

UpRising Leadership

Report and Accounts

Year ended 31 March 2023

Registered Charity Number: 1149905
Registered Company Number: 08252639

**UPRISING LEADERSHIP
REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
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**UPRISING LEADERSHIP
REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
REFERENCE AND ADMINISTRATIVE DETAILS**

Charity number	1149905
Company number	08252639
Registered Office and Principal Address	2nd Floor Central, 2.C.05, 35-47 Bethnal Green Road London E1 6LA
Trustees	Rushanara Ali MP (Chair) Lisa Aziz Afiya Begum Stephen Colegrave Jane Earl Amira Ismail (appointed July 2022) James Knight Madeleine Lewis Lena Patel Richard Sharp Grace Smith Nazrin Ysmailova (appointed July 2022)
Chief Executive	Marc Whitmore
Bank	The Co-operative 80 Cornhill London EC3V 3NU
Auditor	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD

OBJECTIVES AND ACTIVITIES

The Organisation

UpRising is a UK-wide youth leadership development organisation. Our mission is to open pathways to power and opportunities for a diverse range of talented young people. We equip them with the knowledge, networks, skills, and confidence to reach their potential and transform their communities for the better. The Board is responsible for setting the strategic direction of the organisation, policy development, staff recruitment and financial management.

Objectives

The objectives of the Charity are to act as a resource for young people aged up to 25 by providing advice and assistance and organising educational and employability programmes and other activities as a means of:

1. advancing in life and helping young people by developing their leadership skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals.
2. advancing education; and
3. relieving unemployment and under-employment.

Public Benefit

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity's objects, activities and plans for the future.

ACHIEVEMENTS AND PERFORMANCE

UpRising exists because our leaders don't reflect the communities they serve. In pursuit of our mission, our programmes improve the confidence, skills, networks and knowledge of young people from underserved and under-represented communities. In doing so, participants go on to make a difference to leadership in the UK - in their communities, through their employers and in wider civil society.

As a result of ongoing challenges in the funding landscape, we had to further scale back. Nonetheless, we were still able to support young people nationally on our Environmental Leadership Programme, mentoring platform and other activities, using the time to invest in solid foundations for the next few years ultimately leading a successful joint bid to The National Lottery Foundation's Climate Action Fund for five years' funding.

In FY2022/23 we supported **88 participants intensively**, over **700 young people** through our mentoring platform, and engaged **251 young people and alumni** to better understand how the world is shifting for them:

- **79 young people** took part in the National Lottery-funded Our Bright Futures Environmental Leadership Programme in 2022 which ran from March 2022 - July 2022.
- **9 participants** took part in the Bedford Leadership Programme that was delivered between April 2022 and September 2022 and funded by the Harpur Trust.
- In addition to this we have also engaged the following participants in training and other programmes we supported this year:
 - **180 young people** attended our 'Everyday Leadership' webinar for National Citizens Service
 - **34 young people** took part and graduated from the 2022 Future Generations Leadership Academy
 - **5 participants** received bespoke support on presentation and and interview skills as part of the Millennium Point scholarship competition
- We also interviewed **16 young people** as part of the Data and Impact Project we delivered for Our Bright Future, and **another 16** as part of our own UpRising at 15 storytelling project.

- **7 alumni** were engaged to take part in structured interviews as part of our ongoing focus understanding the wider context of our participants: why they choose UpRising, what they think of online learning and their perspective and behaviours around engagement.

"My experience of this programme got better and better each time we were able to listen to the speakers that took time out of their day to educate us on what they do and what they've learnt."

- Participant

We also undertook further development in two specific areas:

- **Equity, Diversity and Inclusion.** We have consistently prioritised our commitment to equality, diversity, and inclusion for both participants and staff. Key initiatives this year included refining our recruitment and induction processes for greater accessibility, introducing a handbook and resource collection, and launching a bi-weekly employee feedback group to address queries and suggest topics for broader discussion.
- **Safeguarding.** We have collaborated with experts from the Ann Craft Trust who specialise in working with 18 – 25 year olds to enhance our organisational approach to safeguarding – both for staff and participants. Notable outcomes include the creation of an annual safeguarding development plan, the formulation of a narrative about our overall pastoral work with young people (including safeguarding, access and welfare considerations) and the establishment of a clear communication strategy about our safeguarding practices both internally and externally.

Our work with **BlackRock** was also a key partnership during the year and from August to December 2022, we partnered with **42 volunteers** for a second time, focusing on five strategic areas:

- A. Exploring modular programme design and its potential benefits,
- B. Creating a presentation to assist with procuring commissioned work,
- C. Testing alternative programme delivery platforms to improve data collection and enhance our digital environments,
- D. Reviewing our social media strategy and impact, helping us capture our 15-year impact and strengthen our external communications, and
- E. Designing an interview and analysis framework for the Our Bright Futures impact project.

The volunteers and our team members collaborated on these projects, with their outcomes presented at a BlackRock showcase in January. The insights and ideas generated have been integrated into our programme resources, social media approach, and commissioned work packages, providing a robust foundation for 2023.

"My coach asked me lots of questions which I haven't thought about previously and it's given me a lot of time to reflect which has uncovered a lot! So it's generally been very eye opening in understanding myself and my interests/passions! One of the most valuable takeaways is when we discussed my mission statement or my elevator pitch - how I can describe to people what I'm passionate about and want to achieve at work and sell myself and my experience to someone, all quickly, concisely and using keywords."

- Programme participant

In addition, we made excellent progress against the strategic goals we set for ourselves last year:

1. We secured funding for our first post-pandemic multi-year programme

For three years of the pandemic we have been almost entirely dependent on short-term, in-year grants. This has restricted the extent and type of support we were able to provide young people and held back plans with partners. We were therefore thrilled in January to receive a three-year pledge towards our core costs and then to build on that in March 2023 by successfully leading a £1.5M joint bid to The National Lottery Climate Action Fund (£896k to UpRising over five years). In partnership with the Shropshire Wildlife Trust, we will support 400 emerging young leaders from diverse backgrounds across the West Midlands region to develop and lead their own nature connection campaigns.

Securing these first post-pandemic multi-year commitments brings welcome stability. We will build on this to:

- Seek other multi-year support to deliver our reimagined Environmental Leadership Programme in other regions and to continue our leadership and employability programmes in Cardiff, London, and Manchester.
- Seek funding for shorter, six-week in-person programmes designed to boost participants' understanding of local change dynamics and their role in driving it.

"With the friendly and welcoming atmosphere during every session, it really feels like a safe space to explore ideas about the environment and environmental protection without being judged."

- Participant

2. We will now be able to trial hybrid delivery in 2023-24

Through the pandemic we offered our programmes online, winning support from CAST/Catalyst and a Social Mobility Commission programme to develop our programmes to go beyond emergency remote provision. We therefore emerged from the pandemic with considerable learning about what works for the young people with whom we work – both the benefits that increased reach can provide to those who live outside of urban centres, and the challenges of engaging participants online.

With COVID-19 behind us, we have now taken the decision to commit to hybrid delivery in the future – and combine the best of both worlds. On the one hand, this will enable us to involve participants and speakers who might otherwise not be able to do so; on the other, it means right from the outset of each programme we will be able to leverage our fifteen years' experience building the sense of cohort and camaraderie that our young people value so much on our programmes.

The Environmental Leadership Programme 2 will be our first opportunity to put this into practice. Across the West Midlands, participants will meet one other for intensive days in The Cut in Shrewsbury (Shropshire Wildlife Trust's base) and in person in Birmingham (UpRising's traditional base in the region). In addition, fortnightly sessions online sessions and our online learning environment will provide a "home" for participants when they're not meeting in person.

Our experience has also shown us the importance of offering programmes where access isn't determined by transport links or work shifts. As such, we remain committed to seeking funding to support those young people who apply to the Environmental Leadership Programme but who – either through distance or other barriers – cannot attend. We are specifically seeking 18-24 months of developmental funding to support delivery of a national online cohort of the Environmental Leadership Programme 2. This will enable us to work with young people to tackle important questions such as how – when online participants are far further afield – we can support participants from different locations to work together on local issues which matter to them and their communities.

"I really enjoy the diversity of speakers, it's always good to hear new and engaging ideas even if they come from perspectives I don't fully agree with!"

- Participant

3. We diversified our income

Revenue from contract work showed a marked rise this year, increasing from £69k in FY2021/22 to £158k in FY2022/23. Significant projects included our work for The Office of the Future Generations Commissioner (Wales) and the Our Bright Futures consortium:

- For the Office of the Future Generations Commissioner (Wales), we helped build the foundations of their leadership development project, creating a formal curriculum, a monitoring and evaluation framework, an alumni offer, and an Equality, Diversity, and Inclusion plan.
- With the Our Bright Futures Consortium, we conducted a data and impact project from September to December 2022, culminating in a targeted communication campaign featuring impact narratives and infographics.

We value income from contract work not only because it helps us further our mission but also because of the flexibility it affords us. As such, we will continue to seek further opportunities to deliver it. In support of this, we worked with BlackRock to invest in materials which outline how commissioning partners can best engage UpRising in the future (see <https://uprising.org.uk/what-we-do/bespoke-projects/commission-us>) and how we will approach this work. Importantly, we have committed to evaluating each piece of contract work we do to understand where and how alumni and participants can meaningfully contribute on a paid-for basis.

Developing this income further now requires investment. We will therefore seek 2-year funding to allow us to dedicate staff resource to this task.

4. We renewed regional partnerships – and laid foundations for new ones

During the year, we worked hard to strengthen our partnership working:

- In October 2022 we began engagement with Shropshire Wildlife Trust with a view to developing a partnership with them for our application to The National Lottery's Climate Action Fund. As a result of success with this bid, over the next four years we will be building relationships with organisations from Shrewsbury via Telford and Wrekin through to Birmingham.
- We have been an active partner in New Philanthropy Capital's pan-sector initiative #EveryonesEnvironment which exists to support the third sector to become greener itself.
- We've worked with partners across the Our Bright Futures consortium with a view to strengthening the understanding of "every job's a green job."

"Through this programme I have found incredible people such as Kimberle Crenshaw and Leah Thomas who have completely changed how I view a lot of prevalent issues in the world"

- Participant

5. We investigated our longer-term impact and refined our measurement framework

Since our foundation, we've placed a premium on monitoring, evaluation and measuring our impact (ME&I). We do so for a very clear reason: the more we can gather and share the stories of the young people who participate in our programmes, the more we can advocate with them and the more we underline the critical importance of ensuring leadership development opportunities and programmes exist. In this endeavour, we've been fortunate to work with organisations such as Demos, the #iwill fund, the Cabinet Office who've helped us to refine and strengthen our "theory of change" and the ways in which we can collect evidence of impact.

Over the past 24 months, we have doubled-down on our monitoring, evaluation and impact work:

- With the support of the Youth Futures Foundation we were able to invest in a Data and Insight Officer for the whole period of Stand Out. Through this, we further strengthened our monitoring, evaluation and impact (ME&I) framework and built valuable digital infrastructure to support this.
- In June 2022, drawing on two years' experience of online programme delivery, we undertook focus-groups, surveys, and an in-depth review of the available literature on the different ways in which young people engage in online programmes, so as to better contextualise the experiences of our own participants on our programmes. The resulting report (<https://uprising.org.uk/our-research/understanding-young-peoples-engagement-online-programmes>) covers our literature review, insights and reflections from our programmes team, and recommendations about how any organisation delivering digital programmes can approach the question of measuring online engagement.
- As a result of our ongoing investment in best-in-class safeguarding, access, pastoral and welfare provision on our programmes, we'd identified a growing number of participants who were sharing with us their personal experiences of neurodiversity. As such, in Summer 2022 we undertake a review of our provision to better understand how to strengthen our programmes to support neurodivergent participants.
- In October 2022, we undertook an Impact Project for the Our Bright Futures consortium. We interviewed 16 young people who'd been a part of the programme with a particular focus on highlighting the experiences of young people from underrepresented and underserved communities. Case studies from this project were shared throughout the final months of the multi-year consortium programme, highlighting its transformative nature.
- At the same time, we began a special project highlight evidence of the longer-term impact of our programmes. We invited a wide range of alumni to share their experiences with UpRising and invited them to tell us how participation had affected them, their communities, and their paths in life. We recorded these conversations, transcribed and analysed them, identifying common themes, such as changes to the environment, society, and systems; impact on the community and the individual; social mobility; leadership, and wellbeing. We collected 25 in-depth case studies in total and – over the next 12 months – we'll publish them, showcasing our impact and role in promoting youth representation, leadership, equality, diversity, and inclusion.
- In early 2023, we completed a piece of commissioned work for the Office of the Future Generations Commissioner (Wales) to support them to develop their own Monitoring, Evaluation and Impact framework, including objectives, methods, metrics, timelines and targets.

Looking ahead, our Climate Action Fund grant will support us to lead the monitoring, evaluation and impact assessment across the lifetime of the programme. In addition, the Youth Futures Foundation offered a 12-month grant to be accessed within a year of their support for Stand Out ending (June 2022). This support will enable us to continue our data and insight journey. We will build on our 2020 report into recruiting and retaining diverse young talent (funded by Comic Relief and The Queen's Young Leaders – see <https://uprising.org.uk/our-research/recruiting-and-retaining-diverse-young-talent>) and will fund to look specifically at the barriers to young people from underrepresented and underserved communities in green jobs.

"It's been great to meet so many other people with varying interests in this field and to hear from those with experience in different roles. It's made what has felt like an abstract idea feel like there are achievable things to be done and that there are lots of different routes to making a difference."

- Participant

6. We continued to support and engage our alumni

In addition to showcasing participant stories over the past fifteen years, as part of our work for the **#iWill** movement (funded by the **Paul Hamlyn Foundation** and **Esmée Fairbairn Foundation**) and work with **The Harpur Trust**, over Summer 2022 we delivered a range of activities for our alumni network, including:

- **Intersectional environmentalism** - In this session alumni heard from two UpRising alumni on this theme, Francisca Rockey founder of Black Geographers, and Aleena Khan, Commissioner at National Infrastructure Commission for Wales. These talks were followed by opportunities for asking questions to the two speakers and networking with the wider group.
- **Interview with innovator Ashley Bale** - Ashley is an alum of the Future Generations Leadership Academy and spoke with the journey of using innovation to create digital inclusivity, and how the development of the Insight app has transformed the lives of people with disabilities by fostering a vibrant, safe, and collaborative online community. You can read the interview with Ashley at <https://uprising.org.uk/news/innovation-change-uprising-conversation-developer-ashley-bale>.
- **Event exploring financial literacy with Open Palm** - We were delighted to be joined by the founders of Open Palm in September for alumni to hear about their mission and discover what we mean by financial literacy. This was followed by a masterclass on negotiating your salary.

"It's been great to meet so many other people with varying interests in this field and to hear from those with experience in different roles. It's made what has felt like an abstract idea feel like there are achievable things to be done and that there are lots of different routes to making a difference."

- UpRising alum

7. We continued our work to raise the concerns of our participants and UpRising's profile

Throughout the year, across both our programmes and One Million Mentors, we engaged with hundreds of corporates and businesses, charities, public sector organisations, local and regional authorities, and with devolved and national government.

We also continue to share the experiences, views and concerns of our young people through our communities: on LinkedIn (3,408 followers), on Twitter (10,200 followers) and on Instagram (2,051 followers).

THANK YOU!

We are extremely grateful to the following organisations for supporting our work in this financial year:

Blackrock, the Chesterhill Charitable Trust Limited, the European Social Fund, the Millennium Point Trust, the National Citizens Service Trust (NCS Trust), the Office of the Future Generations Commissioner (Wales), the National Lottery Fund, The Harpur Trust, The Royal Wildlife Trusts, the University of Sheffield, the Valesco Foundation, and the Youth Futures Foundation.

OUTLOOK AND PLANS

At a time described by some as a “permacrisis” we know that – again – young people will bear the brunt. In our work throughout the year, we’ve heard repeatedly from participants that it’s during such times that it’s essential that we continue to provide practical, tangible ways for young people to develop their leadership skills, their networks, their confidence and their knowledge. If we want the Britain of 2033 to better reflect our diverse communities, then this is particularly critical and our focus on supporting young people from underrepresented and underserved communities to maximise their potential remains as relevant now as it did in 2008 at our foundation.

With this in mind, our plans for 2023-24 are to:

- **Expand access to ELP2.** In particular, we will seek support to enable us to offer the programme in other regions, as well those who might otherwise struggle to attend.
- **Secure funding for our other programmes.** We will continue to seek multi-year funding to support our wider leadership programme, as well as our employability offer.
- **Trial an “understanding change” programme in London.** We will trial a 6-week programme focused on deepening knowledge of London’s city-wide strategic challenges and giving participants the confidence change can happen. Subject to funding, we aim to deliver three cohorts of this programme each year.
- **Strengthen our partnerships further.** We will expand our regional networks across the West Midlands and – as national priorities shift behind ‘nature connection’ – we will further build on our already-strong environmental networks. Through our “understanding change” programme, we will further strengthen our existing networks in London.
- **Amplify the voices of our participants.** Our continued investment in data and insight, and the recruitment of a dedicated communications resource for the ELP2 will enable us to position the voices of our young people front-and-centre in our work over the next four years.
- **Continue to invest in raising funds.**

One Million Mentors (1MM)

One Million Mentors (1MM) is an exciting community-based mentoring programme, quickly growing roots around the UK. Our aim is to recruit, train and deploy a million mentors in order to transform a million young lives.

This year we celebrated our 5th Anniversary and have continued to deepen our engagement across West Midlands, Greater Manchester, East London, and the Cardiff City Region.

In FY2022/2023 we secured an exciting partnership with the National Citizens Service (NCS) to support 400 young people aged 16- and 17-year-olds in order to explore engaging in local volunteering/social action opportunities through mentoring support. This pilot has recently been extended to an additional 200 additional young people with the aim of assessing the benefits of virtual, face to face and hybrid mentoring in encouraging young people to take up wider opportunities.

This year 1MM has re-established its presence back in the West Midlands. We are currently supporting 100 young people to be mentored by a trained mentor. In addition, we have been working closely with the Birmingham Chambers of Commerce to pilot an internal mentoring scheme to support employees in the workplace. We intend to build on this work in the coming year.

We continue to deepen our work in East London through New Deal for Young People STEAM (STEM plus Arts) funding. We are engaging with over 30 local employers to hundreds of young Londoners and are partnering with large youth partners such as New City College to provide mentoring across multiple sites.

1MM secured match funding from Manchester City Council to deepen its engagement across the city and support 400 young people including those not in education, employment, or training (NEET). Manchester City Council have been an early adopter of 1MM and through the 5-year partnership have enabled over one thousand young people to access 1MM mentoring support. The senior management team at the Council are now looking to become the first employer in the UK to have all of their senior leadership mentoring with 1MM and setting the standard for other employers in terms of senior buy in and commitment to investing in young people.

Based on the success of our work in Cardiff over the past 5 years, 1MM were able to secure funding for an exciting pilot with Newport City Council to extend mentoring to 120 young people across all of the secondary schools in Newport.

In this financial year (April 2022/ March 2023) 1MM reached over 700 young people. Of all their pre-mentoring evaluation submissions we can report the following breakdown: 64% identified as Black, Asian or minority ethnic backgrounds, 59% are U18, 56% reported some level of disadvantage, and mentees split 61%/39% female:male.

When young people start their mentoring journey with us, only 39% report feeling satisfied with life, 56% are feeling positive about their future, and 57% feel they can achieve what they want to; 55% want help building confidence and 64% want help with career options. Over the course of their mentoring year, we work with young people to tackle these issues: to build their confidence, build their connections to world of work, and help them to achieve more positive outcomes.

Donors 2022/2023

National Citizenship Service (NCS), Manchester City Council, Newport Council, Mayor of London New Deal for Young People, Mayer Brown, Bloomberg, Shearman and Sterling and our private donors who are members of 1MM's Funding Circle.

FINANCIAL REVIEW

Total income received in the year ended 31 March 2023 amounted to £924k, of which £367k was restricted income. Total expenditure amounted to £846k, leaving accumulated funds of £272k, of which £138k is unrestricted.

The organisation's focus is to be stable and sustainable. The Board and Executive team have worked closely together to attract additional funds into the organisation. We are actively fundraising from new and former donors and have a significant fundraising effort under way. We have a Finance Committee of the Board and stronger internal financial management and oversight. There is a long-term financial plan to generate surpluses over the current and future financial years to build up free reserves to meet our reserves policy.

Costing model

The COVID 19 pandemic led to us moving our programme delivery online, in order to best serve the young people we work with. Through this, we've seen how online can support young people who would not otherwise be able to access our programmes (for geographical, work, care or educational reasons). We've also seen how the camaraderie and sense of cohort that are built through face-to-face work take far longer to achieve online. As a result, we will move to a hybrid model of delivery next year and will continue to explore the right balance between in-person and online sessions. The impact of this on our costing model will be an increase in direct delivery costs compared to purely online.

In continuing to offer a digital learning environment to support young people's varied and complex lives, our investment and development decisions are guided by two firm principles:

- We will select tools on our programmes which mirror those widely used in the world of work. We will do so, so that participants on our programmes improve their readiness for the post-pandemic hybrid world of work.
- We will use tools which require "no code" to implement or use e.g., Notion and Zapier. This is to ensure we focus staff time on supporting young people and not on technology, even though we operate online.

Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

The trustees have taken an active role through the past year on monitoring finances and actively ensuring that the charity is able to continue to deliver. Significant multi-year grant funding has been raised and relationships formed with new funders.

A thorough approach to scenario planning has also been taken to ensure that as a board we are aware of what decisions need to be taken and when in the year were any of our larger funding assumptions for the future not achieved. We have created a plan about what we would do under the circumstances and therefore Trustees have concluded that there is a reasonable expectation that – even in the worst-case scenario – the Charity has adequate resources to continue in operational existence for the foreseeable future.

Reserves policy

The reserves policy is to build reserves to a level of free unrestricted reserves equivalent to between one and three months of operating expenditure. The Board regularly reviews the reserve policy and is committed to a cost management and income generation plan to ensure sufficient reserves are in place. The reserves policy will be kept under review and developed as the circumstances facing the organisation change.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

UpRising is a company limited by guarantee and is a registered charity governed by its memorandum and articles of association. It was incorporated on 15 October 2012, under company registration number 08252639 and was registered with the Charity Commission on 26 November 2012, under charity number 1149905. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Recruitment and appointment of Trustees

The Trustees of UpRising, who are listed on page 1, also serve as company directors for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, the Trustees are elected annually at the annual general meeting to serve for a period of three years and may put themselves forward for re-election. Unless otherwise determined by a general meeting, the number of the members of the Board of Trustees shall be nine, and meetings will be quorate when one-third of members or three members (whichever is the greater) are present.

The UpRising Board of Trustees has met regularly across the year. In addition, the Finance Committee meets prior to each full Trustee meeting, to give further scrutiny and support as regards financial management, planning, and risk.

The Trustees carry out a robust and open process to appoint new members to the Board and aim to recruit trustees based on the skills required to fill gaps on the Board. Every effort is made to recruit a diverse group of Trustees and – as part of our commitment to opening up opportunities for power to our alumni – we have a regular programme of recruitment from our alumni body onto the Board, following a process of open recruitment against our usual skills-based criteria.

All new Trustees will receive ongoing support to help them contribute fully to their new roles. The process will be kept under review and developed, as necessary.

The Trustees have delegated day to day running of the charity to the Chief Executive.

Senior Management Team and Remuneration

The senior management team during FY2022/23 consisted of the following staff: Chief Executive (Marc Whitmore) Head of Programmes (Rukaiya Jeraj), Head of Finance & Operations (Chanade Bandaranayake to June 2022; Laura Ryder as Interim from July 2022) and Alveena Malik (Director of One Million Mentors)

UpRising has a remuneration policy for all staff which includes senior management. The policy considers both internal and external factors and is reflected in the following Statement of Policy:

The salaries and benefits paid by UpRising will be fair and reasonable and in keeping with its position as a charitable organisation; salary decisions will be influenced by the funding constraints placed upon UpRising as a charity. Salary levels are reviewed regularly and set based on decisions which reflect the overall movement in 'cost of living', pay trends in the marketplace (with reference to reference to charitable, voluntary, and other public sector comparisons) and the charity's ability to pay. UpRising Leadership sets its own pay structure and considers arrangements in other sectors. Staff will understand how pay is determined and will be able to raise a grievance on pay and benefit decisions which directly affect them.

Starting salaries for new posts are approved by the CEO and, at a senior leadership level, will be approved by the Trustees. The Trustee Board is responsible for setting (or increasing) the salary of the Chief Executive. All workers employed on a casual worker contract will be paid at least the minimum Living Wage hourly rate, as set out by the Living Wage Foundation, for the region in which they will be working.

**UPRISING LEADERSHIP
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

As part of the restructure process in late Summer 2020 and in line with a review conducted in January 2020, salary brackets were amended (increasing junior staff members starting salaries) and set annual increases implemented for non SLT staff.

Employee information

UpRising employs 16.6FTE members of staff as at 31st March 2023, as well as additional sessional workers during the year. Regular all-staff meetings are held, in addition to project and programmes-based meetings. The format of meetings allows for information to be communicated to staff and for employee ideas and suggestions to be listened to.

Each employee is responsible for their own personal development and is provided with support from their manager and the senior management team. To aid this, we have introduced optional coaching for all staff through our pool of nearly 50 trained coaches and almost all staff have taken advantage of this opportunity during the year. Annual appraisals are held between employee and manager, as well as regular one-to-one meetings to discuss performance.

The trustees would like to thank every staff member for their dedicated service and hard work over the last 12 months.

Risk Management Process and Procedures

UpRising seeks to review and assess the risks it faces in all areas of its work and plans for the management of those risks. The implementation of an effective risk management policy ensures trustees and staff are able to make informed decisions, take timely action and operate effectively.

The responsibility for the governance of UpRising, and therefore its risk management, rests with the trustees. Their involvement in reviewing the risk management process and its associated outcomes is essential and is taken into consideration in all business planning processes.

UpRising defines risk as the uncertainty surrounding events and their outcomes that may have a significant effect, either enhancing or inhibiting any area of UpRising operations.

The purpose of this policy is to ensure that the major risks to which UpRising is exposed to are identified and constantly reviewed, and that the correct systems have been established to manage those risks.

The process involves careful consideration of:

- UpRising's objectives
- Any external factors which may influence the organisation; and
- Past mistakes and problems.

In the year, Trustees began a review of the organisation's policies and processes in order to ensure compliance with emerging best practice post-pandemic. This included (in April 2023) reviewing the organisation's risk framework to further update it in line with Charity Commission Guidance Note CC28 as follows:

Organisational risk register

Risk	Comment	Action
Delivery & Impact (quality, not meeting targets)	- Ensuring hybrid delivery (face-to-face and online) combines the best of our experience of delivery before and during the pandemic. - Partnership working with a new partner - Historic recruitment partners are still dealing with the impact of the pandemic	- Ongoing refinement of our engagement measures across different aspects of the programme; - Increased investment in direct support for participants 'Taster sessions' with local community partners, to generate interest - Programme planning will begin early, involving local partners and alumni from the beginning.
Fundraising (partnerships and priorities)	We have a clear fundraising plan and a comprehensive understanding of the fundraising landscape.	- Ongoing fundraising and securing commissioned work. - Keeping in regular contact with new and old funders as well as employing necessary resource to secure future funding.
Staffing (service quality; employment issues)	Recruitment market continues to be competitive, in part driven by inflationary pressure. This is especially true for staff outside of programme delivery	- We will continue to use our 'agile' approach which enables us to be more flexible in our recruitment - We will continue to use our HR advisor to ensure we tackle any performance issues early
Reputation (public perception; adverse publicity; government policy)	We have rehearsed our response to any communications issues	We will regularly review our comms response
Financial (adequacy of reserves; cashflow; use of funds; insufficient funds)	- We continue to use our reserves to manage cashflow and to invest in fundraising/core costs - Accurate cashflow forecasting remains critical for us as an organisation	- Regularly forecasting budget in light of new information - Identify cash flow needs.
Governance (inappropriate organisational structure, health and safety issues)	Like most charities, we had to adapt our policy framework (e.g. working-from-home, health-and-safety at work etc.) flexibly during the pandemic.	We have begun a measured process to refresh our policy framework in light of post-COVID working realities

**UPRISING LEADERSHIP
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023**

External Threats (Cyber security)	We use common cloud-based solutions for day-to-day activity and maintain two CRM system to support our work with young people.	Ensure regular back-ups are taken and staff are trained on secure online working behaviours.
Operational (business operations)	During the pandemic we ended our fixed lease on our London HQ and took flexible working options at Rich Mix.	We have once more signed a lease on our London HQ for a smaller, more flexible space and share it now with another organisation who similarly benefits from the security of multi-year funding.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of Uprising Leadership for the purposes of Company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 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 which 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 the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent,
- presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- the trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and establish that the auditors are aware of that information.

On behalf of the board of Trustees



Rushanara Ali MP

Date: 08/08/23

Independent auditor's report to the members of Uprising Leadership

Opinion

We have audited the financial statements of Uprising Leadership (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the 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 applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within 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:

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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

Knox Cropper LLP

Simon Goodridge (Senior Statutory Auditor)
For and on behalf of Knox Cropper LLP, Statutory Auditor
65 Leadenhall Street
London
EC3A 2AD

24/08/22

UPRISING LEADERSHIP STATEMENT OF FINANCIAL ACTIVITIES
STATEMENT OF FINANCIAL ACTIVITIES (Incorporating the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2023

				2023	2022
	Note	Unrestricted	Restricted	Total	Total
		£	£	£	£
Income					
Grants and donations		86,791	367,207	453,998	1,040,667
Charitable activities		470,252	-	470,252	86,252
Total income	2	557,043	367,207	924,250	1,126,919
Expenditure					
Charitable activities - Programmes		542,720	293,197	835,917	1,165,003
Raising funds		7,177	2,435	9,612	11,193
Total expenditure	3	549,897	295,632	845,529	1,176,196
Net income / (expenditure)					
Net movement in funds		7,146	71,575	78,721	(49,277)
Reconciliation of funds					
Fund balances brought forward		130,445	62,957	193,402	242,679
Funds balances carried forward		137,591	134,532	272,123	193,402

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

All income and expenditure derive from continuing activities

UPRISING LEADERSHIP (Registered Company number 08252639)
BALANCE SHEET AS AT 31 MARCH 2023

	Note	2023 £	2023 £	2022 £	2022 £
Current assets					
Debtors	7	225,202		77,882	
Cash at bank and in hand		<u>180,906</u>		<u>263,181</u>	
		406,108		341,063	
Creditors: amounts due	8	(133,985)		(147,661)	
Net current assts		<u>272,123</u>		<u>193,402</u>	
Total assets less current liabilities			<u>272,123</u>		<u>193,402</u>
Restricted funds	10		134,532		62,957
Unrestricted funds	10		137,591		130,445
Total funds			<u>272,123</u>		<u>193,402</u>

The financial statements have been prepared in accordance with section 415A of the Companies Act 2006 relating to small companies. They were approved, and authorised for issue, by the Trustees on 27 July 2023 and signed on their behalf by:-



Rushanara Ali MP

Chair of the Board of Trustees

UPRISING LEADERSHIP
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities:				
Net income for the year	78,721		(49,277)	
Adjustments for:				
Decrease / (increase) in debtors	(147,320)		16,339	
(Decrease) in creditors	<u>(13,676)</u>		<u>(11,998)</u>	
Net cash provided by / (used in)		(82,275)		(44,936)
equivalents in the year		<u>(82,275)</u>		<u>(44,936)</u>
beginning of the year		263,181		308,117
end of the year		<u>180,906</u>		<u>263,181</u>

-

1. Accounting policies

Basis of Preparation

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charity is a public benefit entity for the purposes of FRS 102 and therefore has also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP Second edition - October 2019) and the Charities Act 2011.

Going Concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

The trustees have taken an active role through the past year on monitoring finances and actively ensuring that the charity is able to continue to deliver. Significant grant funding has been raised and relationships formed with new funders.

A thorough approach to scenario planning has also been taken to ensure that as a board we are aware of what decisions need to be taken and when in the year were any of our larger funding assumptions for the future not achieved. We have created a plan about what we would do under the circumstances and therefore Trustees have concluded that there is a reasonable expectation that – even in the worst-case scenario – the Charity has adequate resources to continue in operational existence for the foreseeable future.

Functional Currency

The functional currency is considered to be in pounds sterling because that is the currency of the primary economic environment in which the charity operates. The financial statements are also presented in pounds sterling, rounded to the nearest £1.

Income

Income received by way of donations is included when the charity is legally entitled to the income, it is probable that the income will be received and the amount can be quantified with reasonable accuracy.

Gifts in kind represent assets donated for use by the charity, predominantly premises. Gifts in kind are not assigned a value in these accounts and no income is included in the financial statements to represent the time donated by volunteers.

Revenue grants are credited to the Statement of Financial Activities when received or receipt is probable, whichever is earlier. Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, income is recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions the income is deferred.

Contract income is recognised in the Statement of Financial Activities as it is earned.

1. Accounting policies (continued)

Expenditure

Charitable expenditure includes costs associated with particular projects in furtherance of the charity's objects.

Direct costs comprise costs that are wholly attributable to that activity. Staff costs are apportioned on a time weighted basis. Support costs (including governance costs) are central functions allocated on a time weighted basis.

Governance costs include items such as audit fees and statutory costs.

Expenditure includes attributable VAT which cannot be recovered.

Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of support costs.

Unrestricted funds are donations and other income received or generated for the charitable purposes.

Pensions

The charity provides a defined contribution pension scheme, the assets of which are held separately from those of the company in an independently administered fund with the pension trust. Contributions are charged to expenditure as they fall due.

Operating leases

Rentals applicable to the operating lease are charged to the income and expenditure account over the period in which the cost is incurred.

Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously. With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102.

Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

UPRISING LEADERSHIP
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

Bank and cash

Cash and cash equivalents in the balance sheet comprise cash at banks and in hand and short term deposits with an original maturity date of three months or less. For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above.

Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method. Deferred income represents contract funding and training fees relating to future periods.

UPRISING LEADERSHIP
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

2. Total Income

Analysis of Income	2023 £	2022 £
Grant Income	254,475	955,808
Donations and Gift Aid	199,523	84,859
Grants & Donations Subtotal	453,998	1,040,667
Other Income Inc. Service Contracts	470,252	72,090
Government Furlough Scheme		14,161
Total Income	924,250	1,126,918

Income in year to 31 March 2023 includes zero from Government furlough scheme (2022: £14,161).

3. Total expenditure

a) Analysis of total expenditure	2023 £	2022 £
Staff costs (Note 5)	590,240	847,701
Direct programme costs	204,692	242,111
Support costs	40,986	75,191
Charitable activities - Programmes	835,917	1,165,003
Raising funds	9,612	11,193
Total expenditure	845,529	1,176,196

b) Analysis of support costs

	2023 £	2022 £
Other Staff Costs	6,056	3,409
ICT	13,174	10,902
Finance & Legal	2,602	27,471
HR	3,709	3,024
Office Costs	10,518	25,602
Governance	4,927	4,783
	40,986	75,191

4. Net expenditure for the period

This is stated after charging:	2023 £	2022 £
Operating lease rentals - premises	3,576	20,091
Auditors' remuneration	4,593	4,765
Trustees' expenses	334	18

In the year to 31 March 2023, there were £334 in trustees expenses for the attendance of events. In the year to 31 March 2022, there was £18 Trustee reimbursements.

UPRISING LEADERSHIP
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

5. Staff costs and numbers

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	521,193	756,406
Social security costs	49,684	67,119
Pension contributions	18,517	24,176
Redundancy	846	-
	<u>590,240</u>	<u>847,701</u>

Two employees earned between £60,000 and £70,000 during the year, exclusive of employer pensions and employer National Insurance contributions (year to March 2022: two employees). Employer pension contributions for these employees were £4,415 (2022: £4,225)

5. Staff costs and numbers (continued)

The key management personnel of the charity comprise the trustees, the Chief Executive and the Senior Management Team, including the Director of One Million Mentors.

The charity trustees do not receive remuneration. The total remuneration of the non-trustee key management personnel of the Charity, inclusive of employer pensions and employer National Insurance contributions, was £219,745 (2022: £270,161).

The average number of employees on a headcount basis during the year (including sessional workers) was as

2023	2022
No.	No.
<u>17.3</u>	<u>28.7</u>

6. Taxation

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

7. Debtors

	2023	2022
	£	£
Trade debtors	175,598	30,000
Other debtors	-	168
Prepayments	44,138	7,018
Accrued income	5,466	40,696
	<u>225,202</u>	<u>77,882</u>

UPRISING LEADERSHIP
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

8. Creditors: amounts due within one year

	2023	2022
	£	£
Trade creditors	102,200	45,880
Taxation and social security	12,829	16,199
Pension	3,094	9,842
Other creditors and accruals	15,862	17,830
Deferred income	-	57,910
	<u>133,985</u>	<u>147,661</u>

	2023	2022
	£	£
Deferred income		
Balance at 1 April	57,910	76,871
Amount released from previous years	(57,910)	(76,871)
Amount deferred in the year: grant income	-	57,910
Balance at 31 March	<u>-</u>	<u>57,910</u>

9. Analysis of net assets between funds

Current year	Unrestricted	Restricted	Total funds
	£	£	£
Net current assets	137,591	134,532	272,123
Net assets at 31 March 2023	<u>137,591</u>	<u>134,532</u>	<u>272,123</u>
<i>Prior year</i>			
	£	£	£
Net current assets	130,445	62,957	193,402
Net assets at 31 March 2022	<u>130,445</u>	<u>62,957</u>	<u>193,402</u>

10. Movements in funds

	As at 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
Restricted funds:					
1. Stand Out	-	14,252	9,253	-	4,999
2. Bedfordshire & Luton Leadership	10,800	10,000	20,800	-	-
3. One Million Mentors	52,157	342,955	265,579	-	129,533
Total restricted funds	<u>62,957</u>	<u>367,207</u>	<u>295,632</u>	<u>-</u>	<u>134,532</u>
Total unrestricted funds	<u>130,445</u>	<u>557,043</u>	<u>549,897</u>	<u>-</u>	<u>137,591</u>
Total funds	<u>193,402</u>	<u>924,250</u>	<u>845,529</u>	<u>-</u>	<u>272,123</u>
	-	-	-	-	-

UPRISING LEADERSHIP
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

Purposes of restricted funds

1. **Stand Out** - to support a national, digital employability and mentoring programme for young people. Both our leadership programmes and 1MM are implementing specific aspects of the grant.
2. **Bedford programme** - towards the UpRising leadership programme in Bedfordshire and Luton.
3. **One Million Mentors** - the aim of this programme is to recruit, train and connect mentors to young people in Britain to help them maximise their talents and get into the world of work. Our ambition is to build a movement of a million mentors in the next ten years. We are doing this through our online platform which connects mentors to mentoring opportunities.

Prior year movements in funds

	As at 1 April				At 31 March
	2021	Income	Expenditure	Transfers	2022
	£	£	£	£	£
Restricted funds:					
1. Act for Change	-	62,913	62,913	-	-
2. Stand Out	-	599,567	599,567	-	-
3. Manchester Fastlaners	-	2,422	2,422	-	-
4. Bedfordshire & Luton Leadership	-	44,418	33,618	-	10,800
5. Environmental leadership	-	67,058	67,058	-	-
6. One Million Mentors	73,438	250,423	271,704	-	52,157
Total restricted funds	73,438	1,026,801	1,037,282	-	62,957
Total unrestricted funds	169,241	100,118	138,914	-	130,445
Total funds	242,679	1,126,919	1,176,196	-	193,402

10. Related party transactions

There were no transactions with related parties during the year ended 31 March 2023 (year ended 31 March 2022: none).

UPRISING LEADERSHIP
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

11. Prior year Statement of Financial Activities

	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>2022 Total</i> £
Income			
<i>Grants and donations</i>	26,387	1,014,280	1,040,667
<i>Charitable activities</i>	73,731	12,521	86,252
Total income	<u>100,118</u>	<u>1,026,801</u>	<u>1,126,919</u>
Expenditure			
<i>Charitable activities - Programmes</i>	132,938	1,032,065	1,165,003
<i>Raising funds</i>	5,976	5,217	11,193
Total expenditure	<u>138,914</u>	<u>1,037,282</u>	<u>1,176,196</u>
Net income / (expenditure)			
Net movement in funds	(38,796)	(10,481)	(49,277)
Reconciliation of funds			
<i>Fund balances brought forward</i>	169,241	73,438	242,679
Funds balances carried forward	<u>130,445</u>	<u>62,957</u>	<u>193,402</u>