisitions of tangible assets		(8,877)	-
Proceeds from sale of tangible assets		<u>890</u>	<u>-</u>
Net cash flows from investing activities		<u>(7,486)</u>	<u>28</u>
Net (decrease)/increase in cash and cash equivalents		(117,178)	191,201
Cash and cash equivalents at 1 April		<u>466,744</u>	<u>275,543</u>
Cash and cash equivalents at 31 March		<u><u>349,566</u></u>	<u><u>466,744</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 16 to 27 form an integral part of these financial statements.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Charity status

The charity is limited by guarantee, incorporated in Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

69 Warwick Road

London

SW5 9HB

These financial statements were authorised for issue by the trustees on 27 October 2023.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Build on Belief Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements and key sources of estimation uncertainty

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

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

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Income and endowments

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 the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £250.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

3 Income from donations and legacies

	Unrestricted			Total 2023	Total 2022
	Designated £	General £	Restricted £	£	£
Donations and legacies;					
Donations from community groups	1,160	-	-	1,160	-
Grants, including capital grants;					
The National Lottery Community Fund	-	-	38,114	38,114	19,057
Economist	-	-	-	-	8,906
The Clothworkers Foundation	-	4,100	-	4,100	-
Regular giving and capital donations	-	3,594	-	3,594	19,657
	<u>1,160</u>	<u>7,694</u>	<u>38,114</u>	<u>46,968</u>	<u>47,620</u>

4 Income from charitable activities

	Unrestricted		Total 2023	Total 2022
	Designated £	General £	£	£
Income from commissioned services	910,629	900	911,529	753,644
Other income	-	-	-	3,665
	<u>910,629</u>	<u>900</u>	<u>911,529</u>	<u>757,309</u>

5 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>501</u>	<u>501</u>	<u>28</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

6 Expenditure on charitable activities

	Note	Total 2023 £	Total 2022 £
Gift vouchers		30,191	28,303
Social club costs		71,079	71,714
Staff costs	9	767,753	602,918
Support costs	7	44,257	38,765
		<u>913,280</u>	<u>741,700</u>

7 Analysis of governance and support costs

Support costs

	Total 2023 £	Total 2022 £
Loss on disposal of tangible fixed assets	890	-
Rent	10,860	8,000
Insurance	1,431	1,833
Telephone and fax	5,766	5,076
Computer software and maintenance	9,092	8,561
Printing, postage and stationery	1,565	925
Trade subscriptions	-	213
Administration	744	700
Sundries	4,288	5,054
Travel and subsistence	1,935	2,489
Marketing and promotional	1,124	1,207
Independent examination	2,022	1,842
Bank charges	-	5
Depreciation of plant and machinery	4,540	2,860
	<u>44,257</u>	<u>38,765</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

9 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	675,125	546,686
Social security costs	58,782	41,911
Pension costs	16,976	14,321
Other staff costs	16,870	-
	<u>767,753</u>	<u>602,918</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Charitable activities	<u>25</u>	<u>24</u>

Contributions to the employee pension schemes for the year totalled £16,976 (2022 - £14,321).

No employee received emoluments of more than £60,000 during the year.

During the year the charity made the following transactions with key management personnel:

Naetha Uren

£155 (2022: £146) of expenses were reimbursed during the year.

Becky Kelly

£43 (2022: £Nil) of expenses were reimbursed during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2022	17,288	17,288
Additions	8,877	8,877
Disposals	<u>(7,036)</u>	<u>(7,036)</u>
At 31 March 2023	<u>19,129</u>	<u>19,129</u>
Depreciation		
At 1 April 2022	12,054	12,054
Charge for the year	4,540	4,540
Eliminated on disposals	<u>(6,146)</u>	<u>(6,146)</u>
At 31 March 2023	<u>10,448</u>	<u>10,448</u>
Net book value		
At 31 March 2023	<u>8,681</u>	<u>8,681</u>
At 31 March 2022	<u>5,234</u>	<u>5,234</u>

12 Fixed asset investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2022	<u>424</u>	<u>424</u>
At 31 March 2023	<u>424</u>	<u>424</u>
Net book value		
At 31 March 2023	<u>424</u>	<u>424</u>
At 31 March 2022	<u>424</u>	<u>424</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

13 Debtors

	2023 £	2022 £
Prepayments	7,686	8,068
Accrued income	50,539	45,956
Other debtors	6,671	15,000
	<u>64,896</u>	<u>69,024</u>

14 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	349,566	466,744

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	14,591	11,726
Other creditors	-	166,622
Accruals	2,022	1,842
	<u>16,613</u>	<u>180,190</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

16 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Current period					
Unrestricted					
<i>General</i>					
General Funds	133,500	9,095	(11,156)	5,855	137,294
<i>Designated</i>					
Newham	17,886	76,660	(83,704)	-	10,842
Tri-Boro	97,427	245,885	(250,838)	-	92,474
Ealing	49,541	95,337	(87,083)	-	57,795
Hillingdon	9,057	89,240	(91,521)	-	6,776
Harrow	11,249	62,678	(50,950)	-	22,977
Barking & Dagenham	15,963	65,000	(61,214)	-	19,749
Barking & Dagenham Hostel	5,855	-	-	(5,855)	-
CNWL Harrow	9,304	71,576	(76,353)	-	4,527
Ealing Recovery Support Training	11,454	55,413	(44,894)	-	21,973
West London - Support	-	150,000	(117,453)	-	32,547
	<u>227,736</u>	<u>911,789</u>	<u>(864,010)</u>	<u>(5,855)</u>	<u>269,660</u>
Total unrestricted	361,236	920,884	(875,166)	-	406,954
Restricted					
The National Lottery Community Fund	-	38,114	(38,114)	-	-
Total funds	<u>361,236</u>	<u>958,998</u>	<u>(913,280)</u>	<u>-</u>	<u>406,954</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Previous period				
Unrestricted				
<i>General</i>				
General Funds	127,539	23,350	(17,389)	133,500
<i>Designated</i>				
Newham	25,989	74,000	(82,103)	17,886
Tri-Boro	68,255	273,049	(243,877)	97,427
Ealing	27,293	80,000	(57,752)	49,541
Hillingdon	10,002	89,240	(90,185)	9,057
Harrow	6,267	62,678	(57,696)	11,249
Barking & Dagenham	21,897	60,000	(65,934)	15,963
Barking & Dagenham Hostel	3,269	34,000	(31,414)	5,855
CNWL Harrow	2,100	64,677	(57,473)	9,304
Ealing Recovery Support Training	-	16,000	(4,546)	11,454
	<u>165,072</u>	<u>753,644</u>	<u>(690,980)</u>	<u>227,736</u>
Total unrestricted	<u>292,611</u>	<u>776,994</u>	<u>(708,369)</u>	<u>361,236</u>
Restricted				
Collective Voice	175	-	(175)	-
The National Lottery Community Fund	5,193	19,057	(24,250)	-
Economist	-	8,906	(8,906)	-
	<u>5,368</u>	<u>27,963</u>	<u>(33,331)</u>	<u>-</u>
Total funds	<u>297,979</u>	<u>804,957</u>	<u>(741,700)</u>	<u>361,236</u>

Restricted funds:

Initially started in response to the 2020 pandemic, the programme has become central to what Build-On-Belief do. Operating 7 days a week, 365 days a year we are proud to say that funding has allowed us to support people on bank holidays including Christmas Day when drug and alcohol support services are typically closed.

The funding has also allowed us to create unique events for online participants such as the online Christmas get-together, crucial at a difficult time of the year for many people with a history of problematic substance use, and the Easter two week game where participants were encouraged to go to different groups in order to solve a puzzle. This encouraged connection in different groups they may not normally go to.

Finally the funding has allowed us to pay volunteer facilitators for leading groups. Volunteer facilitators are people in recovery from substance use disorders and/or co-existing psychiatric disorders who have been trained in facilitating our online groups. This provides a visible pathway of progression for participants and we currently have two more volunteers in training to deliver new groups.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2023

17 Analysis of net assets between funds

Current period

	Unrestricted General £	Total funds £
Tangible fixed assets	8,681	8,681
Fixed asset investments	424	424
Current assets	414,462	414,462
Current liabilities	<u>(16,613)</u>	<u>(16,613)</u>
Total net assets	<u><u>406,954</u></u>	<u><u>406,954</u></u>

Previous period

	Unrestricted funds General £	Total funds at 31 March 2022 £
Tangible fixed assets	5,234	5,234
Fixed asset investments	424	424
Current assets	535,768	535,768
Current liabilities	<u>(180,190)</u>	<u>(180,190)</u>
Total net assets	<u><u>361,236</u></u>	<u><u>361,236</u></u>

BUILD ON BELIEF LTD

England & Wales - Charity number 1148916

Accounts

Company registration number: 08041887

Charity registration number: 1148916

Build on Belief Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2022

Field Sullivan Limited
70 Royal Hill
Greenwich
SE10 8RF

Build on Belief Limited

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Build on Belief Limited

Reference and Administrative Details

Chairman	Roger Howard
Trustees	Roger Howard James Levisur Jolade Olusanya Jane Pettifer Stuart Robertson Alex Royffe Naetha Uren Marie-Claude Warnotte
Secretary	Stuart Robertson
Principal Office	69 Warwick Road London SW5 9HB The charity is incorporated in Wales.
Company Registration Number	08041887
Charity Registration Number	1148916
Bankers	Metro Bank 1 Southampton Row London WC1B 5HA Santander 421 North End Road Fulham London SW6 1NY
Independent Examiner	Field Sullivan Limited 70 Royal Hill Greenwich SE10 8RF

Build on Belief Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2022. This is a Directors' Report required by s417 of the Companies Act 2006. The financial statements comply with current statutory requirements and the requirements of the Memorandum and Articles of Association.

Trustees

Annette Dale-Perera (resigned 1 March 2022)

Roger Howard

James Levisur

Jolade Olusanya

Jane Pettifer

Stuart Robertson

Alex Royffe

Naetha Uren

Christopher Wait (resigned 22 January 2022)

Marie-Claude Warnotte

Overview of the year

The year started with much promise following the first year of the Covid 19 pandemic. Restrictions on people meeting enabled us to re-open our seven social activity recovery support services in London in March, albeit with many ongoing constraints. Additionally, our innovative and highly successful online recovery support programme was continuing to draw in growing numbers of participants with a diverse programme of activities.

The year ended with optimism, tinged with sadness. Service contracts and funding remained resilient and numbers of people attending our services had picked up following the pandemic disruption. Yet we were all taken aback when, in January 2022, one of the founders of Build on Belief and still a trustee, Chris Wait, died unexpectedly. Although experiencing his own health problems, Chris was stoical and devoted to helping others with health and wellbeing challenges in their lives. As a colleague, friend, and social activist there is no better testimony to the contribution that he made to others' lives than BoB continuing to thrive.

Purpose, Activities & Impacts

Purpose

Our original legal charitable purpose, albeit somewhat 'archaic' in language, still has continuing relevance: "The relief of physical & mental sickness of persons in need, by reason of addiction, in particular by the provision of counselling & support and to advance the education of the public in general in the subject of recovery from addiction". In a review of the charity's three-year strategy in March 2022, the trustees confirmed our mission as to ensure that anyone with lived experience of alcohol or drug problems has a place where they can get on-going peer support from others with similar experience to help them improve their quality of life and to benefit the wider community.

Build on Belief Limited

Trustees' Report

Our activities

The historical and central component of Build on Belief's activities are its weekend social activity services offered in seven London boroughs: Barking & Dagenham; Ealing; Hammersmith & Fulham; Harrow; Hillingdon; Kensington & Chelsea and Newham. Ealing and Hillingdon also operate during the week. At these we provide a range of activities drawn from a menu designed to support overall health and wellbeing and recovery from a substance use disorder. These include **physical activities** (eg: badminton, walking groups, cycling); **wellbeing activities** (eg: yoga, food & coffee social groups, gardening, Tai Chi); **mental health support** (eg: CBT groups, SMART recovery groups, meditation); **social activity groups** (eg: art & craft clubs, music, creative writing).

These 'face to face' services provide both a critical social connectivity and meaningful activity, essential for sustaining long term recovery. They run out of our partner agencies premises. Providing recovery support services in this way brings 'added-value' to the public investment of treatment: first it is an efficient use of physical infrastructure; second it enables our ongoing, open access recovery support to be integrated with the treatment providers services to enhance treatment and recovery outcomes; third, and at the heart of our activity, the services are designed and run by people with lived experience, whether as volunteers, team leaders or staff.

The seven areas we operated in during the year are all areas with significant pockets of social deprivation and very diverse ethnic and cultural communities. We are pleased to report that the service user, volunteer and staffing demographic profiles match very closely those of both the London population and particularly the profile of the drug and alcohol treatment service user population. Nevertheless, inclusion, tackling stigma and isolation and fostering diversity lie at the heart of our efforts to sustain recovery. The leadership team is committed to ensure we maintain and improve in any way we can, on our inclusion and diversity ambitions.

Complementing the seven local services is our substantive online programme of social connection activity groups. Initially started in response to the 2020 pandemic, the programme has become central to what Build-On-Belief do. Operating 7 days a week, 365 days a year we are proud to say that funding has allowed us to support people on bank holidays including Christmas Day when drug and alcohol support services are typically closed. Funding from the National Lottery Community Fund has enabled us to broaden the programme menu and pay volunteer facilitators for leading some groups. In addition to some of the social activities highlighted above, the online programme also offers: parenting in recovery groups; LGBTQIA groups; recovery support groups; women & men only groups.

Our impacts

Number of face-to-face visits 2021-22: 21,000 (approx. 55% of pre-pandemic level)

Number of face-to-face participants 2021-22: 1,000 (approx. 40% of pre-pandemic level)

Number of online visits 2021-22: 12,000

Average online contacts (monthly) 2021-22: circa 1,100

Number of lived experience volunteers: 85 (approx. 65% of pre-pandemic level)

Having undertaken snapshot evaluations of the impact of our work with our service users, volunteers, and staff in our local social clubs a few years ago, we will be carrying out a more substantive survey during 2022. In the meantime, and as part of our feedback to the NLCF, we undertook a survey of online participants to help develop the programme. The findings echo earlier ones from the face-to-face services:

- Nearly 8 in 10 respondents thought the programme was helping them reduce their substance use.

Build on Belief Limited

Trustees' Report

- Nearly 9 in 10 said it helped people maintain their recovery.
- Over 9 in 10 respondents said the online programme helps them feel more connected to others.

Having set up the (untested) online programme very swiftly following the Covid restrictions coming into force, it is deeply encouraging to hear that it is not only meeting the needs of those in recovery, but that it is also reaching new audiences across London and elsewhere.

Perhaps the best summary of the impacts made by the innovative online programme, and by inference our established local social activity clubs from which it emerged, is the feedback from one female participant:

"It provides connection. Which is the opposite of addiction"

Our governance

Trustees

Following the death of our colleague and the resignation of a trustee, we reviewed our governance requirements towards the end of the year and decided to strengthen across several skill and experience areas, including recruiting a more diverse trustee board. The Board delegated responsibility for the recruitment and selection process to the Chair and another trustee with substantial HR experience with the CEO advising. An open recruitment process followed, using LinkedIn and Reach Volunteering, which has proved successful with two new trustees to be approved by the Board at the AGM in November 2022, following an onboarding and induction process. This will comprise meetings with key staff and trustees, alongside familiarization of the charities work and training, and if necessary, effective governance and the duties of being a company director. One existing trustee has been appointed as Company Secretary. We will continue to use the cyclical retirement and re-election of trustees to continue this process of refreshment and replacement of board members.

Risk & financial management

The Board, which met every two months online during the pandemic, will be reverting to a hybrid model of working in 2022 ensuring that the regular financial management reports and Risk Register are effectively scrutinised. We are pleased to report there have been no serious or critical incidents occurring in the charity throughout the year and this remains the case into 2022.

To strengthen financial oversight by trustees, the Board has created the new voluntary position of Honorary Treasurer and has appointed one of its number to perform that function, working closely with the CEO and our Organisation Development Manager. The organisation has an approved set of Financial Procedures which guides the day-to-day operation of the charity, including financial control systems, authorisation levels and procedures and management account reporting mechanisms. These are reviewed from time to time.

Reserves policy & going concern

The trustees aim to maintain free reserves in unrestricted funds at a level that equates to approximately three months of (unrestricted) core charitable expenditure. The trustees consider that this level will provide sufficient funds to continue with core service provision and meet our legal requirements regarding employee and governance costs in the eventuality that the loss of a contract or funding reduces overall service provision and income. This is managed by the CEO and the trustees having careful oversight of central operating costs and external fund-raising.

Build on Belief Limited

Trustees' Report

Investment Powers & policy

The Trustees having regards to the flexibility of liquidity requirements of operating services across seven London Boroughs, have continued the arrangement of having a second deposit account to ensure coverage of deposit guarantee limits.

Public benefit

The trustees confirm that they have complied with their legal duty to have due regard to the Charity Commissions guidance on public benefit in exercising their powers and duties (CC Guidance PB1-3).

Strategic review

In the latter part of 2021-22, the Board undertook a major review of its Strategy and has embarked on a challenging programme of objectives and actions. Our strategy for 2022-25 is focused on expanding our service offer, in terms of what we do, where we do it, and who we do it for, continuing to strengthen our organisational capacity and training offer, increasing our impact in the wider community, and deepening our financial and fundraising strength, so we can continue to deliver the outcomes that are important to the Bob community and that sustain recovery. In early 2022-23 we will be developing an implementation plan, with targets, to achieve this.

Principal risks & the future

Risks

The organisation faces three principal risks:

- 1) Approximately 75% of our income is derived from subcontracting arrangements with large addiction treatment services, who themselves contract with local council public health teams to provide them. While our relationships with each of the main providers is excellent and our performance good, there is always the risk that the current main provider might not be successful when a service is periodically retendered. The Board regularly reviews the retendering timelines and seeks to mitigate risks, especially through diversification (see below).
- 2) Although not a significant part of our income sources, grant funding has been especially valuable in kickstarting innovation (eg: online programme). The trustees are committed to ensuring the risk of time limited grant funding expiring is minimised. The judicious use of unrestricted reserves has been useful to achieve this. Set against this is the cumulative challenge of years of offering low threshold services at low costs during austere times. Our margins are very thin and allow little headroom, if at all.
- 3) Human resource challenges. During and following the pandemic, growing demand on our human resources are evident. The past two years has seen an increase of a third in staff numbers. Delivering a quality training and development programme for staff, most of whom have risen from being volunteers, is time consuming, as is their supervision and management. Consequently, during the year, trustees decided to utilise reserves to create a new position of Operations & Training Manager. This will ease the burden on our CEO and enable more focus on diversifying income generation. However, the demands of regular contract monitoring and reporting, coupled with negotiating with partners and others potential new services is very time consuming. Allied with this is the consequences of high inflation and labour market difficulties which are making recruitment difficult in London.

Build on Belief Limited

Trustees' Report

As part of our strategic review for 2022-25, the trustees will be reviewing organisational structures and staffing arrangements to ensure effective leadership, robust performance management and delivery alongside our aim to diversify sources of funds.

The future

Build on Belief ends the year and heads into 2022-23 with many factors in its favour:

- We are financially stable with some modest reserves which we can again choose to invest in developing new services and enhancing the management and leadership of the organisation.
The Government has accepted many of the recommendations of its specialist adviser on drug policy, Dame Carol Black, about ways to improve the impact of the drug treatment and recovery system in England. Consequently, the government is releasing substantial additional funding to local councils to spend on improving drug treatment outcomes.
- Allied to this is a newfound recognition of the part that Lived Experience Recovery Organisations like Build on Belief can, and critically should play in the future. This is a long overdue recognition that co-production, peer support and mutual aid are the cement that can hold the achievements of treatment together for longer.
- The challenge of helping people with complex needs (eg mental health, homelessness etc) is not easy and recovery becomes more challenging. Many of our service users have complex needs. Additional government funding is promised to help such people.

So, at one level, we are optimistic about the opportunities that are there for us to respond to. On another level we readily accept the demands made on our staff and systems, in order to grow, especially the CEO and the very modest 'central' team. As trustees we are committed to ensuring that the development of BoB happens in a fair and sustainable way.

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

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

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

Build on Belief Limited

Trustees' Report

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 6 August 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'R Howard', with a long horizontal flourish extending to the right.

.....
Roger Howard
Chairman and Trustee

Build on Belief Limited

Independent Examiner's Report to the trustees of Build on Belief Limited

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2022 which are set out on pages 10 to 24.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Respective responsibilities of trustees and examiner

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

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

Independent examiner's statement

Since Build on Belief Limited's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Build on Belief Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Build on Belief Limited

Independent Examiner's Report to the trustees of Build on Belief Limited



.....
Timothy Sullivan FCA
Field Sullivan
Neptune House
70 Royal Hill
Greenwich
SE10 8RF

Date:.....25/9/22.....

Build on Belief Limited

Statement of Financial Activities for the Year Ended 31 March 2022
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 31 March 2022 £	Unrestricted £	Restricted £	Total 1 May 2020 to 31 March 2021 £
Income and Endowments from:							
Donations and legacies		19,657	27,963	47,620	3,084	68,305	71,389
Charitable activities		757,309	-	757,309	560,566	-	560,566
Investment income	5	28	-	28	99	-	99
Total income		776,994	27,963	804,957	563,749	68,305	632,054
Expenditure on:							
Charitable activities		(708,369)	(33,331)	(741,700)	(476,043)	(62,937)	(538,980)
Total expenditure		(708,369)	(33,331)	(741,700)	(476,043)	(62,937)	(538,980)
Gains/losses on investment assets		-	-	-	173	-	173
Net movement in funds		68,625	(5,368)	63,257	87,879	5,368	93,247
Reconciliation of funds							
Total funds brought forward		292,611	5,368	297,979	204,732	-	204,732
Total funds carried forward	16	361,236	-	361,236	292,611	5,368	297,979

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 16.

The notes on pages 14 to 24 form an integral part of these financial statements.

Build on Belief Limited

(Registration number: 08041887)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	5,234	8,094
Investments	12	<u>424</u>	<u>424</u>
		<u>5,658</u>	<u>8,518</u>
Current assets			
Debtors	13	69,024	73,609
Cash at bank and in hand	14	<u>466,744</u>	<u>275,543</u>
		535,768	349,152
Creditors: Amounts falling due within one year	15	<u>(180,190)</u>	<u>(59,691)</u>
Net current assets		<u>355,578</u>	<u>289,461</u>
Net assets		<u>361,236</u>	<u>297,979</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		-	5,368
Unrestricted income funds			
Unrestricted funds		<u>361,236</u>	<u>292,611</u>
Total funds	16	<u>361,236</u>	<u>297,979</u>

For the financial year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

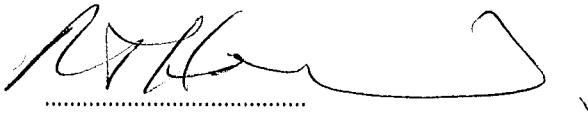
These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The notes on pages 14 to 24 form an integral part of these financial statements.

Build on Belief Limited

(Registration number: 08041887)
Balance Sheet as at 31 March 2022

The financial statements on pages 10 to 24 were approved by the trustees, and authorised for issue on 6 August 2022 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'R Howard', with a long horizontal flourish extending to the right. Below the signature is a dotted line.

Roger Howard
Chairman and Trustee

The notes on pages 14 to 24 form an integral part of these financial statements.

Build on Belief Limited

Statement of Cash Flows for the Year Ended 31 March 2022

	Note	31 March 2022 £	31 March 2021 £
Cash flows from operating activities			
Net cash income		63,257	93,247
Adjustments to cash flows from non-cash items			
Depreciation		2,860	3,373
Investment income	5	<u>(28)</u>	<u>(99)</u>
		66,089	96,521
Working capital adjustments			
Decrease/(increase) in debtors	13	4,585	(2,559)
Increase in creditors	15	<u>120,499</u>	<u>55,547</u>
Net cash flows from operating activities		<u>191,173</u>	<u>149,509</u>
Cash flows from investing activities			
Interest receivable and similar income	5	28	99
Purchase of tangible fixed assets	11	-	(10,469)
FA investment - UK listed other shares revaluation		<u>-</u>	<u>(173)</u>
Net cash flows from investing activities		<u>28</u>	<u>(10,543)</u>
Net increase in cash and cash equivalents		191,201	138,966
Cash and cash equivalents at 1 April		<u>275,543</u>	<u>136,577</u>
Cash and cash equivalents at 31 March		<u><u>466,744</u></u>	<u><u>275,543</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 14 to 24 form an integral part of these financial statements.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

1 Charity status

The charity is limited by guarantee, incorporated in Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

69 Warwick Road

London

SW5 9HB

These financial statements were authorised for issue by the trustees on 6 August 2022.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Build on Belief Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements and key sources of estimation uncertainty

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

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

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

Income and endowments

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 the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £250.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted		Total	Total
	General	Restricted	31 March 2022	1 May 2020 to
	£	£	£	31 March 2021
				£
Grants, including capital grants;				
Collective Voice	-	-	-	13,437
The National Lottery Community Fund	-	19,057	19,057	35,698
London Community Response Fund	-	-	-	19,170
Economist	-	8,906	8,906	-
Regular giving and capital donations	19,657	-	19,657	3,084
	<u>19,657</u>	<u>27,963</u>	<u>47,620</u>	<u>71,389</u>

4 Income from charitable activities

	Unrestricted		Total	Total
	Designated	General	31 March 2022	1 May 2020 to
	£	£	£	31 March 2021
				£
Income from commissioned services	753,644	-	753,644	560,515
Other income	-	3,665	3,665	51
	<u>753,644</u>	<u>3,665</u>	<u>757,309</u>	<u>560,566</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

5 Investment income

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Interest receivable and similar income;			
Interest receivable on bank deposits	28	28	99

6 Expenditure on charitable activities

	Note	Total 31 March 2022 £	Total 1 May 2020 to 31 March 2021 £
Gift vouchers		28,303	20,992
Social club costs		71,714	34,234
Events		-	215
Staff costs	9	602,918	449,610
Support costs	7	38,765	33,929
		741,700	538,980

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

7 Analysis of governance and support costs

Support costs

	Total 2022 £	Total 2021 £
Rent	8,000	8,000
Insurance	1,833	1,162
Telephone and fax	5,076	3,915
Computer software and maintenance	8,561	6,946
Printing, postage and stationery	925	502
Trade subscriptions	213	16
Administration	700	525
Sundries	5,054	4,793
Travel and subsistence	2,489	1,236
Marketing and promotional	1,207	1,709
Independent examination	1,842	1,692
Bank charges	5	60
Depreciation of plant and machinery	2,860	3,373
	<u>38,765</u>	<u>33,929</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	546,686	406,553
Social security costs	41,911	32,691
Pension costs	14,321	10,366
	<u>602,918</u>	<u>449,610</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022 No	2021 No
Charitable activities	<u>24</u>	<u>20</u>

No employee received emoluments of more than £60,000 during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

11 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2021	<u>17,288</u>	<u>17,288</u>
At 31 March 2022	<u>17,288</u>	<u>17,288</u>
Depreciation		
At 1 April 2021	9,194	9,194
Charge for the year	<u>2,860</u>	<u>2,860</u>
At 31 March 2022	<u>12,054</u>	<u>12,054</u>
Net book value		
At 31 March 2022	<u>5,234</u>	<u>5,234</u>
At 31 March 2021	<u>8,094</u>	<u>8,094</u>

12 Fixed asset investments

	2022 £	2021 £
Other investments	<u>424</u>	<u>424</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

Other investments

	Listed investments £	Total £
Cost or Valuation		
At 1 April 2021	424	424
At 31 March 2022	424	424
Net book value		
At 31 March 2022	424	424
At 31 March 2021	424	424

13 Debtors

	2022 £	2021 £
Prepayments	8,068	7,751
Accrued income	45,956	-
Other debtors	15,000	65,858
	<u>69,024</u>	<u>73,609</u>

14 Cash and cash equivalents

	2022 £	2021 £
Cash at bank	<u>466,744</u>	<u>275,543</u>

15 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	11,726	10,271
Other creditors	166,622	47,728
Accruals	1,842	1,692
	<u>180,190</u>	<u>59,691</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

16 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Current period				
Unrestricted				
<i>General</i>				
General Funds	127,539	23,350	(17,389)	133,500
<i>Designated</i>				
Newham	25,989	74,000	(82,103)	17,886
Tri-Boro	68,255	273,049	(243,877)	97,427
Ealing	27,293	80,000	(57,752)	49,541
Hillingdon	10,002	89,240	(90,185)	9,057
Harrow	6,267	62,678	(57,696)	11,249
Barking & Dagenham	21,897	60,000	(65,934)	15,963
Barking & Dagenham Hostel	3,269	34,000	(31,414)	5,855
CNWL Harrow	2,100	64,677	(57,473)	9,304
Ealing Recovery Support Training	-	16,000	(4,546)	11,454
	<u>165,072</u>	<u>753,644</u>	<u>(690,980)</u>	<u>227,736</u>
Total unrestricted	<u>292,611</u>	<u>776,994</u>	<u>(708,369)</u>	<u>361,236</u>
Restricted				
Collective Voice	175	-	(175)	-
The National Lottery Community Fund	5,193	19,057	(24,250)	-
Economist	-	8,906	(8,906)	-
	<u>5,368</u>	<u>27,963</u>	<u>(33,331)</u>	<u>-</u>
Total funds	<u>297,979</u>	<u>804,957</u>	<u>(741,700)</u>	<u>361,236</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2021 £
Previous period						
Unrestricted						
<i>General</i>						
General Funds	115,891	3,234	4,663	3,578	173	127,539
<i>Designated</i>						
Newham	10,961	72,001	(56,973)	-	-	25,989
Tri-Boro	40,252	165,518	(137,515)	-	-	68,255
Ealing	18,729	73,333	(64,769)	-	-	27,293
Hillingdon	2,741	81,511	(74,250)	-	-	10,002
Harrow	1,505	57,453	(52,691)	-	-	6,267
Barking & Dagenham	10,996	55,000	(44,099)	-	-	21,897
Haringey	3,657	5,790	(5,869)	(3,578)	-	-
Barking & Dagenham Hostel	-	34,000	(30,731)	-	-	3,269
CNWL Harrow	-	15,909	(13,809)	-	-	2,100
	<u>88,841</u>	<u>560,515</u>	<u>(480,706)</u>	<u>(3,578)</u>	<u>-</u>	<u>165,072</u>
Total unrestricted	<u>204,732</u>	<u>563,749</u>	<u>(476,043)</u>	<u>-</u>	<u>173</u>	<u>292,611</u>
Restricted						
Collective Voice	-	13,437	(13,262)	-	-	175
The National Lottery Community Fund	-	35,698	(30,505)	-	-	5,193
London Community Response Fund	-	19,170	(19,170)	-	-	-
	<u>-</u>	<u>68,305</u>	<u>(62,937)</u>	<u>-</u>	<u>-</u>	<u>5,368</u>
Total funds	<u>204,732</u>	<u>632,054</u>	<u>(538,980)</u>	<u>-</u>	<u>173</u>	<u>297,979</u>

Build on Belief Limited

Notes to the Financial Statements for the Year Ended 31 March 2022

Restricted funds:

Initially started in response to the 2020 pandemic, the programme has become central to what Build-On-Belief do. Operating 7 days a week, 365 days a year we are proud to say that funding has allowed us to support people on bank holidays including Christmas Day when drug and alcohol support services are typically closed.

The funding has also allowed us to create unique events for online participants such as the online Christmas get-together, crucial at a difficult time of the year for many people with a history of problematic substance use, and the Easter two week game where participants were encouraged to go to different groups in order to solve a puzzle. This encouraged connection in different groups they may not normally go to.

Finally the funding has allowed us to pay volunteer facilitators for leading groups. Volunteer facilitators are people in recovery from substance use disorders and/or co-existing psychiatric disorders who have been trained in facilitating our online groups. This provides a visible pathway of progression for participants and we currently have two more volunteers in training to deliver new groups.

17 Analysis of net assets between funds

Current period

	Unrestricted General £	Total funds £
Tangible fixed assets	5,234	5,234
Fixed asset investments	424	424
Current assets	535,768	535,768
Current liabilities	<u>(180,190)</u>	<u>(180,190)</u>
Total net assets	<u>361,236</u>	<u>361,236</u>

Previous period

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2021 £
Tangible fixed assets	8,094	-	8,094
Fixed asset investments	424	-	424
Current assets	343,784	5,368	349,152
Current liabilities	<u>(59,691)</u>	<u>-</u>	<u>(59,691)</u>
Total net assets	<u>292,611</u>	<u>5,368</u>	<u>297,979</u>

BUILD ON BELIEF LTD

England & Wales - Charity number 1148916

Accounts

Company registration number: 08041887

Charity registration number: 1148916

Build on Belief Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the period from 1 May 2020 to 31 March 2021

Field Sullivan Limited
70 Royal Hill
Greenwich
SE10 8RF

Build on Belief Limited

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Build on Belief Limited

Reference and Administrative Details

Chairman	Roger Howard
Trustees	Annette Dale-Perera Roger Howard James Leviser Jolade Olusanya Jane Pettifer Stuart Robertson Alex Royffe Naetha Uren Christopher Wait Marie-Claude Warnotte
Secretary	Christopher Wait
Principal Office	69 Warwick Road London SW5 9HB
Company Registration Number	08041887
Charity Registration Number	1148916
Bankers	Metro Bank 1 Southampton Row London WC1B 5HA Santander 421 North End Road Fulham London SW6 1NY
Independent Examiner	Field Sullivan Limited 70 Royal Hill Greenwich SE10 8RF

Build on Belief Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the period ended 31 March 2021.

Trustees

Honor Clapp (appointed 5 May 2020 and resigned 9 October 2020)

Annette Dale-Perera

Donna Duffy (appointed 8 December 2020 and resigned 30 March 2021)

Roger Howard

James Levisur

Jolade Olusanya (appointed 8 December 2020)

Jane Pettifer

Stuart Robertson

Alex Royffe

Naetha Uren (appointed 8 December 2020)

Christopher Wait

Marie-Claude Warnotte

Robert Mckenzie (resigned 2 September 2020)

Recovery from drink and drug problems is never straightforward. Relapse is common, with many people trying treatment multiple times. Coexisting mental health problems, along with homelessness, poor physical health and unemployment are all too common with those involved with Build on Belief's services, whether as service users or volunteers. As is social isolation and loneliness. The Covid pandemic proved to be a magnifying glass for all of these challenges.

It is therefore with much satisfaction and optimism, that the Trustees can report that through a mixture of innovation, staff flexibility, volunteer commitment, special funding and effective risk management, we have continued to serve the seven local communities across London where BoB operates.

An overview of the year

Having just signed-off on a three-year strategy in late 2019, the world turned upside down three months later. All Build on Belief open-access services were closed between late March and July 2020 but, fortunately, were able to reopen, albeit with much reduced capacity at weekends for six months, closing again for the first two months of 2021 as necessitated by the first and second waves of the pandemic. As an open-access Lived Experience Recovery Organisation we anticipated only too well the likely impact of loss of vital social connections and the support our staff, volunteers and peers usually bring.

So, with spirited staff and volunteers, virtually all of whom have been or continue to be in recovery, we set about innovating with the new platform of Zoom. What a revelation!

Build on Belief Limited

Trustees' Report

In April 2020 the decision was taken to move as many as our activities on-line as possible, with the intention of replicating as many of our social activities virtually as possible. What emerged was a vibrant programme of over thirty-five sessions delivered over seven days a week in regular time slots of 11.00am; 1.00pm; 3.00pm and 6.00pm. The activities are based around the evidence-based Five Ways to Well-Being programme and include yoga; mindfulness; keep-fit; recovery support groups; men's and women's groups; creative and book- groups; cooking & healthy eating; CBT support and quiz clubs. Groups were also facilitated by specialist facilitators, staff and volunteers. Crucially, these are inter-active groups, enabling conversations between peers in order to breakdown the pervasive sense of isolation.

The Impact

Successful funding bids have allowed us to employ a full-time on-line programme manager and two part-time on-line facilitators to support the work of the on-line programme during 2020-21. We would like to thank the London Community Resilience Fund, the National Lottery Community Fund and the DHSC/Collective Voice special fund for recovery initiatives. Their support has enabled us to lay the foundations for the next phase in BoB's evolution.

Even before the pandemic took hold, management and trustees undertook a comprehensive risk assessment and set-in place an operational protocol in response. Consequently, when the first lockdown was announced we were able to swiftly put in place a new 'modus-operando'. However, we also found that a relatively high number of staff and volunteers were classed as 'clinically vulnerable' and hence had to shield. Fortunately, most were able to switch to facilitating online groups. Of those volunteers who passed the health assessment, 76 individuals volunteered their time during the year.

Significant as this creative online programme has proved, we also managed intermittently, due to lockdown restrictions, to keep our regular weekend services operating, albeit at much reduced and constrained capacity. Regrettably, group activities and workshops had to be suspended throughout the year but, hopefully, these will be able to commence again during the summer of 2021. As soon as restrictions permitted, our seven local weekend services reopened but just for social contact and food with attendance time capped.

Impact in numbers

- **845 people accessed the local weekend services over the year.**
- **Estimated 400-500 individuals accessed the on-line programme over the course of the year.**
- **Online group attendance peaked at 1,583 recorded contacts in a single month during the pandemic.**
- **There were 6,740 recorded online group contacts between the start of January 2021 and end of May 2021.**

The lessons

Introducing the new online programme was a steep learning curve for everyone. After drawing up a Covid Operational Matrix, our foremost concern was for the health, safety and wellbeing of staff, volunteers and service users. All staff and volunteers undertook medical assessments in May and June 2020. Those with underlying health conditions and/ or deemed to be highly vulnerable and needing to shield were either re-deployed to supporting the on-line programme or suspended from volunteering. Vaccinations have provided the route back for most.

Build on Belief Limited

Trustees' Report

Volunteers and service users were encouraged to engage with the on-line programme as a means of support throughout. What we had known before the pandemic became painfully clear once it had kicked in. Many of our service users are digitally excluded. Some do not own 'smart-devices'. Others could not access broadband either because they didn't have internet service contracts or no access to equipment. Some are digitally naïve. However, we attracted not only those known to us but, interestingly, a wider group from across London and in fact outside who came across the online programme. It is clear there is untapped demand from people not in contact with treatment services but who are desperate for ongoing recovery support and engagement.

Despite some initial scepticism, the upside of the online programme is that it has proved an unqualified success and now forms an established part of our service offering that we wish to continue and build upon. The downside is that it is now largely unfunded. However, we have now included digital development as a new and core complementary element of our revised organisational development strategy.

One other important lesson has been how, having to suspend all local workshops and group activities, we managed to 're-engineer' three of our services (in Kensington & Chelsea, Ealing and Hammersmith & Fulham) to provide weekend foodbanks. Given the circumstances, we decided to provide food parcels to anyone who required them, irrespective of whether they were regular attendees. Perhaps understandably, they have proved popular.

Another early lesson was to enhance face-to-face social connectivity as soon as it was allowed. As soon as was permissible under the regulations, the seven local services across London reopened as open-access drop-ins, providing refreshment and support only. Our staff are to be commended for their commitment and enthusiasm for reopening, despite the obvious potential risks. However, our internal risk-minimisation protocol developed at the outset helped to keep potential contagions at bay.

Interestingly, a telephone support service put in place for the first four months of the pandemic to provide additional back-up for service users did not prove very popular. Subsequently this was dropped during the second lockdown and in place, service managers offered telephone support where needed to service users and volunteers from the respective services.

Another important lesson has been the need to support staff throughout the whole pandemic. It is testimony to our success that virtually all of our twenty plus service managers, including senior staff, have made the recovery journey through from service user, to volunteer and then to paid employment as a Service Manager. Their own personal recovery journeys demonstrate the power of positive peer support. However, they too have suffered, some contracting Covid, others from enforced isolation and quarantining. To minimise this our CEO organised weekly virtual staff meetings and training and sorted out access to early vaccinations. Our Office Manager too provided critical input, managing to set up the online groups and hand-hold staff and volunteers through the Zoom obstacle course. It is a tribute to all our staff that they have risen to the challenge and been so flexible at a time of great uncertainty and challenge.

Our governance

We reviewed our governance requirements during the year and decided to strengthen across a number of skill and experience areas, including recruiting a more diverse trustee board. We appointed two new trustees towards the end of 2020 and we will continue to use the cyclical retirement and re-election of trustees to continue this process.

Build on Belief Limited

Trustees' Report

The future

Fortunately, the charity ended the year in a reasonably healthy condition. All service contracts with main treatment providers and public health commissioners were honoured, and as mentioned above, we were successful with three bids to cover the additional expenditure caused by the pandemic.

The Trustee Board has consequently decided to invest some of its reserves next year to kickstart future development in three important areas:

- Digital development, including the continuation of the online activities programme;
- Volunteer and staff development and training, to respond better to emerging challenges and,
- Initiating a 'Friends of BoB' scheme to facilitate and build a supporter base where people can give time, expertise or donations to support our mission. The aim is to visibly connect with local communities.

The Covid pandemic has also unlocked two other new initiatives. In January 2021 we contracted with the CNWL Mental Health staff team at Northwick Park hospital to provide two peer support workers attached to their team. In Barking & Dagenham in late 2020 we agreed with Change, Grow, Live to provide two peer support workers attached to the Homeless Hostel initiative. Although this contract is due to finish at the end of August 2021, we are hopeful on extending this. Our thanks go to all our partner organisations for their continuing confidence in us to provide a valued lived experience complementary recovery contribution to their essential treatment provision.

A final word must be said about the world we now find ourselves in in mid 2021. The national financial situation will undoubtedly put pressure on local public health funding which will reverberate down the pipeline to smaller recovery charities like BoB. This is a reality and we are determined to redouble efforts to secure the resources for the valued work we do.

However, everyone in substance use treatment and recovery system awaits the second report from the governments adviser, Dame Carol Black, on the future of drug treatment and recovery in England. In particular, we anticipate that the value of Lived Experience Recovery Organisations, will at long last, be given the due recognition they deserve. The ecology of the drug treatment and recovery system has evolved considerably over the past two decades. Recovery doesn't happen at the flick of a switch. It takes many years and many tries. Amongst many competing claims on the national purse, we hope the government recognises the unique contribution of peer-led organisations and backs it with new resources.

Reserves policy & going concern:

At the core of our strategy is to work towards better financial sustainability and resilience. This is a major challenge and not only for BoB but other charities. Our relations with prime contractors and local commissioners are very constructive. We have been fortunate in not having to make staff redundant and, to date, we have managed to sustain our contract derived income.

The uncertainties of public sector commissioning cannot be ignored. For this reason, we continue to prioritise:

- Enhancing our fundraising efforts and income generation, especially to cover central management costs.
- Exploring opportunities to innovate and develop new activities and services, such as our new online workshops.

Build on Belief Limited

Trustees' Report

The trustees aim to build and maintain free reserves in unrestricted funds at a level that equates to approximately three months of (unrestricted) charitable expenditure. The trustees consider that this level will provide sufficient funds to continue with service provision if a service faces closure and meet our legal requirements regarding employee and governance costs in the eventuality that the loss of a contract or funding reduces overall service provision and income. It will take time to build reserves to this level but year on year there has been improvement. This is managed by the CEO and the trustees having careful oversight of central operating costs and external fund-raising.

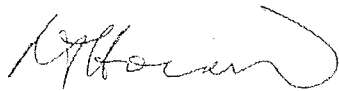
Investment Powers & policy

The Trustees having regards to the flexibility of liquidity requirements of operating services across eight London Boroughs, decided to open a second deposit account to ensure coverage of deposit guarantee limits.

Public benefit

The trustees confirm that they have complied with their legal duty to have due regard to the Charity Commissions guidance on public benefit in exercising their powers and duties (CC Guidance PB1-3).

The annual report was approved by the trustees of the charity on 07 September 2021 and signed on its behalf by:



.....
Roger Howard
Chairman and Trustee

Build on Belief Limited

Statement of Trustees' Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial period. 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 charitable company 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 apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Build on Belief Limited

Independent Examiner's Report to the trustees of Build on Belief Limited

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2021 which are set out on pages 10 to 24.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinion I have formed.

Respective responsibilities of trustees and examiner

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

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

Independent examiner's statement

Since Build on Belief Limited's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of Build on Belief Limited as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Build on Belief Limited

Independent Examiner's Report to the trustees of Build on Belief Limited

A handwritten signature in black ink, appearing to read 'Tim Sullivan', written over a dotted line.

Timothy Sullivan FCA
Field Sullivan
Neptune House
70 Royal Hill
Greenwich
SE10 8RF

Date: 28/9/21

Build on Belief Limited

Statement of Financial Activities for the Period from 1 May 2020 to 31 March 2021
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 31 March 2021 £	Unrestricted funds £	Total Year ended 30 April 2020 £
Income and Endowments from:						
Donations and legacies		3,084	68,305	71,389	1,021	1,021
Charitable activities		560,566	-	560,566	574,513	574,513
Investment income	5	<u>99</u>	<u>-</u>	<u>99</u>	<u>244</u>	<u>244</u>
Total income		<u>563,749</u>	<u>68,305</u>	<u>632,054</u>	<u>575,778</u>	<u>575,778</u>
Expenditure on:						
Charitable activities		<u>(476,043)</u>	<u>(62,937)</u>	<u>(538,980)</u>	<u>(552,507)</u>	<u>(552,507)</u>
Total expenditure		<u>(476,043)</u>	<u>(62,937)</u>	<u>(538,980)</u>	<u>(552,507)</u>	<u>(552,507)</u>
Gains/losses on investment assets		<u>173</u>	<u>-</u>	<u>173</u>	<u>(195)</u>	<u>(195)</u>
Net movement in funds		87,879	5,368	93,247	23,076	23,076
Reconciliation of funds						
Total funds brought forward		<u>204,732</u>	<u>-</u>	<u>204,732</u>	<u>181,656</u>	<u>181,656</u>
Total funds carried forward	14	<u>292,611</u>	<u>5,368</u>	<u>297,979</u>	<u>204,732</u>	<u>204,732</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 14.

Build on Belief Limited

(Registration number: 08041887)
Balance Sheet as at 31 March 2021

	Note	31 March 2021 £	30 April 2020 £
Fixed assets			
Tangible assets	10	8,094	998
Investments	11	<u>424</u>	<u>251</u>
		<u>8,518</u>	<u>1,249</u>
Current assets			
Debtors	12	73,609	71,050
Cash at bank and in hand		<u>275,543</u>	<u>136,577</u>
		349,152	207,627
Creditors: Amounts falling due within one year	13	<u>(59,691)</u>	<u>(4,144)</u>
Net current assets		<u>289,461</u>	<u>203,483</u>
Net assets		<u>297,979</u>	<u>204,732</u>
Funds of the charity:			
Restricted funds		5,368	-
Unrestricted income funds			
Unrestricted funds		<u>292,611</u>	<u>204,732</u>
Total funds	14	<u>297,979</u>	<u>204,732</u>

For the financial period ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

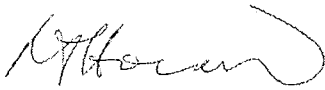
- The members have not required the charity to obtain an audit of its accounts for the period in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Build on Belief Limited

(Registration number: 08041887)
Balance Sheet as at 31 March 2021

The financial statements on pages 10 to 24 were approved by the trustees, and authorised for issue on 07 September 2021 and signed on their behalf by:



.....
Roger Howard
Chairman and Trustee

Build on Belief Limited

Statement of Cash Flows for the Period from 1 May 2020 to 31 March 2021

	Note	31 March 2021 £	30 April 2020 £
Cash flows from operating activities			
Net cash income		93,247	23,076
Adjustments to cash flows from non-cash items			
Depreciation		3,373	1,152
Investment income	5	<u>(99)</u>	<u>(245)</u>
		96,521	23,983
Working capital adjustments			
(Increase)/decrease in debtors	12	(2,559)	15,405
Increase in creditors	13	<u>55,547</u>	<u>48</u>
Net cash flows from operating activities		<u>149,509</u>	<u>39,436</u>
Cash flows from investing activities			
Interest receivable and similar income	5	99	244
Purchase of tangible fixed assets	10	(10,469)	-
FA investment - UK listed other shares revaluation		<u>(173)</u>	<u>196</u>
Net cash flows from investing activities		<u>(10,543)</u>	<u>440</u>
Net increase in cash and cash equivalents		138,966	39,876
Cash and cash equivalents at 1 May		<u>136,577</u>	<u>96,701</u>
Cash and cash equivalents at 31 March		<u>275,543</u>	<u>136,577</u>

All of the cash flows are derived from continuing operations during the above two periods.

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

69 Warwick Road
London
SW5 9HB

These financial statements were authorised for issue by the trustees on 20 July 2021.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Build on Belief Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

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 the income receivable can be measured reliably.

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

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

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the period, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the period and are credited or charged to the Statement of Financial Activities based on the market value at the period end.

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

3 Income from donations and legacies

	Unrestricted funds		Total	Total
	General	Restricted	31 March 2021	Year ended 30
	£	funds	£	April 2020
		£		£
Grants, including capital grants;				
Collective Voice	-	13,437	13,437	-
The National Lottery Community Fund	-	35,698	35,698	-
London Community Response Fund	-	19,170	19,170	-
Regular giving and capital donations	<u>3,084</u>	<u>-</u>	<u>3,084</u>	<u>1,021</u>
	<u>3,084</u>	<u>68,305</u>	<u>71,389</u>	<u>1,021</u>

4 Income from charitable activities

	Unrestricted funds		Total	Total
	Designated	General	31 March 2021	Year ended 30
	£	£	£	April 2020
				£
Income from commissioned services	560,515	-	560,515	570,415
Fundraising	-	51	51	2,048
Fees and supplies	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,050</u>
	<u>560,515</u>	<u>51</u>	<u>560,566</u>	<u>574,513</u>

5 Investment income

	Unrestricted funds	Total	Total
	General	31 March 2021	Year ended 30
	£	£	April 2020
			£
Interest receivable and similar income;			
Interest receivable on bank deposits	99	<u>99</u>	<u>244</u>

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

6 Expenditure on charitable activities

	Total 31 March 2021 £	Total Year ended 30 April 2020 £
Rent	8,000	8,000
Insurance	1,162	1,309
Telephone and fax	3,915	2,881
Computer software and maintenance	6,946	6,827
Printing, postage and stationery	502	2,281
Gift vouchers	20,992	7,800
Trade subscriptions	16	307
Social club costs	34,234	100,400
Administration costs	525	518
Sundries	4,793	300
Travel and subsistence	1,236	2,262
Marketing and promotional costs	1,709	1,094
Independent examination	1,692	1,644
Events	215	2,883
Bank charges	60	32
Depreciation of plant and machinery	3,373	1,152
Staff costs	<u>449,610</u>	<u>412,817</u>
	<u>538,980</u>	<u>552,507</u>

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

8 Staff costs

The aggregate payroll costs were as follows:

	2021 £	30 April 2020 £
Staff costs during the period were:		
Wages and salaries	406,553	375,429
Social security costs	32,691	27,218
Pension costs	<u>10,366</u>	<u>10,170</u>
	<u>449,610</u>	<u>412,817</u>

The monthly average number of persons (including senior management team) employed by the charity during the period expressed as full time equivalents was as follows:

	31 March 2021 No	30 April 2020 No
Charitable activities	<u>20</u>	<u>18</u>

No employee received emoluments of more than £60,000 during the period.

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

10 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 May 2020	6,819	6,819
Additions	<u>10,469</u>	<u>10,469</u>
At 31 March 2021	<u>17,288</u>	<u>17,288</u>
Depreciation		
At 1 May 2020	5,821	5,821
Charge for the year	<u>3,373</u>	<u>3,373</u>
At 31 March 2021	<u>9,194</u>	<u>9,194</u>
Net book value		
At 31 March 2021	<u>8,094</u>	<u>8,094</u>
At 30 April 2020	<u>998</u>	<u>998</u>

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

11 Fixed asset investments

	31 March 2021 £	30 April 2020 £
Other investments	<u>424</u>	<u>251</u>
Other investments		
	Listed Investments £	Total £
Cost or Valuation		
At 1 May 2020	251	251
Revaluation	<u>173</u>	<u>173</u>
At 31 March 2021	<u>424</u>	<u>424</u>
Net book value		
At 31 March 2021	<u>424</u>	<u>424</u>
At 30 April 2020	<u>251</u>	<u>251</u>

12 Debtors

	31 March 2021 £	30 April 2020 £
Prepayments	7,751	6,816
Other debtors	<u>65,858</u>	<u>64,234</u>
	<u>73,609</u>	<u>71,050</u>

13 Creditors: amounts falling due within one year

	31 March 2021 £	30 April 2020 £
Other taxation and social security	10,271	-
Other creditors	47,728	2,500
Accruals	<u>1,692</u>	<u>1,644</u>
	<u>59,691</u>	<u>4,144</u>

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

14 Funds

	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2021 £
Current period						
Unrestricted funds						
<i>General</i>						
General Funds	115,891	3,234	4,663	3,578	173	127,539
<i>Designated</i>						
Newham	10,961	72,001	(56,973)	-	-	25,989
Tri-Boro	40,252	165,518	(137,515)	-	-	68,255
Ealing	18,729	73,333	(64,769)	-	-	27,293
Hillingdon	2,741	81,511	(74,250)	-	-	10,002
Harrow	1,505	57,453	(52,691)	-	-	6,267
Barking & Dagenham	10,996	55,000	(44,099)	-	-	21,897
Haringey	3,657	5,790	(5,869)	(3,578)	-	-
Barking & Dagenham Hostel	-	34,000	(30,731)	-	-	3,269
CNWL Harrow	-	15,909	(13,809)	-	-	2,100
	<u>88,841</u>	<u>560,515</u>	<u>(480,706)</u>	<u>(3,578)</u>	<u>-</u>	<u>165,072</u>
Total unrestricted funds	<u>204,732</u>	<u>563,749</u>	<u>(476,043)</u>	<u>-</u>	<u>173</u>	<u>292,611</u>
Restricted funds						
Collective Voice	-	13,437	(13,262)	-	-	175
The National Lottery Community Fund	-	35,698	(30,505)	-	-	5,193
London Community Response Fund	-	19,170	(19,170)	-	-	-
	<u>-</u>	<u>68,305</u>	<u>(62,937)</u>	<u>-</u>	<u>-</u>	<u>5,368</u>
Total funds	<u>204,732</u>	<u>632,054</u>	<u>(538,980)</u>	<u>-</u>	<u>173</u>	<u>297,979</u>

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

Restricted funds:

In March 2020 our charity had to close all of our existing drop-in services and had to stop any in-person support until further notice due to the pandemic. Therefore we invented a new, digital way of peer-support and shifted our activities and workshops to an online programme, which we delivered via Zoom. We developed the programme and applied for COVID first response funds. With the help of the funding we were able to employ new staff members and facilitators and built up a timetable with up to 40 classes running at 7 days a week.

- The Collective Voice fund covered the costs from April 2020 - October 2020.
- The National Lottery Community fund covered the staff costs for the new online programme manager and 2 new part-time online facilitators.
- The London Community Response Fund covered the external facilitator costs such as the yoga and mindfulness teacher and some current staff costs from Mid-October to March 2021.

Previous period	Balance at 1 May 2019 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 30 April 2020 £
Unrestricted funds						
<i>General</i>						
General Funds	97,658	5,363	10,064	3,001	(195)	115,891
<i>Designated</i>						
Newham	10,248	72,500	(71,787)	-	-	10,961
Tri-Boro	35,322	170,642	(165,712)	-	-	40,252
Ealing	12,838	97,732	(91,841)	-	-	18,729
Ealing SUI	2,511	-	(2,511)	-	-	-
Hillingdon	2,681	86,170	(86,110)	-	-	2,741
Harrow	4,826	48,633	(51,954)	-	-	1,505
Grenfell	3,001	-	-	(3,001)	-	-
Barking & Dagenham	7,724	60,000	(56,728)	-	-	10,996
Haringey	4,847	34,738	(35,928)	-	-	3,657
	<u>83,998</u>	<u>570,415</u>	<u>(562,571)</u>	<u>(3,001)</u>	<u>-</u>	<u>88,841</u>
Total funds	<u>181,656</u>	<u>575,778</u>	<u>(552,507)</u>	<u>-</u>	<u>(195)</u>	<u>204,732</u>

Build on Belief Limited

Notes to the Financial Statements for the Period from 1 May 2020 to 31 March 2021

15 Analysis of net assets between funds

Current period

	Unrestricted funds	Restricted funds	Total funds
	General £	£	£
Tangible fixed assets	8,094	-	8,094
Fixed asset investments	424	-	424
Current assets	343,784	5,368	349,152
Current liabilities	<u>(59,691)</u>	<u>-</u>	<u>(59,691)</u>
Total net assets	<u>292,611</u>	<u>5,368</u>	<u>297,979</u>

Previous period

	Unrestricted funds	Total funds
	General £	£
Tangible fixed assets	998	998
Fixed asset investments	251	251
Current assets	207,627	207,627
Current liabilities	<u>(4,144)</u>	<u>(4,144)</u>
Total net assets	<u>204,732</u>	<u>204,732</u>

16 COVID

At the beginning of the year, the charity's activities were affected by the COVID-19 pandemic, necessitating the closure of the services from mid-March 2020 for three months. However, the creation of an on-line activities programme allowed some service provision to be maintained throughout this period until the services were re-opened in July 2020 for 6 months until the begin of January 2021. After being in Tier 4/5 we decided to close all weekend services for the second time of the year. We reopened on 6 March 2021 and are confident to remain open as 90% of our staff members and volunteers have been vaccinated and follow our risk assessment and the guidelines around social distancing. The board of trustees approved the development of the online programme to continue to offer both, in-person and online support, to our volunteers and service users.