

Report of the Trustees and
Audited Financial Statements
for the Year Ended 31 March 2024
for
Uprising Leadership

Knox Cropper LLP
65 Leadenhall Street
London
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Uprising Leadership

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for the Year Ended 31 March 2024

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Uprising Leadership (Registered number: 08252639)

Report of the Trustees
for the Year Ended 31 March 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number	1149905
Registered Company number	08252639 (England and Wales)
Registered office and principal address	Unit 2.C.05 35-47 Bethnal Green Road London E1 6LA
Trustees	Rushanara Ali (Chair) Lisa Soraya Aziz (resigned 31.3.24) Afiya Begum Jane Margaret Earl (resigned 18.4.24) Amira Ismail James Knight Madeleine Louise Lewis (resigned 4.4.24) Lena Patel Richard Simon Sharp Grace Elizabeth Smith Stephen Colegrave Nazrin Ysmailova
Chief Executive Officer	Marc Whitmore
Bank	The Co-operative 80 Cornhill London EC3V 3NU
Accountants	Monahans County Gate County Way Trowbridge BA14 7FJ
Auditors	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD

Report of the Trustees
for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

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 18 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.

Last year, we supported 73 young people through our Environmental Leadership Programme and over 1,000 through our mentoring platform - One Million Mentors. In addition to mobilising for and delivering the first year of the Environmental Leadership Programme through a major new partnership with The Shropshire Wildlife Trust, we also made good progress on a number of our longer-term strategic goals for the year ahead: trialling a new short-course in London to support young people and rekindle relationships post-pandemic; strengthening our partnership work further – especially across the environmental sector; amplifying the voices of our participants through our research work; ongoing investment in raising funds to restore our larger multi-year programmes.

The Environmental Leadership Programme 2

We secured a multi-year **£1.5M grant** from the National Lottery Climate Action Fund to be the lead partner in a partnership with the Shropshire Wildlife Trust (SWT) to deliver a revised and redeveloped Environmental Leadership Programme across the West Midlands.

The programme takes all we've learnt through our original ELP (funded by The National Lottery's Our Bright Futures consortium and which ran from 2016 – 2020) and adapts it to reflect the hopes and concerns of young people today.

The Environmental Leadership Programme 2 therefore focuses on supporting diverse young people aged 18 – 25 to 1) develop their own connection to nature, 2) understand how connecting to nature can drive pro-environmental behaviour change, and 3) co-create and deliver nature connection campaigns rooted in their own communities. Over four annual delivery cycles, UpRising and Shropshire Wildlife Trust will work closely together to support circa 400 participants. To do so, the team will engage c. 200 young people a year through taster session activities, by the end of the four years of the programme we expect participants to have themselves created 60 – 80 nature connection campaigns. Finally, as part of the legacy of the programme, we have committed to share the materials we develop more widely, so that groups of young people outside of the West Midlands can benefit from the programme, too.

Report of the Trustees - continued
for the Year Ended 31 March 2024

The grant itself began on 1 May, at which point we mobilised for delivery. This included: recruiting the new team; finalising the programme's theory of change with our partner; developing and adapting the curriculum and timetable to reflect the focus on nature connection; developing recruitment collateral (including the elp2.uk website) and engaging with recruitment networks across the West Midlands; setting up the first term for success, including engaging external speakers and venues; and established the monitoring, evaluation and impact framework across the programme.

Our first cohort

"It gives a good entry for anyone to learn about environmental change.. to anyone who wants to learn how to advocate and implement change."

- ELP2 participant

Recruitment for our first programme began in July and during the period to October we contacted 326 organisations and attended 30 events, ranging from panel discussions to community events and university welcome weeks. Key activities included a recruitment weekend in Birmingham, where we engaged with the community through events like the Youth Climate Strike and the 'Green Weekender'. We also distributed flyers and posters in strategic locations and leveraged social media by collaborating with societies and contacts with large followings. Relationships were strengthened with partner organisations, leading to future collaboration opportunities and the sharing of ELP2 materials.

In total, we received 78 applications and a total of 73 started the programme, of whom:

- 62% identify as White; 27% as Asian or Asian British; 7% Black; 4% Mixed
- 66% identify as female, 26% as male, 7% as non-binary and 2% prefer not to say
- 15% disclosed that they have a disability and 24% that they have additional needs
- 44% of participants told us that neither of their parents had attended university by the time they were 18; of these 16% have themselves obtained an undergraduate degree or higher.
- 42% of our participants are studying full-time and 20% are working full-time; several of our participants are both working and studying in some combination e.g., 5% studying full-time and working part-time, or are engaged in activities such as apprenticeships; 7% are unemployed.
- 30% of applicants heard about the programme through university (primarily the University of Birmingham)

"Often opportunities like this don't come up and it's free, which means that there's not a financial gap for anyone."

- ELP2 participant

In addition, as part of the application process, we asked all participants to comment on their motivations for applying. The top four environmental reasons for doing so were:

- Lack of green spaces
- Increased pollution, litter, traffic noise
- Lack of connection to nature
- Destruction of nature (e.g., building projects destroying wildlife)

The programme itself is 9 months long and combines both face-to-face and online sessions and workshops to support the complex and transitional lives of participants. In this first year, participants attended:

- The launch weekend hosted by our partners Shropshire Wildlife Trust at The Cut in Shrewsbury. This focused on exploring team building activities and nature connection.
- A pre-Xmas focus on urban environmental challenges, hosted at Highbury Hall in Birmingham.
- Fortnightly online sessions (live and recorded sessions). Speakers came from a range of organisations including Birmingham Friends of the Earth, the Environment Agency, Birmingham City Council, Bug Life and The Chamberlain Highbury Trust.
- A campaign weekend at The Field Studies Council's Preston Montford base covering all of the essentials of campaigning and further developing an understanding of nature connection.

Participants will round off their year with a visit to Parliament to see 'power in action,' and with a graduation at Highbury Hall in early July.

Funding has also enabled us to develop short videos, vox pops and to gather new images that enable us to reflect the excitement and energy participants have brought to the programme: a much needed refresh to our collateral which we'd not been able to achieve during the pandemic period. This will further strengthen our regional recruitment and speaker relationships.

"I've learnt how to connect with nature...and have met great people."

- ELP2 Participant

Report of the Trustees - continued
for the Year Ended 31 March 2024

Performance against strategic goals

Last year we set out six further strategic important goals: to expand access to the ELP2 programme; to secure funding for our other programmes; to trial an “understanding change” programme in London; to strengthen our partnerships further; to amplify the voices of our participants; to continue to invest our fundraising capabilities.

In terms of progress against these goals:

1. Expand access to ELP2

We believe the ELP2 programme has an important role to play in supporting young people to be able to take meaningful pro-environmental steps in their local area which contribute towards mitigating against climate change. Doing so has multiple well documented benefits: from the increased knowledge, skills, networks and confidence that have been at the heart of UpRising’s progress since we were founded in 2012, through to the mental health benefits of helping young people to better connect with nature. As such, we are keen to both to expand the ELP2 nationwide, and to increase reach:

- Nationwide delivery goals. We have identified a number of funders with whom to partner and are in active discussions about doing so.
- Expanding the reach of the ELP2 programme in the West Midlands. With our partners in Shropshire Wildlife Trust we have conducted a comprehensive review of our recruitment activity over Summer 2023 and will continue to build on our strengths for the next cohort.

2. Secure funding for our other programmes.

Having secured our work in the West Midlands just before the end of the last financial year, we entered this year with the key aim of securing funding for our other programmes – in particular those which don’t have a specific environmental focus but reflect local and regional needs more widely.

We were therefore pleased to win 3-years of support from the Worshipful Company of International Bankers towards 50% of the costs of delivering a programme in East London.

More widely, the funding landscape remains challenging. Increased competition for funds, shifting priorities, and funder prioritisation of partnerships has added complexity to our work, as has the fact that the majority of funders (in spite of experience during COVID) continue to restrict their grant-making.

Our future funding priorities therefore remain:

- An Environmental Leadership Academy for early-career environmental sector employees
- Building on our strong track-record of success in Wales, in particular building on our track record of relations with the Office of the Future Generations Commission (Wales) and our work with refugee communities in 2018. In respect of this, we have built a good relationship with the Welsh Refugee Council and have collaborated with them on a major bid to support refugees into green opportunities which we hope to hear about in July 2024.
- Securing matched funding for our Making Change Happen programme. We continue to actively seek funders willing to match the support provided to us by The Worshipful Company of International Bankers. Continuing to explore commissioned work opportunities. Over the past four years we’ve developed a strong track record in winning and delivering commissioned work that aligns closely with our mission, enables us to develop the skills of alumni or participants, and which puts the voices of our young people at the fore.

3. Trial “understanding change” programme in London.

Re-starting our work in London was a major strategic priority for the year. We wanted to do so not just because nearly 1 in 10 Londoners are between the ages of 18 – 25, but also because of our historic links in the capital and having been founded in East London.

As a result, we were pleased to secure support from WCIB to design, plan and deliver a series of 6-week long short-course programmes we’ve called “Making Change Happen.” The programmes themselves are designed to be an introduction to power and personal leadership values and styles, augmented with tangible employability support from WCIB volunteers and others. To deliver the programme, we have partnered with the University of Sunderland in London to host and recruit for the first cohort which will begin in May 2024.

Report of the Trustees - continued
for the Year Ended 31 March 2024

4. Strengthen our partnerships further.

Being able to re-start two programmes has enabled us to begin rebuilding our networks post-pandemic, and to rekindle our links to over 90 organisations in London, and more than 300 across the West Midlands. **This is just the start, and networking will be at the heart of our plans for the next few years.**

Additionally, we entered the year mindful of the opportunities we have to uniquely influence some of the environmental sector's work more widely. With this in mind we have:

- Developed our relationships with a range of student-centred and student led organisations such as Students Organising for Sustainability and the 93% Club.
- Driven the Share/Learn/Improve workstream of New Philanthropy Capital's #EveryonesEnvironment which exists to accelerate action on the social impacts of the environmental crises.

We've also invested heavily in our partnership with Shropshire Wildlife Trust. Previous experience has taught us the importance of developing robust frameworks for action with partners, and as lead partner on the National Lottery bid, we'd used this experience to good effect. However, during the mobilisation and early stages of the new ELP2 we've also invested heavily in building the culture of the cross-organisational team. We're excited by where this will lead over the next three cohorts and have also leveraged these experiences to apply to other funders to be lead partners for other bids.

5. Amplify the voices of our participants.

We have made good progress during the year on delivering three projects to amplify the voices of our participants:

- Building on our 2019 report (Recruiting and retaining diverse young talents, UpRising 2019) we've done further to explore the opportunities and barriers for young people from underrepresented and underserved communities in the green jobs arena. Funded by the Youth Futures Foundation (as a continuation of our work on Stand Out in 2021) we partnered with the Royal Wildlife Trusts to survey over 21,000 people to learn what advice they'd have for young people looking for a green career. Over 1,300 responded and early in the new financial year we will discuss these findings with UpRising alumni to shape our collective response. Our final report will be released by the end of the calendar year.
- We won a major piece of commissioned work from a significant nationwide environmental charity in a competitive tender. This work will explore how emerging adults (18 – 30) view nature, climate, and nature organisations as well as contributing to our financial flexibility. Working closely with UpRising alumna Samia Dumbuya we will engage c. 100 young people through paid research, developing their own skills and helping others to understand much more about the barriers and opportunities faced by young people who want to engage with nature.
- Understanding hybrid delivery. Following two years of online programme delivery during the pandemic, in 2022 we undertook a review of the available literature on the different ways in which young people engage in online programmes, to better contextualise the experiences of our participants. With the support of BlackRock, last year we built on this to review our learning environment and the information it provides. Now, as we're able to run our face-to-face programmes again, we will benefit from support from the Youth Futures Foundation to compare and contrast these experiences. Anecdotally, we know that participants continue to report the value of the flexibility of sessions being recorded to be watched on catch-up, while placing huge value on face-to-face sessions.

6. Continue to invest in securing UpRising's longer-term future.

We have submitted a steady stream of funding applications, invested time in understanding major funder priorities, and have continued to win grants and contracts to support core costs and expand programme offerings. Nonetheless, the fundraising landscape remains challenging and while we continue to pursue a diverse pipeline of opportunities and prioritise strategically aligned funders, our operating context (like that of so many others) has undoubtedly shifted post-pandemic. In this year, Trustees continued to invest an appropriate proportion of reserves in ongoing fundraising and will review the situation further in the next financial year.

Thank you!

We want to express our sincere gratitude to all our funders who have supported us during this year: The National Lottery Climate Action Fund, the Worshipful Company of International Bankers, the Youth Futures Foundation, the Chesterhill Foundation, the William Allen Young Charitable Trust, The Royal Wildlife Trusts, the Garfield Weston Foundation and a major donor who wishes to remain anonymous.

Report of the Trustees - continued
for the Year Ended 31 March 2024

OUTLOOK AND PLANS

The twin crises of climate and cost-of-living continue to underscore the importance of developing the next generation of leaders from communities most impacted by these issues: as such, the work of UpRising continues to be of critical importance. Alongside this, shifts in the funding landscape mean that we will need to continue to build on our experiences of responding with agility during the pandemic to keep a close eye on how we deliver our work over the next financial year and beyond.

Against that backdrop, our strategic priorities over the next year are to:

- **Exceed expectations in our leadership of the ELP2 partnership.** In Shropshire Wildlife Trust we have a strong partner. Next year we will: launch a series of daily nature connection activities for young people to strengthen recruitment; will expand our recruitment reach further; will build on our speaker and event panels; and will leverage all we've learnt from recruitment of the first cohort to bring 100 participants on to Cohort 2.
- **Expand our reach.** We will continue to seek support to enable us to offer our flagship environmental leadership programme in other regions, to match fund Making Change Happen in London, and to reinstate our Leadership Programme.
- **Strengthen our influence.** We will continue to co-operate closely with partners such as Students Organising for Sustainability, New Philanthropy Capital's #EveryonesEnvironment, and The Royal Wildlife Trusts to identify ways to centre the voices of our participants in national debates. For example, throughout our work this year we've heard from young people of the importance of providing paid-for environmental/nature opportunities, echoing campaigning work we undertook with our sister organisation 1MM at the start of the pandemic. We will explore this further.
- **Review our non-programme operations.** We reduced costs significantly in response to the pandemic. With senior staff, Trustees will review this in the new financial year.

One Million Mentors (1MM)

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 have deepened our engagement in our core regions as well as expanded our offer to new cities including Newport, Liverpool, Nottingham and Buckinghamshire.

In 2023/2024 we secured a second round of funding from the National Citizens Service (NCS) to support a further 225 young people (aged 16 and 17 year olds) via virtual, hybrid or face to face mentoring. We have commissioned an independent evaluator, Rocket Science, to compare and contrast the three models based on their effectiveness and impact.

We were also awarded one of the largest multi year grants from Propel via New Deal for Young People. In Year 1 we are looking to establish over 400 mentoring relationships across East and West London. In Year 2 we hope to expand across pan London. Corporate engagement has strengthened with Grant Thornton selecting 1MM as a partner charity, sponsoring 30 young people across Greater Manchester and London. Mayer Brown sponsored a programme at Morpeth School, and we also have two Liverpool schools signed up to launch, as will be sponsored by Princes Ltd.

In this financial year (April 2023/ March 2024) 1MM reached over 1000 **number of** young people. Based on the pre-mentoring evaluation submissions we can report the following breakdown; 65% are BAME, 64% are U18, 60% are disadvantaged, and there's a 56/41% split between female and male participants.

Only 27% feel they know how to go about getting the experience or training you need to get the job or qualification you want.

Only 55% are feeling satisfied with life

Only 54% are feeling positive about their future

Only 55% feel they can achieve what they want to

Only 30% felt pleased with themselves in the last week

63% are wanting help with building confidence

61% are wanting help with interview skills

Donors 2023/2024

National Citizenship Service (NCS), Cardiff City Council, Newport Council, Mayor of London New Deal for Young People, Mayer Brown, Veld Capital, Grant Thornton and our private donors who are members of 1MM's Funding Circle.

Report of the Trustees - continued
for the Year Ended 31 March 2024

FINANCIAL REVIEW

Total income received in the year ended 31 March 2024 amounted to £997k (2023: £924k), of which £881k was restricted income. Total expenditure amounted to £1,041k (2023: £846k) leaving accumulated funds of £228k (2023: £272k), of which £89k is unrestricted (2023: £139k).

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 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

We continue to leverage technology to deliver our programmes and this year have delivered in a hybrid format (online and face-to-face). We have received funds during the year to assess the opportunities and challenges hybrid presents and we expect to adapt our costs further to reflect these findings during the course of the financial year.

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 regular 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.

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.

Report of the Trustees - continued
for the Year Ended 31 March 2024

Senior Management Team and Remuneration

The senior management team during FY2023/24 consisted of the following staff: Chief Executive (Marc Whitmore) Head of Programmes (Rukaiya Jeraj) 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.

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 employed 21 members of staff as at 31st March 2024, 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 needs to be taken into consideration in any business planning process.

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 which UpRising is exposed to are identified and constantly reviewed, and that the correct systems have been established to manage those risks.

The process will involve careful consideration of:

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

In the year, Trustees reviewed the organisation's policies and processes to ensure compliance with best practice post-pandemic.

In April 2023, Trustees revised the organisation's risk framework to further align with Charity Commission Guidance Note CC28 as follows:

Organisational risk register

Risk	Comment	Action
Delivery & Impact (quality, not meeting targets)	▪ Scaling up with new staff and a new hybrid programme will require careful attention. Over the past few years we've invested heavily in induction processes and our documentation is extensive. ▪ Responsibility for recruitment of young people is currently shared with partner organisations.	▪ '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 the necessary resources 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. ▪ Over the course of the financial year, we have further strengthened our financial management systems by engagement with an external accountancy firm once more.
Governance (inappropriate organisational structure, health and safety issues)	▪ During the year we reviewed our policy framework, including root-and-branch review of our HR policies in the light of the post-pandemic working landscape (working from home etc.)	▪ Embed policies in culture and practice
External Threats (Cyber security)	▪ CRM is the main area of concern for potential cyber attacks.	▪ Ensure regular back-ups are taken and staff are trained on secure online working behaviours.
Operational (business operations)	▪ We have signed a lease on a base in London which gives us security for the next few years	▪ Keep under review

Report of the Trustees - continued
for the Year Ended 31 March 2024

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 (Chair of Trustees)

Date: 5 July 2024

Report of the Independent Auditor's 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 2024 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 2024 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.

Report of the Independent Auditor's to the Members of
Uprising Leadership - continued

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.

Report of the Independent Auditor's to the Members of
Uprising Leadership - continued

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.

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

Uprising Leadership

Statement of Financial Activities
for the Year Ended 31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	108,873	654,478	763,351	453,998
Charitable activities	4				
Charitable activities		<u>6,569</u>	<u>226,586</u>	<u>233,155</u>	<u>470,252</u>
Total		<u>115,442</u>	<u>881,064</u>	<u>996,506</u>	<u>924,250</u>
 EXPENDITURE ON					
Raising funds	5	9,440	-	9,440	9,612
Charitable activities	6				
Charitable Activities - Programmes		<u>154,376</u>	<u>877,032</u>	<u>1,031,408</u>	<u>835,917</u>
Total		<u>163,816</u>	<u>877,032</u>	<u>1,040,848</u>	<u>845,529</u>
 NET INCOME/(EXPENDITURE)		(48,374)	4,032	(44,342)	78,721
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>137,591</u>	<u>134,532</u>	<u>272,123</u>	<u>193,402</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>89,217</u></u>	<u><u>138,564</u></u>	<u><u>227,781</u></u>	<u><u>272,123</u></u>

The notes form part of these financial statements

Uprising Leadership (Registered number: 08252639)

Balance Sheet
31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	13	12,689	45,560	58,249	225,202
Cash at bank		<u>96,530</u>	<u>125,576</u>	<u>222,106</u>	<u>180,906</u>
		109,219	171,136	280,355	406,108
CREDITORS					
Amounts falling due within one year	14	(20,002)	(32,572)	(52,574)	(133,985)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>89,217</u>	<u>138,564</u>	<u>227,781</u>	<u>272,123</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>89,217</u>	<u>138,564</u>	<u>227,781</u>	<u>272,123</u>
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET ASSETS		<u>89,217</u>	<u>138,564</u>	<u>227,781</u>	<u>272,123</u>
FUNDS	16				
Unrestricted funds				89,217	137,591
Restricted funds				<u>138,564</u>	<u>134,532</u>
TOTAL FUNDS				<u>227,781</u>	<u>272,123</u>

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

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

.....
Rushanara Ali MP (Chair of Trustees)

Uprising Leadership

Cash Flow Statement
for the Year Ended 31 March 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>41,200</u>	<u>(82,275)</u>
Net cash provided by/(used in) operating activities		<u>41,200</u>	<u>(82,275)</u>
Change in cash and cash equivalents in the reporting period		41,200	(82,275)
Cash and cash equivalents at the beginning of the reporting period		<u>180,906</u>	<u>263,181</u>
Cash and cash equivalents at the end of the reporting period		<u>222,106</u>	<u>180,906</u>

The notes form part of these financial statements

Uprising Leadership

Notes to the Cash Flow Statement
for the Year Ended 31 March 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(44,342)	78,721
Adjustments for:		
Decrease/(increase) in debtors	166,953	(147,320)
Decrease in creditors	<u>(81,411)</u>	<u>(13,676)</u>
Net cash provided by/(used in) operations	<u>41,200</u>	<u>(82,275)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank and in hand	<u>180,906</u>	<u>41,200</u>	<u>222,106</u>
	<u>180,906</u>	<u>41,200</u>	<u>222,106</u>
Total	<u>180,906</u>	<u>41,200</u>	<u>222,106</u>

Uprising Leadership

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

1. STATUTORY INFORMATION

Uprising Leadership is a charitable company limited by guarantee, without share capital, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address and principle activities of the charity can be found in the Trustees' Report.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)' Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest pound.

There are no significant areas of judgements or key sources of estimation uncertainty.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

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.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

All costs are allocated between the expenditure categories in the Statement of financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly. Support costs, including governance costs, are apportioned on the basis of estimated aggregate time expended on each activity.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Uprising Leadership

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

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The charity has minimal exposure to customer credit risk, liquidity risk and market risk. Please refer to the risk section of the trustees annual report for information on how risks are managed. The charity does not have and non basic financial instruments

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.

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.

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

3. DONATIONS AND LEGACIES

	2024 £	2023 £
Donations and gift aid	163,896	199,523
Grants	<u>599,455</u>	<u>254,475</u>
	<u>763,351</u>	<u>453,998</u>

Uprising Leadership

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

4. INCOME FROM CHARITABLE ACTIVITIES

		2024 £	2023 £
	Activity		
Other Income including			
Service Contracts	Charitable activities	<u>233,155</u>	<u>470,252</u>

5. RAISING FUNDS

Raising donations and legacies

	2024 £	2023 £
Fundraising	<u>9,440</u>	<u>9,612</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Charitable Activities - Programmes	<u>843,670</u>	<u>126,129</u>	<u>61,609</u>	<u>1,031,408</u>

	2024 £	2023 £
Direct Costs	895,121	794,932
Grant funding of activities (see note 7)	126,129	-
Support costs (see note 8)	<u>61,609</u>	<u>40,986</u>
	<u>1,031,408</u>	<u>835,917</u>

7. GRANTS PAYABLE

	2024 £	2023 £
Charitable Activities - Programmes	<u>126,129</u>	<u>-</u>

The total grants paid to institutions during the year was as follows:

	2024 £	2023 £
Shropshire Wildlife trust	<u>126,129</u>	<u>-</u>

8. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Charitable Activities - Programmes	<u>55,873</u>	<u>5,736</u>	<u>61,609</u>

Uprising Leadership

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

8. **SUPPORT COSTS - continued**

Support costs, included in the above, are as follows:

	2024 Total activities £	2023 Total activities £
IT and CRM	25,081	13,174
HR	2,136	3,709
Office	19,028	10,518
Finance and legal	4,136	2,602
Other staff costs	5,492	6,056
Auditors' remuneration	5,736	4,593
Trustees' expenses	<u>-</u>	<u>334</u>
	<u>61,609</u>	<u>40,986</u>

9. **NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Auditors' remuneration	<u>5,736</u>	<u>4,593</u>

10. **TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

	2024 £	2023 £
Trustees' expenses	<u>-</u>	<u>334</u>

11. **STAFF COSTS**

	2024 £	2023 £
Wages and salaries	593,868	522,039
Social security costs	55,293	49,684
Other pension costs	<u>22,961</u>	<u>18,517</u>
	<u>672,122</u>	<u>590,240</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Average Employee numbers	<u>19</u>	<u>17</u>

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 £222,779 (2023: £219,745).

Two employees earned between £70,000 and £80,000 during the year, exclusive of employer pensions and employer National Insurance contributions (year to March 2023: two employees earned between £60,000 and £70,000). Employer pension contributions for these employees were £6,628 (2023: £4,415).

Uprising Leadership

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

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	86,791	367,207	453,998
Charitable activities			
Charitable activities	<u>470,252</u>	<u>-</u>	<u>470,252</u>
Total	<u>557,043</u>	<u>367,207</u>	<u>924,250</u>
EXPENDITURE ON			
Raising funds	7,177	2,435	9,612
Charitable activities			
Charitable Activities - Programmes	<u>542,720</u>	<u>293,197</u>	<u>835,917</u>
Total	<u>549,897</u>	<u>295,632</u>	<u>845,529</u>
NET INCOME	7,146	71,575	78,721
RECONCILIATION OF FUNDS			
Total funds brought forward	130,445	62,957	193,402
TOTAL FUNDS CARRIED FORWARD	<u>137,591</u>	<u>134,532</u>	<u>272,123</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	41,690	175,598
Other debtors	1,907	-
Prepayments and accrued income	<u>14,652</u>	<u>49,604</u>
	<u>58,249</u>	<u>225,202</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	4,437	102,200
Social security and other taxes	19,131	12,829
Other creditors	3,670	3,094
Accruals and deferred income	<u>25,336</u>	<u>15,862</u>
	<u>52,574</u>	<u>133,985</u>

Uprising Leadership

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

15. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024 £	2023 £
Within one year	7,853	-
Between one and five years	<u>4,674</u>	<u>-</u>
	<u><u>12,527</u></u>	<u><u>-</u></u>

16. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	137,591	(48,374)	89,217
Restricted funds			
Stand Out	4,999	1,287	6,286
One Million Mentors	129,533	(48,395)	81,138
Making Change Happen	-	10,900	10,900
ELP2	<u>-</u>	<u>40,240</u>	<u>40,240</u>
	<u>134,532</u>	<u>4,032</u>	<u>138,564</u>
TOTAL FUNDS	<u><u>272,123</u></u>	<u><u>(44,342)</u></u>	<u><u>227,781</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	115,442	(163,816)	(48,374)
Restricted funds			
Stand Out	10,000	(8,713)	1,287
One Million Mentors	530,262	(578,657)	(48,395)
Making Change Happen	15,000	(4,100)	10,900
ELP2	<u>325,802</u>	<u>(285,562)</u>	<u>40,240</u>
	<u>881,064</u>	<u>(877,032)</u>	<u>4,032</u>
TOTAL FUNDS	<u><u>996,506</u></u>	<u><u>(1,040,848)</u></u>	<u><u>(44,342)</u></u>

Uprising Leadership

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

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	130,445	7,146	137,591
Restricted funds			
Stand Out	-	4,999	4,999
Bedfordshire & Luton Leadership	10,800	(10,800)	-
One Million Mentors	<u>52,157</u>	<u>77,376</u>	<u>129,533</u>
	<u>62,957</u>	<u>71,575</u>	<u>134,532</u>
TOTAL FUNDS	<u><u>193,402</u></u>	<u><u>78,721</u></u>	<u><u>272,123</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	557,043	(549,897)	7,146
Restricted funds			
Stand Out	14,252	(9,253)	4,999
Bedfordshire & Luton Leadership	10,000	(20,800)	(10,800)
One Million Mentors	<u>342,955</u>	<u>(265,579)</u>	<u>77,376</u>
	<u>367,207</u>	<u>(295,632)</u>	<u>71,575</u>
TOTAL FUNDS	<u><u>924,250</u></u>	<u><u>(845,529)</u></u>	<u><u>78,721</u></u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	130,445	(41,228)	89,217
Restricted funds			
Stand Out	-	6,286	6,286
Bedfordshire & Luton Leadership	10,800	(10,800)	-
One Million Mentors	52,157	28,981	81,138
Making Change Happen	-	10,900	10,900
ELP2	<u>-</u>	<u>40,240</u>	<u>40,240</u>
	<u>62,957</u>	<u>75,607</u>	<u>138,564</u>
TOTAL FUNDS	<u><u>193,402</u></u>	<u><u>34,379</u></u>	<u><u>227,781</u></u>

Uprising Leadership

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

16. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	672,485	(713,713)	(41,228)
Restricted funds			
Stand Out	24,252	(17,966)	6,286
Bedfordshire & Luton Leadership	10,000	(20,800)	(10,800)
One Million Mentors	873,217	(844,236)	28,981
Making Change Happen	15,000	(4,100)	10,900
ELP2	<u>325,802</u>	<u>(285,562)</u>	<u>40,240</u>
	<u>1,248,271</u>	<u>(1,172,664)</u>	<u>75,607</u>
TOTAL FUNDS	<u><u>1,920,756</u></u>	<u><u>(1,886,377)</u></u>	<u><u>34,379</u></u>

Purposes of restricted funds

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.

Bedfordshire & Luton Leadership - towards the UpRising leadership programme in Bedfordshire and Luton.

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.

Making Change Happen - Our new 6 week Leadership Programme for 18 - 25 year olds in East London. This collaborative programme is tailored for individuals eager to spark positive change within their community by enhancing their knowledge or power and leadership.

ELP2 - Our revised and revamped Environmental Leadership Programme is a free 9 month long programme for 18-25 year olds based in the West Midlands providing them with the tools they need to help tackle environmental issues in their area with social action.

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024 (year ended 31 March 2023: none)