

THE JACK HAZELDINE FOUNDATION LTD

England & Wales · Charity number 1150442

Details

Other names	JACK HAZELDINE FOUNDATION, JHF Youth Charity
Status	Registered
Legal form	Charitable company
Company number	08197801
Registered	2013-01-11
Register	View on the Charity Commission register

Contact

Address	Unit 2, The Stables, Clevedon Hall Estate, Victoria Road, Clevedon
Phone	01275873962
Email	hello@thejhf.org
Website	www.thejhf.org

Activities

Objects: For the benefit of the public generally and in particular young people in the West of England and surrounding areas. To assist in the advancement of education, health and wellbeing of children and young people, as well as the advancement of citizenship and community development. This includes the provision of facilities for recreation and other leisure-time occupation in the interests of social welfare with the object of improving the conditions of life for the persons for whom they are intended. To provide relief to those who are disadvantaged or in need, promote the advancement of amateur sport and any other purpose currently recognised as 'charitable' and any new charitable purposes which are similar to another charitable purpose.

Activities: The JHF supports vulnerable children and young people through bespoke mentoring and tutoring programmes. We inspire positive changes in behaviour, resilience and self-esteem, empowering at-risk individuals to re-engage with their schools, families and wider communities.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People

Geography

- North Somerset

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£560,885	£502,723	£215,426	8
2024-08-31	£430,957	£458,546	-	-
2023-08-31	£434,834	£457,635	-	-
2022-08-31	£411,765	£381,976	-	-
2021-08-31	£378,214	£282,164	-	-

Trustees

Name	Role	Appointed
Gabrielle Murtagh	Chair	2018-09-01
Christopher Michael Roberts		2026-04-30
Francine Magee		2023-12-04
KIM HAZELDINE		2012-11-04
Stephen Edward Craig Hart		2019-11-21
Sunit Sharma		2024-07-08

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Accounts

**THE JACK HAZELDINE FOUNDATION LTD
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31st AUGUST 2025**

Company Number: 08197801

Charity Number: 1150442

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CHARITY NAME: The Jack Hazeldine Foundation Ltd
(Working name: JHF Youth Charity)

CHARITY STATUS AND NUMBER: We are both a Registered Charity
(No. 1150442) and a Private Company
Limited by Guarantee, without share
capital (No. 08197801)

PREMISES: Unit 2, The Stables, Clevedon Hall
Estate, Victoria Rd, Clevedon North
Somerset, BS21 7SJ

Tel: 01275 873962

JHF Orchard, (Outdoor Classroom and
Learning Garden) Dowlais Farm, Lower
Strode Road, Clevedon BS21 6UU

WEBSITE: <https://thejhf.org/>

PERSONNEL

CEO: Phillippa Gribben

BOARD OF TRUSTEES: Gabrielle Murtagh (Chair)
Tom Britton (resigned 14/10/24)
Stephen Hart
Kim Hazeldine
Sarah-Jane Steele (resigned 30/06/25)
Francine Magee
Sunit Sharma

INDEPENDENT EXAMINER: Joshua Kingston BSc FCA, Burton
Sweet, The Clock Tower, 5 Farleigh
Court, Old Weston Road, Flax Bourton,
Bristol BS48 1UR

BANKERS: HSBC UK Bank plc

INSURERS: Unity Insurance, 60 Marlborough Road,
Lansing Business Park, Lancing, West
Sussex, BN15 8UW

THE JACK HAZELDINE FOUNDATION LTD REPORT OF THE TRUSTEES YEAR ENDED 31st AUGUST 2025

The Trustees of The Jack Hazeldine Foundation Ltd present their annual report and independent examined financial statements for the year ended 31st August 2025 and confirm they comply with the requirements of the Charities Act 2011, the Trust Deed and the Charities SORP (FRS 102).

PUBLIC BENEFIT

The trustees acknowledge their responsibility to demonstrate public benefit in all their activities. Charity Commission guidance on this matter has informed our decision-making processes throughout the year. This Annual Report provides a comprehensive overview of the JHF Youth Charity's work in 2024/25, outlining the specific ways in which we have delivered on our charitable purpose to inspire and empower young lives in North Somerset through the strength of positive relationships. Our 1:1 mentoring and tutoring programmes, as well as special group projects, including the summer transition programme, have made a significant contribution to enhancing the confidence, resilience, and overall well-being of young people in our community.

OBJECTIVES AND ACTIVITIES

The purpose and objective of The Jack Hazeldine Foundation (JHF Youth Charity) are to inspire and empower young people through the strength of positive relationships.

Our approach combines personalised mentoring, tutoring, and group projects to help young people overcome challenges, develop practical skills, and enhance their wellbeing, equipping them for a successful transition into adulthood. Our vision is a world where every young person is empowered, hopeful, resilient, and able to make positive life choices.

Our dedicated team employ a child-centred and personalised approach to ensure our support is tailored to each young person's unique circumstances. We focus and build upon individual strengths, promoting confidence and self-esteem.

We work primarily 1:1 in both the community and in schools with young people between the ages of 8-18 or up to the age of 25 for those with an Educational Health Care Plan. Our programmes are underpinned by a trauma-informed approach, ensuring that support is sensitive to the individual experiences and needs of each young person. Our mentors/tutors help young people to navigate through difficult periods, such as school refusal or exclusion, disengagement, lack of confidence, anxiety and low mood. Guided by our core values, we create a transformative environment where young people can realise their potential and thrive.

Positivity and Resilience

We cultivate an atmosphere of optimism and determination, helping young people see challenges as opportunities for growth.

Integrity and Respect

We build trust through honesty and by treating everyone, regardless of background, with dignity and compassion.

Equality, Inclusion, and Diversity

We champion a space where everyone feels valued, respected, and celebrated for their unique contributions.

Collaboration

We foster a spirit of teamwork, recognising that success is achieved through shared effort and open communication.

Love of Learning

We inspire curiosity and ignite a passion for knowledge, empowering young people to become lifelong learners.

The JHF Youth Charity offers a range of services to meet our objectives:

- 1:1 Mentoring in a young person's home or community setting.
- 1:1 Tutoring in a young person's home or community setting.
- 1:1 Transition support into a new education setting.
- 1:1 Post-16 support into education, employment or training including life skills, supported work experience and travel training.
- Mentoring support in schools 1:1 or group work.
- Tutoring support in schools 1:1 or group work.
- Summer transition programme bridging the gap between Years 6 and 7.

Who used and benefitted from our service?

Our 1:1 mentoring and tutoring work is focused on young people who have complex needs with many struggling to engage in learning. The breakdown of our service users for 1:1 mentoring/tutoring for 2024/25 is as follows:

- 86% have SEND (Special Educational Needs Diagnosis)
- 82% have an EHCP (Education, Health and Care Plan)
- 61% have identified social, emotional or mental health issues
- 57% are neurodivergent (Autism, ADHD, Dyslexia)
- 24% are referred for the condition EBSA (Emotionally Based School Avoidance)
- 18% have been referred to Child & Adolescent Mental Health Services
- 7% are Children who are Looked After or Care Experienced
- 7% are working with the Police, Youth Offending Team or Youth Inclusion Support Project
- 6% are on a CIN Plan (Children in Need Plan), CP Plan (Child Protection Plan)

ACHIEVEMENTS AND PERFORMANCE

The 2024/25 period marked a significant year of development for the charity, following the leadership changes that took place in the previous year. A new three-year strategy provided focus for us in five key areas: targeted support to areas of highest need; financial stability; operational efficiency; a unified, consistent approach, and rigorous self-evaluation.

To enhance the quality and consistency of our services, we introduced the JHF Framework for mentoring and tutoring. This framework sets out our approach and the guiding principles that underpin our work, ensuring that our service delivery is evidence-based and of a consistently high standard. It clearly articulates the practice we expect from our mentors and tutors. It is designed to support understanding of their roles, emphasising the importance of trauma-informed principles, compassionate communication and empowering relationships to meet individual's needs.

This year also saw the implementation of our comprehensive database system, designed and developed in-house by our Finance and Operations Lead, to address the specific requirements of our organisation. This bespoke system now underpins every stage of our operations, from the initial referral of a young person through to the reporting of final outcomes. The introduction of this database has brought about a significant transformation in our processes particularly in our ability to provide referring organisations with timely, high quality session notes and termly reporting on attendance, attainment and progress towards personal targets. This improvement has enhanced the transparency of our work and strengthened communication with all stakeholders involved in supporting our young people.

Furthermore, the database enables us to systematically analyse patterns in service demand, helping us to identify how and where our support can be most effectively targeted. This development represents a key step forward in our ongoing efforts to improve both the quality and the efficiency of our work with young people.

Building on these successes, we have increased our mentoring and tutoring hours, reversing the decline of 2023/24. In 2024/25 we worked with 10 secondary schools, 19 primary schools, one college, four specialist schools, two North Somerset local authority departments and two community organisations.

1:1 Mentoring

We supplied 9,329 hours of 1:1 mentoring for young people in North Somerset. This was split between 7,919 hours of paid for mentoring and 1,410 grant funded.

The growth in our 1:1 mentoring hours for the 2024/25 period can be largely attributed to the improvements we made in our operational processes and larger, more stable mentor/tutor team. We also dedicated resources to promoting our services to new schools including a promotional film and strengthening our quality assurance practices including our mentoring/tutoring framework.

In addition to the increase in hours, we are extremely proud of the outcomes our young people achieved this year. Many in our cohort face significant vulnerabilities and are likely to have rejected other forms of support. Despite these challenges, we recorded the following achievements at the end of the year:

- 83% of our young people with a social interaction target had made progress in this area.
- 70% of our young people with a behaviour for learning target had made progress in this area.

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- 74% of our young people with a target to reduce risk-taking or impulsive behaviour had made progress in this area.
- 81% of our young people who were being supported to improve their mental health and wellbeing have made progress in this area.

Here are some examples of mentee feedback from 1:1 mentoring sessions:

P said that she hadn't had any worries or anxious moments in the last week. She said that she was coping a lot better, both at home and at school. She was feeling more comfortable in class and not having as much time off school not feeling well.

We worked on calming strategies and she said she felt more in control of her feelings.

She has begun to recognise for herself how well she has done at getting herself independently to college.

We also used the final year of our National Lottery Reaching Communities Fund to provide early intervention mentoring for schools in Weston Super-Mare with high pupil premium numbers. Children were identified who would benefit from intervention to improve their social and emotional mental health. Mentoring took place outside of classrooms and focused on strategies that would support emotional well-being, self-esteem and aspiration. We delivered 838 hours of early intervention mentoring in schools and worked with three secondary schools and six primary schools. Feedback from schools at the end of the project included:

This service has helped with our students who seem to go under the radar. The students are listened to and supported, a trusted relationship is formed. Worle School

It provides a service that we as an education setting cannot provide. Children need to build those strong, positive relationships with adults away from the pressures of school. It allows them to speak more freely about their worries and the barriers to learning. Tabitha Sandy – Associate Assistant Head Teacher and Deputy Safeguarding Lead for Prior Secondary School

We also developed a pilot project in partnership with a local secondary school focused on boys at risk of exclusion. The boys began by working 1:1 with a male mentor to establish a trusting relationship. Following this relationship building stage, the group met weekly outdoors using a men's circle approach. This approach meant that the mentor could use the dynamics of the group to support the boys being more open about their feelings and address issues around their sense of masculinity and how they were perceived at school. The project's success led to the mentor working with senior staff at the school on his communication approach.

By addressing ideas around masculinity and helping them channel their emotions positively, we saw improvements in their behaviour towards trusted adults and improved wellbeing, as they felt they have connected with a mentor who listens and understands. This improvement in attitude will support them as they move through secondary school towards their future goals. Nic Curme, Engagement for Learning Lead, Gordano School

Feedback from a participant:

I felt like he listened to me, it just feels like I can trust him more and build a good relationship with him. My behaviour is better – I haven't got a behaviour point in ages, just talking about it to him, he would tell me what I could do instead of acting bad, you could try different strategies if someone is getting you annoyed. I have tried some and they help. I would definitely recommend it. I preferred the team work part of it, the group activities we were doing were great – I would be more social to people that I wouldn't

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hang out with and they feel like mates now. There are more people I can have a joke with. There are more ways about it than skipping lessons. RN

Our Orchard learning space also continues to provide a tranquil and nurturing environment for mentees to enjoy their sessions, supporting both individual and group mentoring throughout the year. This year, the Orchard hosted 367 hours of mentoring, offering opportunities for nature connection and activities to support physical and mental wellbeing. The positive outcomes observed from our outdoor mentoring sessions inspired us to successfully apply for a grant from the BNSSG VCSE Alliance.

1:1 Tutoring

During 2024/25, we saw a notable increase in tutoring referrals from NSC and local schools, with tutoring now accounting for around 26% of our total service hours. In addition to providing English and Maths tuition to pupils who are not currently accessing school, our tutors used mentoring strategies in sessions, using the time to nurture confidence and self-esteem alongside academic support. This holistic approach supported a rise in the number of tutees sitting exams, enabling more young people to achieve positive academic outcomes while also supporting their overall wellbeing. Eight of our tutees sat GCSE exams and all but one had a post 16 college destination secured. We had a further four tutees who successfully sat Functional Skills exams.

We also provided tutoring to young people facing significant barriers to learning and with considerable gaps in their academic knowledge and skills. Our tutors are highly skilled at personalising the curriculum, ensuring that each learner's experience is appropriate and interest led while maintaining high aspirations for success. This tailored approach helped to engage and motivate pupils, fostering both academic progress and a genuine love of learning.

She engaged me in the work but at my own pace and planned the lessons around topics I showed interest in. I couldn't have asked for better. AM

Summer Transition

This year, our highly successful summer transition programme for Year 6 pupils moving into Year 7 was expanded to four locations, with the newest school cluster located in the South Ward of Weston Super-Mare - an area noted for its high numbers of pupils eligible for free school meals.

Weekly sessions took place at the Secondary Schools with the following aims:

- Building familiarity in the school so the transition feels less daunting
- Becoming comfortable in the Student Support setting, so they are more likely to ask for and access support
- Building new friendships and support systems to help their transition
- Having fun together and creating positive memories in the new environment
- Lessen anxiety and boost mental health, so they start the new school in a positive frame of mind

Our standout results from parent surveys at the end of the programme included:

- 89% young people were happier
- 67% were less anxious
- 78% were more willing to attend school

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- Confidence levels increased by an average of 30%, with several parents reporting gains of over 50%
- On average, parents rated the sessions 8/10 in terms of helping their child prepare for secondary school

Supported Work Experience

We have continued to build on our supported work experience programme introduced in 2023/24, offering 6-8 week placements specifically designed for post-16 mentees who are feeling uncertain about their future career pathway. During 2024/25, these opportunities included placements in a local nursery, a memory café, a residential home, a riding stables, a fishing lake, and a dog grooming parlour. By providing placements that are supported by an adult mentor, we enabled young people who struggled with confidence to develop practical skills and grow more self-assured in real-world settings. These placements could not have taken place without our wonderful volunteer work experience co-ordinator who dedicated so much time and expertise to finding the right placement to suit mentees' interests and motivations.

Community Engagement and Partnerships

In 2024/25, our commitment to community engagement flourished across North Somerset as we focused on increasing our visibility, strengthening existing partnerships and forging new relationships.

We significantly increased our social media following, doubling our reach from September 2024 to April 2025. This growth reflected our commitment to showcasing the impact of our work and using our voice to champion issues and activities that are meaningful for our young people. Maintaining an engaging and dynamic online presence has strengthened our connections within our community and helped us extend our message to new audiences.

Time has also been devoted to building visibility and support in Clevedon, which has been the home for the charity since 2018. Thanks to the dedication of our new volunteer fundraising committee, we launched several initiatives to raise our profile within the town, including a quiz night, a sports challenge, and a summer competition for families involving more than 60 shops and hundreds of residents. These efforts helped boost both donations and local awareness for our mission.

We were also extremely grateful for the support we received from organisations and groups across North Somerset including Teatro Lounge in Clevedon, Hall & Woodhouse in Portishead, and the Good Afternoon Choir in Nailsea creating opportunities to showcase our mission and raise donations towards our work.

Volunteers from Prolectric Services Ltd and Amazon, contributed time and resources to our Orchard outdoor site making it more user friendly and accessible for the young people who use and love the space. We have greatly enjoyed welcoming these visitors from the corporate sector to showcase our work and develop greater understanding of our mission. In addition, we extended invitations to NSC Family Wellbeing teams and a local school to use our outdoor space for their nurture work.

Our commitment to partnership work remains central to our mission of supporting children and young people across North Somerset. Over the past year, we have become more involved in local and regional networks, ensuring that the voice and lived experiences of young people are represented.

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We are active members of the North Somerset Children and Young People's Network Group run by Voluntary Action North Somerset. In September 2024, we contributed to a mapping exercise to share knowledge and identify gaps in services, laying the foundations for a more joined-up, responsive system to support young people in North Somerset.

Our participation in the VCSE Alliance (BNSSG) is helping us become a stronger voice within the regional health care system, contributing to policy and planning discussions and accessing funding for preventative work.

We were also invited to join the BNSSG Losing Learning Task and Finish Group, working to identify barriers affecting young people's school attendance. As part of this initiative, we facilitated focus groups for Barnardos, who have been commissioned to gather young people's views on the challenges they face in attending mainstream school.

We have shared our experiences and understanding of nature-based provision at forums such as the Clevedon Climate and Nature Group and the Special Interest group for North Somerset. By participating in these groups, we have contributed to wider conversations about the importance of green spaces and how access to nature can positively influence the wellbeing of young people.

Our Community Engagement Lead has also continued to nurture and maintain strong relationships with local organisations such as North Somerset LGBTQ+ Forum, Racial Equality North Somerset, and Bridging the Gap Together. These partnerships have extended our reach to communities historically underrepresented in our services.

Youth Voice

We pride ourselves on our commitment to acting upon the voices of young people. In direct response to feedback from a mentee who expressed difficulty in making friends, we established the JHF social group for any mentee or former participant of the summer transition programme.

Over the course of the year, the group has grown steadily, now boasting a regular attendance of 10 to 12 participants aged between 11 and 17. Many members are neurodiverse and have previously found the environment at after-school youth clubs challenging. Recognising these needs, the group is supported by two dedicated mentors who facilitate themed activities, with topics chosen and voted on by the young people.

The JHF social group has quickly become a highlight of our team's week, with staff looking forward to welcoming members every Thursday after school.

OUR FUNDERS

North Somerset Council remains our biggest commissioning partner, accounting for 40% of our paid mentoring/tutoring income. Through their referrals, we support young people who are EOTAS (Educated other than at School) or are waiting for a new school placement.

Our 2025 Alternative Learning Provision Quality Assurance Review was a positive and constructive process, highlighting the strengths of our personalised approach to supporting young people with complex needs. Senior SEND officers from North Somerset Council praised our robust systems for tracking attendance and engagement, our commitment to safeguarding, and our ability to adapt provision based on pupil and parent feedback. The visit also recognised our strong outcomes in wellbeing, social development, and successful transitions into further education, as well as the impact of our new mentor/tutor framework. We will be addressing a development area in standardising our baseline assessments for

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tutoring and remain dedicated to delivering high-quality, impactful support for every young person.

In addition to North Somerset Council, we have worked in partnership with 34 schools/colleges to provide mentoring and tutoring for young people on roll, with the aim of supporting them to re-engage with learning.

During 2024-25 the charity is extremely grateful for financial support from the following grant funders:

CAF Resilience Grant

The CAF 'Arley' Resilience Grant has been transformative for our organisation, providing both funding and expert guidance to strengthen our long-term sustainability. Through this two-year grant, we have developed a comprehensive resilience project focused on three critical areas: financial and operational fitness, people and culture, and evidencing impact. The grant enabled us to create a short-term operational lead role, to further develop our database capability, streamline processes and design a new fundraising CRM. Beyond financial assistance, the partnership with CAF has given us tailored advisory support and a resilience framework that is shaping how we plan for the future. This investment is helping us to build the capacity and confidence to thrive and continue delivering vital services for young people well into the future.

National Lottery Reaching Communities

In the final year of our National Lottery Reaching Communities grant, we delivered a more targeted and responsive programme, focusing on areas of greatest need and key transition points for young people in North Somerset. We supported young people to build confidence, resilience, and emotional wellbeing, with 77% showing improvement in key outcomes.

The grant also enabled us to work with a Voscur consultant to develop our Impact Tree, a visual evaluation tool that empowers young people to reflect on their mental health and wellbeing throughout their mentoring journey. Each leaf on the tree represents a point on a 1–10 scale, allowing mentees to record how they feel at the start, during, and at the end of their placement. This approach gives young people a voice in measuring their progress while providing us with robust, quantifiable data to evidence impact. The consultant's expertise ensured the tool was accessible and aligned with our Theory of Change. The Impact Tree will be embedded in our practice in 2025/26 as a cornerstone of our evaluation framework, strengthening our ability to demonstrate outcomes and secure future funding.

We are thrilled to have secured a second, three year National Lottery Reaching Communities grant. This funding, beginning in September 2025, will enable us to put a greater focus on our 1:1 mentoring in Weston-super-Mare and surrounding rural areas of deprivation, responding to the acute challenges faced by young people in these communities. As well as 1:1 mentoring, the grant will fund Year 6 to Year 7 transition support in Weston-super-Mare and targeted NEET prevention support for post 16 students. Additionally, the grant invests in staff training in trauma-informed practice and SEND strategies, strengthening our capacity to deliver high-quality, evidence-based support. By embedding these initiatives within our refreshed strategy, this funding positions us to tackle inequalities, improve mental health and wellbeing, and create sustainable pathways for young people to thrive.

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VCSE Alliance

The VCSE Alliance grant was awarded for us to provide free, tailored mentoring and transition support to young people in North Somerset who are experiencing mental health and wellbeing challenges but lack statutory funding. Through this grant, we accept referrals from medical practitioners, local authority teams, schools, and community organisations, ensuring that support reaches those most at risk of falling through the gaps.

The programme focuses on 1:1 mentoring that incorporates physical activity, nature connection, and practical life skills, delivered at our Orchard outdoor site and other community venues. It is designed to build confidence, resilience, and positive mental health, with a strong emphasis on inclusivity and accessibility. By working in partnership with local health, education, and community organisations, this grant strengthens our ability to deliver holistic, impactful support and contribute to a more integrated local health and care system.

Quartet Community Foundation

The final year of our three year Quartet Eversea Catalyst grant has been key in sustaining our internal Programme Team with a particular focus on safeguarding. Their expertise and skills are essential as we work with young people who present increasingly complex needs. This continued investment has ensured that our services remain safe, high-quality, and responsive, enabling us to uphold robust safeguarding processes across all programmes.

Beyond maintaining core safeguarding provision, the grant has strengthened our organisational resilience and capacity to support vulnerable young people effectively. It has allowed us to manage rising demand, provide consistent oversight, and deliver interventions that protect wellbeing while fostering positive outcomes. This funding has been critical for reinforcing our commitment to safeguarding as the foundation of everything we do.

We are delighted to have been awarded another Quartet Community Foundation Catalyst Grant of £20,000 over two years beginning September 2025. This grant is specifically designed to support the role of our Community Engagement Lead, enabling us to strengthen our community presence, increase engagement and build meaningful partnerships with local and regional organisations. The role will also support our advocacy role, ensuring young people's voices are heard in local policy and strategy discussions.

Holiday Activities and Food Programme

Our summer transition programme was supported by a grant from the HAF (Holiday Activities and Food) fund. Thanks to this support, we were able to offer free lunches for participants in two of our programmes, helping to ensure that every young person could access the support and enjoy a positive start to their secondary school journey.

Triodos Foundation

The Foundation also provided financial support to our summer transition programme. Combined with the other grants, this enabled us to extend the programme to four secondary schools in Summer 2025 including a school in Weston-super-Mare. Running weekly through the summer holidays, the programme helped 51 young people feel connected and engaged with their new school.

ORGANISATIONAL CAPACITY

Within the core staff team, this year has seen some significant change. Three members of the Programme Team moved on to new opportunities; we successfully managed this transition by

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promoting a skilled internal colleague to the Programme Lead role, who has personal experience of the mentoring role. The Programme Team has been complemented by establishing two dedicated Programme Assistants - one promoted internally and another recruited through an external recruitment process. These changes reflect our commitment to building a resilient, skilled team that is ready to meet challenges and continue delivering high-quality support for the children and families we serve.

After the fluctuations in the mentor/tutor team last year, we were very pleased to have a more stable team this year of 23 mentors and 9 tutors. The team's dedication to our mission is highly valued by the trustees and we actively seek to provide opportunities that enable networking and skill sharing. Following our January information sharing event, where one mentor shared his approach to building connections with mentees we had the following feedback:

It was really helpful and at the forefront of my mind when talking with my two mentees today. It encouraged me to speak from a different perspective today about feelings and actually discuss some difficult topics such as drug use. I felt like it really helped deepen that connection I had with my older mentee in particular and I felt both myself and my mentee ended the session on a truly positive and warm note. A very inspiring session that passed on some great tools to use when speaking with not just our young people but all people.

Recognising that we now have the operational capacity to deliver more hours, we ran a summer recruitment campaign in 2025 and onboarded three new tutors and four mentors in readiness for the new academic year.

FUTURE PLANNING

At the beginning of 2024/25, the Trustees of the Jack Hazeldine Foundation undertook a strategic exercise to define the core ambitions for the future of the organisation, identifying both opportunities and blockers to the JHF realising its potential. These priorities will shape the charity's work until 2028 and ensure that our impact is measurable and sustainable.

This collaborative process resulted in the creation of a new three-year strategy, structured around five key strategic areas:

- We **direct support where it is needed most**. We understand the inequalities/needs in our area and we are targeted in our reach. Our practice is trauma informed.
- We are **financially stable** using diverse income streams that protect against revenue loss. We have clarity between our revenue generating activity and our charitable work.
- We are **operationally efficient**. Individual roles are well defined and our team is cohesive. Operating systems are robust and streamlined.
- Our **approach is consistently understood** and adhered to by internal stakeholders. We actively share our approach with external stakeholders. We have a JHF way.
- We have a **culture of continuous improvement**. We rigorously evaluate our work to learn and improve. We develop our service in response to young people's needs.

The trustees acknowledge the imminent publication of the Schools White Paper on SEND reform and the potential impact that any significant funding changes could have on our organisational sustainability. Our risk register recognises the elevated risk, and it will continue to inform our operational decision making.

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FINANCIAL REVIEW

We started 2024/25 in a challenging position with a previous year deficit, the imminent completion of two significant grants, and a target of £82,500 for donations and new unrestricted funding bid income.

Through hard work and strong operational management we exceeded our paid mentoring and tutoring income budget, whilst also successfully attracting several new funding bids. The most significant of these were £59,850 from the CAF (Arley) Resilience Grant, £23,893 from the VCSE Alliance and £17,709 from the Quartet NSCP Grant. The combined effect of an increase in both contract and funding bid income resulted in a net surplus for the year, an increase in both restricted and unrestricted reserves, and a positive move towards medium term financial sustainability.

Total income for the year was £560,885, an increase of 30% from previous year (2023/24: £430,957). Income from paid mentoring and tutoring £384,615 was 24% up (2023/24: £310,584). Funding bid income increased by 54% to £149,645 (2023/24: £97,273). Total expenditure was £502,723, an increase of 10% from previous year (2023/24: £458,546).

As the financial statements show, the net effect of the above income and expenditure is a surplus in the year of £58,162 compared to a net deficit of £27,589 in 2023/24.

Cash

Year-end cash reserves increased from £176,890 in August 2024 to £201,528 in August 2025. This was due to the in-year surplus, a switch from termly to monthly invoicing in the year, an anonymous £10,000 donation in April, and upfront funding bid income including £29,925 for the year 1 CAF Resilience Grant in February and the full £23,893 for the VCSE Alliance Grant in April.

Reserves

Total reserves have increased during the year, from £157,264 to £215,426. Free reserves have increased from £135,765 to £156,921, and a new designated reserve of £8,000 has been created for investment in IT equipment over the next few years.

The reserves policy continues to be that 4 to 12 months of total budgeted expenditure (excluding direct mentoring and tutoring costs) should be held in reserves to cover potential short term deficits and cashflow difficulties. Based on the 2025/26 budget this would equate to between £88,267 and £264,800. Both total and free reserves fall comfortably within the required range and therefore, meet the reserves policy. The reserves policy will be revised during 2025/26 to better reflect the needs of the charity.

2025/26 Budget

We have put together a breakeven budget for 2025/26. The main challenge for the year will be managing the overall allocation of deliverable mentoring and tutoring hours, to ensure we meet both the requirements of the ongoing funding bids, and the budgeted levels of chargeable mentoring and tutoring.

Additionally, the budget also includes a target of £61,800 for donations and new unrestricted funding bid income. Although this is lower than the £82,500 target in 2024/25, it will still be challenging as we only have limited capacity to take on further funding bids until later in the year.

THE JACK HAZELDINE FOUNDATION LTD REPORT OF THE TRUSTEES YEAR ENDED 31st AUGUST 2025

However, we still believe it's achievable, as we have recently appointed a very experienced Fundraising Lead whose priority will be attracting core funding. Additionally, we have already secured £13,480 from the unrestricted element of the new National Lottery Reaching Communities Grant.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Jack Hazeldine Foundation is a Registered Charity (No. 1150442) and a Private Company Limited by Guarantee, without share capital (No. 08197801), registered with the Charity Commission in January 2013 and governed by a Memorandum of Association for a Charitable Company.

The Jack Hazeldine Foundation was set up by Ben Hazeldine and his family in 2012 using the money collected at his grandfather Jack's funeral. During his childhood, Ben worked closely with his grandfather, who became a powerful role model for him. Ben was the first child to receive support through what would become the foundation.

Organisational Structure

Trustees use their skills and experience to support the charity, helping them achieve their aims. The Trustees have oversight of the workings of the charity and are responsible for ensuring:

- the charity is carrying out its purpose for the benefit of its service users;
- compliance with the charity's constitution and the law;
- they are acting in the charity's best interests;
- they are managing the charity's resources responsibly;
- acting with reasonable care and skill; and
- the charity is accountable

The Trustees give their time freely and receive no remuneration or other financial benefits.

Trustee Board meetings are held six times a year with the option of supplementary meetings to assist with the smooth running of the charity. The Trustees have also set up a Safeguarding and a Recruitment, Policies and Procedures committee that help them oversee certain aspects of the charity's work. These committees meet termly.

Within the board, we said goodbye to two trustees, Tom Britton and Sarah-Jane Steele, who served us with great dedication over their tenure. Their contributions have played a significant role in guiding the JHF through recent changes and setting solid foundations for our future growth. Recognising our need for greater financial expertise at board level, we have recruited a local accountant, Chris Roberts, to act in an advisory capacity for trustees. Chris has joined us for the last two board meetings of 2024/25.

The Chair of the Trustee Board, with the support of the other Trustees and the CEO, is responsible for the recruitment of new Trustees. The recruitment of trustees is carried out with as much care as the recruitment of paid staff and is in line with Equal Opportunities procedures.

All Trustees are required to have an Enhanced DBS certificate, Safeguarding, GDPR, and PREVENT training.

**THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES YEAR ENDED 31st AUGUST 2025**

Policies, Procedures and Risk Management

We have a Policy and Procedures Committee that meets termly. In the past year, we have strengthened our policies and procedures to ensure a safe, transparent, and accountable environment for both staff and the young people we serve. Our policies have been reviewed and updated to reflect current best practices in safeguarding, equality, diversity and inclusion, recruitment, and ensuring compliance with legal and regulatory requirements. Procedures have been streamlined to enhance efficiency, improve service delivery, and support consistent practice across all areas of our organisation.

Risk management remains a priority. Our Risk Register is reviewed and updated at every trustee meeting, enabling us to identify, monitor, and mitigate potential risks proactively. These updates not only safeguard our organisation but also reinforce our commitment to fostering a secure and supportive environment.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of The Jack Hazeldine Foundation Ltd for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with 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 Accepted Accounting Practice).

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

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

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

Approved by order of the Board of Trustees on . . .26 January 2026. and signed on its behalf by

Gabrielle Murtagh

Gabrielle Murtagh - Trustee

Independent examiner's report to the trustees of The Jack Hazeldine Foundation Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Joshua Kingston

Josh Kingston BSc FCA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: .26 January.2026.....

THE JACK HAZELDINE FOUNDATION LTD

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 AUGUST 2025

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	Note	£	£	£	£
Income from:					
Donations and legacies	2	22,848	149,645	172,493	120,373
Charitable activities	3	388,392	-	388,392	310,584
Total income		<u>411,240</u>	<u>149,645</u>	<u>560,885</u>	<u>430,957</u>
Expenditure on:					
Raising funds	4	776	-	776	135
Charitable activities	5	429,921	72,026	501,947	458,411
Total expenditure		<u>430,697</u>	<u>72,026</u>	<u>502,723</u>	<u>458,546</u>
Net income/(expenditure)	8	(19,457)	77,619	58,162	(27,589)
Transfers between funds	18	37,676	(37,676)	-	-
Net movement in funds		<u>18,219</u>	<u>39,943</u>	<u>58,162</u>	<u>(27,589)</u>
Total funds at start of year	18	142,953	14,311	157,264	184,853
Total funds at end of year	18	<u>161,172</u>	<u>54,254</u>	<u>215,426</u>	<u>157,264</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 19 to 29 form part of these financial statements
See note 11 for fund-accounting comparative figures

THE JACK HAZELDINE FOUNDATION LTD

BALANCE SHEET

AS AT 31 AUGUST 2025

Company number: 08197801

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	4,251	7,188
		<u>4,251</u>	<u>7,188</u>
Current assets			
Debtors	13	54,487	31,654
Cash at bank and in hand		201,528	176,890
		<u>256,015</u>	<u>208,544</u>
Liabilities			
Creditors : amounts falling due within one year	14	(44,840)	(58,468)
Net current assets		<u>211,175</u>	<u>150,076</u>
Net assets		<u><u>215,426</u></u>	<u><u>157,264</u></u>
FUNDS			
Unrestricted funds			
General funds	19	153,172	142,953
Designated funds	19	8,000	-
Restricted funds	19	54,254	14,311
Total funds		<u><u>215,426</u></u>	<u><u>157,264</u></u>

For the year ended 31 August 2025, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

These financial statements were approved by the Trustees on 26 January 2026 and are signed on their behalf by:

Gabrielle Murtagh

G Murtagh
Trustee

The notes on pages 19 to 29 form part of these financial statements

THE JACK HAZELDINE FOUNDATION LTD

CASH FLOW STATEMENT

YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Net cash inflow from operating activities	15	24,109	(44,196)
Non-operational cash flows:			
Investing activities			
Payments for tangible fixed assets		(438)	(1,228)
Profit/Loss on Disposal of fixed assets		967	-
		<u>529</u>	<u>(1,228)</u>
Net cash inflow/(outflow) for the year	16	<u><u>24,638</u></u>	<u><u>(45,424)</u></u>

Cashflow Restrictions

Charity law prohibits the use of net cash inflows on any endowed or other restricted fund to offset net cash outflows on any fund outside its own objects, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 19 to 29 form part of these financial statements

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The charity is a Public Benefit entity as defined under FRS102.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the challenges of the current cost of living crisis. A 3 year budget is being produced which will enable the Trustees to make decisions to protect the future of the charity. The charity has sufficient reserves, some of which may need to be drawn upon in the short term.

Income

Income from donations and grants are included in income when these are receivable, except as follows:

- I. When donors specify that donations/grants given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Legacies are included on a receivable basis where the charity is entitled to the income, it can be measured reliably and receipt is probable. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is not included in income but is treated as a contingent asset and disclosed if material.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions and other costs which include the costs of running and participating in fundraising events and collections.

Charitable Activities

Grants awarded are allocated to charitable activities.

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

1 Accounting policies (*continued*)

Allocation and apportionment costs

Certain expenditure is directly attributable to specific activities and this has been included in those cost categories. Other costs, which are attributable to more than one category, are apportioned across cost categories on the basis of an assessment of workload carried out from time to time.

Overhead support costs have been allocated between fundraising and publicity costs, fundraising trading and charitable activities. The apportionment has been allocated on the basis of usage and is analysed in note 6.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Leasehold Improvements - 33% reducing balance
Office Equipment - 33% reducing balance

Fund accounting

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

Designated funds form part of unrestricted funds and have been identified as being for particular purposes by the Trustees. They are not restricted and can be transferred to general funds at any time 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 note of the financial statements.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

2 Income from: Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations	22,848	-	22,848
Grants received	-	149,645	149,645
	<u>22,848</u>	<u>149,645</u>	<u>172,493</u>

Prior year comparatives

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations	23,100	-	23,100
Grants received	-	97,273	97,273
	<u>23,100</u>	<u>97,273</u>	<u>120,373</u>

3 Income from: Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Mentoring	384,615	-	384,615	310,584
Fundraising Income	2,822	-	2,822	-
Other income	955	-	955	-
	<u>388,392</u>	<u>-</u>	<u>388,392</u>	<u>310,584</u>

All income from charitable activities in the prior year was unrestricted.

4 Expenditure on: Raising funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Food & drink cost of sales	776	-	776	135
	<u>776</u>	<u>-</u>	<u>776</u>	<u>135</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

5 Expenditure on: Charitable activities

	Direct Costs	Support Costs (Note 6)	Total Funds 2025
	£	£	£
Mentoring /Tutoring	237,103	264,844	501,947
	<u>237,103</u>	<u>264,844</u>	<u>501,947</u>

Prior year comparatives

	Direct Costs	Support Costs (Note 6)	Total Funds 2024
	£	£	£
Mentoring /Tutoring	181,330	277,081	458,411
	<u>181,330</u>	<u>277,081</u>	<u>458,411</u>

6 Support costs

Support costs, included in note 5, are as follows:

		Total 2025	Total 2024
		£	£
Wages and salaries	(Note 9)	198,058	208,437
Finance costs		245	140
Heat and light		3,906	3,144
Insurance		1,571	1,630
Rent and rates		17,852	17,502
Telephone and internet		2,692	2,924
Office costs		13,393	15,711
Training		5,587	6,321
Repairs and maintenance		10,093	9,942
Legal and professional		3,339	4,114
Depreciation		2,408	3,435
Other costs		614	428
Profit/Loss on Disposals		967	-
Governance costs	(Note 7)	4,119	3,353
		<u>264,844</u>	<u>277,081</u>

All support costs are in relation to Charitable Activities.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

7 Governance costs

	Total Funds 2025	Total Funds
	£	2024
		£
Accountancy fees		
- QuickBooks subscription	398	283
- Payroll fees	877	681
- Other services	282	-
Independent examiners fees	2,562	2,322
- prior year under/(over) provision	-	20
Trustees' travel, meeting & training expenses	-	47
	<u>4,119</u>	<u>3,353</u>

All governance costs in the prior year were unrestricted.

8 Net income/(expenditure) for the year

This is stated after charging:

	2025	2024
	£	£
Independent Examiner's fees - for independent examination services and accounts preparation	2,562	2,322
- for other services	1,557	964
Trustees' travel, meeting and training expenses	-	47
Depreciation	2,408	3,435
	<u>2,408</u>	<u>3,435</u>

One Trustee (2024: One) has been reimbursed for their out of pocket expenses of £65 (2024: £65). No Trustee received any remuneration during the current or prior year.

Aggregate donations from Trustees, key management personnel, and other related parties was £2,650 (2024: £500).

9 Staff costs and numbers

The aggregate payroll costs were:

	2025	2024
	£	£
Wages & salaries	183,307	190,299
Social security costs	8,395	11,588
Pension contributions	6,356	6,550
	<u>198,058</u>	<u>208,437</u>

No employee received emoluments of more than £60,000 in the current or prior year.

The average number of employees during the year was 8 (2024: 8), calculated on the basis of average headcount. The total employment benefits received by key management personnel, which consists of the Trustees and the CEO, including employer national insurance and employer pension were £63,473 (2024: £62,897).

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

10 Taxation

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

11 Statement of Financial Activities comparative figures

	Unrestricted Funds	Restricted Funds	Total Funds 2024
For the year ended 31 August 2024	£	£	£
Income from:			
Donations and legacies	23,100	97,273	120,373
Charitable activities	310,584	-	310,584
Total income	<u>333,684</u>	<u>97,273</u>	<u>430,957</u>
Expenditure on:			
Raising funds	135	-	135
Charitable activities	375,965	82,446	458,411
Total expenditure	<u>376,100</u>	<u>82,446</u>	<u>458,546</u>
Net income/(expenditure) for the year	(42,416)	14,827	(27,589)
Transfers between funds	19,640	(19,640)	-
Net movement in funds	<u>(22,776)</u>	<u>(4,813)</u>	<u>(27,589)</u>
Total funds at start of year	165,729	19,124	184,853
Total funds at end of year	<u>142,953</u>	<u>14,311</u>	<u>157,264</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

12 Tangible fixed assets

	Leasehold Improvements	Office Equipment	Total
	£	£	£
Cost or valuation			
At 1 September 2024	18,468	7,520	25,988
Additions	-	438	438
Disposals	(3,481)	(2,909)	(6,390)
At 31 August 2025	<u>14,987</u>	<u>5,049</u>	<u>20,036</u>
Depreciation			
At 1 September 2024	14,010	4,790	18,800
Charge for the year	1,472	937	2,409
Disposals	(3,012)	(2,412)	(5,424)
At 31 August 2025	<u>12,470</u>	<u>3,315</u>	<u>15,785</u>
Net book value			
At 31 August 2025	<u>2,517</u>	<u>1,734</u>	<u>4,251</u>
At 31 August 2024	<u>4,458</u>	<u>2,730</u>	<u>7,188</u>

13 Debtors

	2025	2024
	£	£
Trade debtors	18,952	21,494
Prepayments and accrued income	33,580	9,160
Other debtors	1,955	1,000
	<u>54,487</u>	<u>31,654</u>

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	4,581	6,973
Other creditors	-	56
Accruals and deferred income	35,620	43,352
Social security and other taxes	4,639	8,087
	<u>44,840</u>	<u>58,468</u>

Deferred income

	2025	2024
	£	£
Deferred income at the start of the year	19,384	31,329
Amount realised to income in the year	(71,527)	(101,227)
Amount deferred in the year	63,818	89,282
Deferred income at the end of the year	<u>11,675</u>	<u>19,384</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

15 Reconciliation of net movement in funds to net cash inflow from operating activities

	2025	2024
	£	£
Statement of Financial Activities: Net movement in funds	58,162	(27,589)
Depreciation	2,408	3,435
(Decrease)/increase in creditors: current liabilities	(13,628)	(3,942)
Decrease / (increase) in debtors	(22,833)	(16,100)
Net cash inflow/(outflow) from operating activities	<u><u>24,109</u></u>	<u><u>(44,196)</u></u>

16 Analysis of changes in cash during the year

	2025	2024	Change
	£	£	£
Cash at bank and in hand	<u>201,528</u>	<u>176,890</u>	<u>24,638</u>
	2024	2023	Change
	£	£	£
Cash at bank and in hand	<u>176,890</u>	<u>222,314</u>	<u>(45,424)</u>

17 Operating Leases

At 31 August 2025 the organisation had total commitments under non-cancellable operating leases in relation to premises as set out below:

	2025	2024
	£	£
Within one year	14,400	14,400
Between two to five years	200	200
	<u><u>14,600</u></u>	<u><u>14,600</u></u>

After the year-end, a one year lease extension was agreed upon.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

18 Movement in funds

For the year ended 31 August 2025

	At 1 Sep 2024 £	Income £	Expenditure £	Transfers £	At 31 Aug 2025 £
Restricted funds					
National Lottery - Reaching Communities	13,003	33,269	(43,963)	-	2,309
Quartet - Eversea	-	8,424	(8,424)	-	-
Arley Foundation 2025	-	59,850	(7,346)	(29,925)	22,579
NSC Mental Health 2024	1,308	-	(1,308)	-	-
VCSE 2025	-	23,893	(2,333)	(4,800)	16,760
HAF 2025	-	5,000	(2,744)	-	2,256
Triodos 2025	-	1,500	-	-	1,500
Quartet NSCP 2025	-	17,709	(5,908)	(2,951)	8,850
	<u>14,311</u>	<u>149,645</u>	<u>(72,026)</u>	<u>(37,676)</u>	<u>54,254</u>
Unrestricted funds					
General funds	142,953	411,240	(430,697)	29,676	153,172
Designated fund - IT Equipment	-	-	-	8,000	8,000
	<u>142,953</u>	<u>411,240</u>	<u>(430,697)</u>	<u>37,676</u>	<u>161,172</u>
Total funds	<u>157,264</u>	<u>560,885</u>	<u>(502,723)</u>	<u>-</u>	<u>215,426</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

18 Movement in funds (continued)

For the year ended 31 August 2024

	At 1 Sep 2023 £	Income £	Expenditure £	Transfers £	At 31 Aug 2024 £
Restricted funds					
National Lottery - Reaching Communities	4,882	70,786	(57,783)	(4,882)	13,003
Quartet - Eversea	8,424	15,000	(15,000)	(8,424)	-
Quartet - Express	4,973	4,973	(4,973)	(4,973)	-
NSC Mental Health 2023	845	845	(845)	(845)	-
NSC Mental Health 2024	-	5,000	(3,692)	-	1,308
Percy Bilton	-	669	(153)	(516)	-
	<u>19,124</u>	<u>97,273</u>	<u>(82,446)</u>	<u>(19,640)</u>	<u>14,311</u>
Unrestricted funds					
General funds	165,729	333,684	(376,100)	19,640	142,953
	<u>165,729</u>	<u>333,684</u>	<u>(376,100)</u>	<u>19,640</u>	<u>142,953</u>
Total funds	<u>184,853</u>	<u>430,957</u>	<u>(458,546)</u>	<u>-</u>	<u>157,264</u>

Restricted Fund Descriptions

National Lottery – Reaching Communities Grant : This grant funds early intervention through mentoring, workshops, outdoor learning, and transition work with the aim of improving young people’s skills, resilience and self-confidence, reducing negative behaviour and increasing participation in school.

Quartet – Eversea Grant : This grant part funds a Programme Co-ordinator (Safeguarding) to allow us to expand our supervision and professional development of mentors, ensuring excellent impact practice, and ensuring that our safeguarding policy remains central to our everyday practise.

Quartet – Express Grant : This grant funds the operational costs of our outdoor classroom, The Orchard.

North Somerset Council – Mental Health Grant : This grant funds the Clevedon Summer Transition Programme for vulnerable young people struggling with the transition from primary to secondary school.

Percy Bilton : This grant is for the purchase of a table tennis table and small play equipment for our outdoor learning space. The transfer represents capital items purchased from these funds in the year.

Arley Foundation 2025 : The funding is to enhance the Foundation’s resilience and operational capacity, allowing it to sustain and improve its programmes that support young people over the grant period.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

18 Movement in funds (continued)

VCSE Brokerage Framework 2025 – CYP Wellbeing Programme : This is a grant from the Bristol, North Somerset & South Glos (BNSSG) Integrated Care Board for the provision of mentoring and transition support to young people in the North Somerset area who are experiencing mental health and wellbeing challenges.

HAF 2025 : This is a Department of Education grant which funds sessions and healthy food during the school holidays for children receiving benefits related free school meals, and facing deprivation and poverty.

Triodos 2025 : This grant part funds our Summer Transition Programme which is targeted at young people who need additional support when making the transition from Primary to Secondary school.

Quartet NSCP 2025 : This grant provides funding for 1:1 mentoring support for young people, identified by Racial Equality North Somerset (RENS), Bridging the Gap Together+ and the North Somerset LGBT+ Forum, who are vulnerable, disadvantaged and in need of additional support.

IT Equipment : Funds designated by the trustees to purchase IT equipment over the next few years.

Transfers in the year have been used to realign the funds to agree to the applicable grant documentation and balances at the year-end.

19 Analysis of net assets between funds

	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2025			
Tangible fixed assets	-	4,251	4,251
Other net assets	54,254	156,921	211,175
	<u>54,254</u>	<u>161,172</u>	<u>215,426</u>
	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2024			
Tangible fixed assets	-	7,188	7,188
Other net assets	14,311	135,765	150,076
	<u>14,311</u>	<u>142,953</u>	<u>157,264</u>

20 Related party transactions

There are no transactions with trustees or other related parties other than those disclosed as required by the SORP elsewhere in the financial statements.

THE JACK HAZELDINE FOUNDATION LTD

England & Wales - Charity number 1150442

Accounts

**THE JACK HAZELDINE FOUNDATION LTD
REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31st AUGUST 2024**

Company Number: 08197801

Charity Number: 1150442

**THE JACK HAZELDINE FOUNDATION LTD
REFERENCE & ADMINISTRATIVE INFORMATION
YEAR ENDED 31st AUGUST 2024**

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**THE JACK HAZELDINE FOUNDATION LTD
REFERENCE & ADMINISTRATIVE INFORMATION
YEAR ENDED 31st AUGUST 2024**

CHARITY NAME:	The Jack Hazeldine Foundation Ltd (Working name: JHF Youth Charity)
CHARITY STATUS AND NUMBER:	We are both a Registered Charity (No. 1150442) and a Private Company Limited by Guarantee, without share capital (No. 08197801).
PREMISES:	Unit 2, The Stables, Clevedon Hall Estate, Victoria Rd, Clevedon North Somerset, BS21 7SJ Tel: 01275 873962 JHF Orchard, (Outdoor Classroom and Learning Garden) Dowlais Farm, Lower Strode Road, Clevedon BS21 6UU
WEBSITE:	https://thejhf.org/
PERSONNEL	
CEO:	Phillippa Gribben
BOARD OF TRUSTEES:	Gabrielle Murtagh (Chair) Tom Britton (resigned 14/10/2024) Stephen Hart Kim Hazeldine Sarah-Jane Steele Francine McGee (appointed 4/12/23) Sunit Sharma (appointed 8/7/24)
INDEPENDENT EXAMINER:	Joshua Kingston BSc ACA, Burton Sweet, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR
BANKERS:	HSBC 40 High Street, Portishead, North Somerset BS20 6EN
INSURERS:	Unity Insurance, 60 Marlborough Road, Lansing Business Park, Lancing, West Sussex, BN15 8

**THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31st AUGUST 2024**

The Trustees of The Jack Hazeldine Foundation Ltd present their annual report and independent examined financial statements for the year ended 31st August 2024 and confirm they comply with the requirements of the Charities Act 2011, the Trust Deed and the Charities SORP (FRS 102).

PUBLIC BENEFIT

The trustees acknowledge their responsibility to demonstrate public benefit in all their activities. Charity Commission guidance on this matter has informed our decision-making processes throughout the year. This Annual Report provides a comprehensive overview of the JHF Youth Charity's work in 2023/24, outlining the specific ways in which we have delivered on our charitable purpose to inspire and empower young lives in North Somerset through the strength of positive relationships. We have included details of our mentoring and tutoring programmes, showcasing how these initiatives have led to improved school performance, increased confidence, and enhanced well-being for young people.

OBJECTIVES AND ACTIVITIES

The purpose and objective of The Jack Hazeldine Foundation (JHF Youth Charity) are to inspire and empower young people through the strength of positive relationships.

We use personalised mentoring, tutoring and group projects to enable young people to overcome obstacles, acquire new skills, and improve their wellbeing, ensuring they are prepared for their transition to adulthood. Our vision is for a world where every young person is empowered, hopeful, resilient, and able to make positive life choices

Our dedicated team use a child-centred and personalised approach to ensure our support is responsive to the young person's situation. We celebrate young people's strengths, fostering confidence and self-belief.

We work primarily one-on-one in both the community and in schools with young people between the ages of 8-18 or up to the age of 25 for those with an Educational Health Care Plan. The majority of our service users have additional needs and/or are neurodivergent. Most have trauma from 'Adverse Childhood Experiences' and experience social and emotional, and mental health issues. Our mentors help them to navigate through difficult periods in their lives, such as non-attendance at school or exclusion, stressful transitions between educating settings or other trauma. Guided by our core values, the JHF's key strategy is to support young people at the earliest possible stage by identifying and addressing challenges early on, providing access to resources and opportunities and fostering a sense of belonging. Living and promoting these values creates a transformative environment where young people can unlock their potential and thrive:

Positivity and Resilience

We cultivate an atmosphere of optimism and determination, helping young people see challenges as opportunities for growth.

Integrity and Respect

We build trust through honesty and by treating everyone, regardless of background, with dignity and compassion.

Equality, Inclusion, and Diversity

We champion a space where everyone feels valued, respected, and celebrated for their unique contributions.

Collaboration

We foster a spirit of teamwork, recognising that success is achieved through shared effort and open communication.

Love of Learning

We inspire curiosity and ignite a passion for knowledge, empowering young people to become lifelong learners.

The JHF Youth Charity offers a range of services to meet our objectives:

1:1 Mentoring in a young person's home, school or community setting.

1:1 Tutoring in a young person's home or community setting.

1:1 Transition support into a new education setting.

1:1 Post 16 transition into education, employment or training including life skills, supported work experience and travel training.

Mentor support in schools to provide early intervention 1:1 or group work.

Group Lego-based therapy sessions.

1:1 play therapy sessions.

Summer transition group programme bridging the gap between years 6 and 7.

Who used and benefitted from our service?

Our 1:1 mentoring and tutoring work is focused on young people who have complex needs and who are struggling to engage in learning. The breakdown of our service users for 1:1 mentoring/tutoring for 23/24 is as follows:

98% have SEND (Special Educational Needs Diagnosis).

92% have an EHCP (Education, Health and Care Plan).

94% have identified social, social, emotional or mental health issues (Yearly referrals to mental health services have risen 53% since 2019).

34% are on the autistic spectrum or undergoing an autism diagnosis. We believe this figure underrepresents our cohort, as Sirona has reported a 350% increase in demand for autism diagnoses in 2023.

5% are working with the YOT (Youth Offending Team) or YISP Youth Inclusion Support Project).

9% are LAC (Looked After Children) or PLAC (Previously Looked After Children).

8% are on a CIN Plan (Children in Need Plan), CP Plan (Child Protection Plan).

**THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
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This year, we have seen an increasing number of young people who have EBSA (Emotionally Based School Avoidance), which reflects school attendance data nationally and regionally. In North Somerset, the absence rate for Spring and Autumn 23/24 was 7.4%, and persistent absence (missing more than 10% of learning) was 20.3%. With the introduction of our new database in the summer of 2024, we will be keeping referral data on EBSA so that we can contribute to the work that our North Somerset school and local authority partners are doing to understand and address this issue.

ACHIEVEMENTS AND PERFORMANCE

The trustees are pleased that the JHF has continued to deliver its mission while navigating a time of change within the charity. The previous CEO and Head of Operations left in August 2023, and a new CEO has been in post since September 2023. The organisation has continued to provide essential support for vulnerable young people in North Somerset, extended its transition support to new geographical locations and developed new ways of inspiring and empowering its service users by providing opportunities for them to be involved in our future direction and strategy.

1:1 Mentoring

The number of hours that we delivered for 1:1 mentoring was lower than in previous years. This was due to the impact of role changes in the JHF staff team combined with the departure of some of our mentors. This was rectified through a concerted recruitment drive and we saw a rise in number of hours we were able to deliver in Terms 5 and 6. Despite this overall decline in hours for the year, we were very proud of the outcomes our mentors were able to achieve for our young people. By the end of the academic year, we had achieved the following progress:

86% of our young people with a social interaction target had made progress in this area.

81% of our young people with a behaviour for learning target had made progress in this area.

79% of our young people with a target to reduce risk-taking or impulsive behaviour had made progress in this area.

84% of our young people who were working to improve their mental health and wellbeing had made progress in this area.

Through funding from the Hargreaves Foundation and the National Lottery Reaching Communities Fund, we were also able to fund early intervention mentoring in primary and secondary schools. This was particularly effective, enabling mentors to work with young people before they had reached crisis point and stopped attending school.

1:1 Tutoring

Referrals for 1:1 tutoring increased in 23/24 which resulted in a higher number of tutoring hours being delivered in this academic year. Tutoring now makes up 22% of our 1:1 provision in comparison to 18% in previous years. Many of the young people that we tutor have huge gaps in their learning, as they have not been regularly attending their education setting. Our tutors have worked creatively and flexibly to create personalised curriculums that engage their young people and enable them to make progress. This year we were delighted that 3 tutees successfully achieved English and Maths Functional Skills qualifications.

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The needs of our young people mean that we have also had a focus this year on understanding learning approaches for children with autism. One of our experienced tutors ran a CPD session on supporting children with autism for our mentors/tutors in January. At the end of the year, 75% of our young people had made progress in maths and 69% in English. The young people who had not made progress had significant barriers with attendance.

Summer Transition

Building on the success of our previous summer transition programmes for the Clevedon cluster of schools, we extended our offer to three geographical locations in Summer 24. A total of 53 young people participated in a six-week summer programme designed to build confidence and self-esteem before their move to secondary school in September. Coming from different primary schools, the sessions provided an intimate and safe place for peers to meet and make connections before the new academic year. Following the sessions, parents reported an average increase of 30% in the confidence of their young person between the start and the end of the summer. When asked on a scale of 1-10 how helpful the sessions had been in preparing their child for secondary school, the average score was 8.5. The programme was funded by grants from the National Lottery Reaching Communities Fund and the North Somerset Mental Health Community Grants Programme.

Work Experience

With the help of an experienced volunteer, we have started to offer mentees aged 16+ the opportunity to complete short-term work experience placements while being supported by their mentor. In 23-24, 4 young people have undertaken work experience in settings including a care home, a bike shop, a café and a swimming pool. The placements enabled the mentees to develop new skills and help them identify future pathways for education, training and employment.

Community Engagement – website, video and social media presence

Our charity has made great strides this year in our community visibility and engagement. We designed a new website to provide clear, impactful information about the services we provide and the difference we make to young people in North Somerset. We were extremely fortunate to be offered the free services of professional film maker to create a short film that explains our ethos, approach and impact. Following training from the Media Trust in October, our Community Engagement Lead has grown our social media following to over a thousand followers. All of these initiatives have contributed to our raised profile in our community, which has contributed to the rise in donations from community organisations including Clevedon Town Football Club, North Somerset choir, Somerset Freemasons and Hall & Woodhouse.

Orchard

Our outdoor space at Dowlais Farm continues to provide a safe, calm, and quiet space ideal for one-on-one mentoring and an inspiring learning environment. This year, we have made significant strides in improving the ecological sustainability and biodiversity of the Orchard. Following advice from the Avon Wildlife Trust's Team Wilder Ecological Advisory Service (TWEAS), we have made improvements to the management of our site and the decisions we make regarding planting and developing areas to support young people's engagement with nature. We are passionate about developing this work further and building our knowledge and skills in nature-based practice. We are an active member of the Nature and Health Children and Young People's Special Interest group, connecting with like-minded practitioners,

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REPORT OF THE TRUSTEES
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and we are keen to explore the potential of offering green social prescribing to young people next year. This aligns with North Somerset's strategy for 24/25.

To further develop the Orchard space, we were very grateful for support from Sustainable Clevedon, which sourced and helped us plant a mix of hedgerows to provide privacy between our space and a neighbouring campsite.

Youth Voice

It has long been an ambition of the charity to provide opportunities for our service users to have greater involvement in our project and a voice in how we develop future activities. This year, we have been able to take a step forward with the introduction of our JHF Ambassadors group for young people who have benefited from their mentoring experience and want to stay connected. Through this initiative, we have had three former mentees support our summer transition project and take the lead in designing the activities for a new JHF social group.

OUR PARTNERS AND FUNDERS

The JHF continues to work in partnership with a wide variety of stakeholders to ensure the needs of young people in North Somerset are identified and met.

We are proud to be on the Bristol, North Somerset and South Gloucestershire Alternative Learning Provision Framework, and we have bi-annual monitoring of our service to ensure that we are fully compliant with commissioning partners' service expectations, including safeguarding and equality/diversity requirements.

North Somerset Council remains our biggest partner, supplying 32% of our income. Through their referrals, we support young people who are awaiting new school placements or are EOTAS (Educated other than at School).

In addition to North Somerset Council, we have worked in partnership with 37 schools and 4 alternative learning providers to provide mentoring and tutoring for young people on their roll, with the aim of supporting them back into full-time education, employment, or training. We also received enquiries for support from CAMHS, social services, school nursing services, and medical centres.

The JHF has also sought to make an active contribution to strategy and policy development for young people in North Somerset. We are a member of the new North Somerset Children & Young People's Network Group, which is currently focused on the development of family hubs. We have also joined the VCSE Alliance (BNSSG), which is an exciting new collaboration for the regional health and care system and the VCSE sector. We continue to sit on our locality steering group, wellbeing collective and the Nature and Health Children and Young People's Special Interest group.

We are particularly proud of the collaborations we have made with community organisations who share our vision and ethos. We were successful in achieving funding from Quartet Community Foundation to provide mentoring support for young people referred from North Somerset LGBT+ Forum, Racial Equality North Somerset and Bridging the Gap together who support autistic young people and their families. This will enable us to extend our service to minoritised communities who have historically not been referred to our service.

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During 2023-24 the charity is grateful for financial support from the following funders:

National Lottery Reaching Communities

Quartet Community Foundation

North Somerset Mental Health Community Grants

Percy Bilton

Woodroffe Benton

Garfield Weston

Tesco

ORGANISATIONAL GROWTH

Delivery Year	Mentoring & Tutoring hrs delivered	Outreach figures	Organisation Size *includes Trustees
18/19	5,000	38	16
19/20	7,800	65	24
20/21	10,718	175	35
21/22	12,157	302	41
22/23	11,767	400	41
23/24	10,193	365	45

Continuing from the previous year, we have seen an increase in targeted group work, school placements and transition workshops that have enabled us to sustain our outreach figures without compromising the quality of provision.

ORGANISATIONAL CAPACITY

The JHF 'Big Three' organisational objectives provide a roadmap and ethos from which individual employees can develop their personal targets and contributions. Our big three organisational objectives for 2023 - 2024 were as follows:

BE A GREAT PLACE TO WORK

- Provide opportunities for skill sharing, training and development at all organisational levels
- Develop and maximise internal resources, including the development of premises
- Prioritise team well-being and support
- Share the commitment to safeguarding excellence

DEMONSTRATE IMPACT THROUGH SUCCESSFUL PROGRAMMES

- Develop an early intervention fundraising strategy
- Improve impact measurement
- Empower youth voice
- Work collaboratively with all stakeholders and the wider community

REMAIN FINANCIALLY SUSTAINABLE

- Maintain reserves policy whilst ensuring team capacity to support growth
- Transparent, regular, and accessible reporting, including a 3-year budget
- Diversify sources of funding, including community engagement
- Maintain risk register and associated control measures

ACHIEVEMENTS

The Charity recruited a new Finance Officer in October 2023 who has made a significant contribution to the operations of the charity, reviewing and improving financial systems and processes that will make the organisation more transparent, sustainable and efficient.

Mentor recruitment and retention was a priority for the charity this year. With the departure of 7 mentors and 2 tutors early in the year, the charity invested time and energy in a recruitment drive and retention activity. These were very successful, and the mentor/tutor team has grown to 31, an increase of 7 team members from the start of the year. Staff wellbeing continues to be at the forefront of trustees' minds, and we have created opportunities throughout the year for the team to come together and build a sense of community. Our Safeguarding and Wellbeing lead continues to directly support mentor and tutor wellbeing, offering regular check-ins online and in person.

A significant development for our charity has been the implementation of a CRM system to modernise and streamline our programme operations. The bespoke nature of our service required an intensive design and build period to ensure that we could capture our requirements, including young people's referral information, safeguarding and outcomes reporting and operational data to inform future planning and financial sustainability. This took place in Summer 24 with all staff members trained in readiness for the system to go live in September 2024. It is our expectation that the system will be transformational for the charity's operations in 2024/25 with a reduction in administrative workload, improved reporting of young people's outcomes and impact indicators to inform future strategy and direction.

With support from the National Lottery Reaching Communities Fund, we worked with a consultant from Voscur to develop a Theory of Change for the JHF which has been published on our website. This was a very helpful exercise in understanding the current situation for young people in North Somerset, and we have identified the growing problem of EBSA (Emotionally based Social Avoidance) and the impact of deprivation in the locality of Weston-super-Mare as key priorities for us going forward.

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The exercise has also helped us identify our role in providing the family of the young person that we mentor/tutor with signposting support and a listening ear. A member of our Safeguarding team now takes on that role of family liaison.

The Voscur consultant also supported us in developing an impact resource to collect young people's voices on the difference we are making in their lives. Alongside our outcome measurements on our Beacon database, this will provide us with robust quantitative and qualitative data to inform our future service delivery and practice.

The JHF continues to invest in the training and support of its team, ensuring that best practice is recognised, shared, and embedded. Our three information-sharing sessions included safeguarding, communication skills, working with young people with autism, outcome reporting, and working with families. For new mentor recruits, we offered shadowing opportunities to ensure a strong start.

The table below shows the training of specific staff members.

Staff Member	Training Provider	Duration
Programme Lead	Managing for Managers	2.5 days
CEO	Advanced Inter-Agency Child Protection	1 day
Chair of Trustees	Advanced Inter-Agency Child Protection	1 day
Safeguarding & Wellbeing Lead	Advanced Inter-Agency Child Protection Update	0.5 day
Safeguarding Assistant	Advanced Inter-Agency Child Protection Update	0.5 day
Community Engagement Lead	Impact Measurement	1 day
	Writing Strong Impact Indicators, funding applications	0.5 day
	Unlocking Social Enterprise Opportunities	0.5 day
	Funding Core Costs, Unrestricted revenue	0.5 day
	Digital Tools for Small Charities	0.5 day
	Developing and Nurturing High Value Relationships	0.5 day
HR Officer	Employment Law	0.5 day
	HSE Managing Stress at Work	0.5 day
Admin Assistant	Fire Safety	0.5 day

We received very positive feedback regarding our ALP status during our annual monitoring visit from North Somerset Council. We were asked by the North Somerset Children's Services Directorate to provide a case study of our supported work experience as an example of excellence in an alternative learning provision. This case study demonstrated how young people receive support, education, and guidance to pursue appropriate pathways and encourage them to explore their aspirations and opportunities for the future.

We have offered all our commissioning schools the opportunity to visit us for quality assurance purposes and have developed an information pack detailing our service offer, policies, and procedures.

The increasing complexity of our young people's needs has increased our requirement for a multi-agency approach to agree ongoing support for a young person. Our Programme Team

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regularly attend EHCP reviews and Core group meetings for young people who are identified as Child in Need or Child Protection and TAF (Team around the Family Meetings).

FINANCIAL REVIEW

2023/24 has been a financially challenging year. The departure of three key members of staff at the start of the year inevitably led to a period of adjustment for the whole team, and a steep learning curve for the new CEO and Finance Officer. These changes, along with reduced mentor capacity, impacted our service delivery and consequently our financial performance, particularly at the start of the year.

Total income for the year was £430,957, a decrease of 1% on the previous year (2022/23 : £434,834). Income from paid mentoring and tutoring £310,584 was 5% down (2022/23 : £328,554). Funding bid income increased by 6% to £97,273 (2022/23: £91,346).

Total expenditure was £458,546, comparable to last year (2022/23 : £457,635). However, expected savings on the direct costs of mentoring and tutoring have been offset by a year on year increase in fixed costs. As well as the 6% increase in office staff salaries in September 2023, the charity also felt the impact of higher property related costs due to the move to larger premises in March 2023. Although the majority of these costs were included in the 2023/24 budget, we now believe that the mentoring and tutoring levels on which this budget was based were too ambitious for the Charity at that time.

As the financial statements show, the net effect of the above income and expenditure is a deficit in the year of £27,589 compared to a net deficit of £22,801 in 2022/23. Despite the deficit, the year ended on a positive note with activity levels increasing after Easter.

Cash

Year-end cash reserves decreased from £222,314 in August 2023 to £176,890 in August 2024. Although this is mainly due to the impact of the deficit in the year, it also reflects the fact that a £15k funding bid instalment due in July 2024, was received after the year end.

Reserves

Total reserves have decreased during the year, from £184,853 to £157,264. Free reserves have fallen from £156,334 to £135,765. The reserves policy continues to be that 4 to 12 months of total budgeted expenditure (excluding direct mentoring and tutoring costs) should be held in reserves. Based on the 2024/25 budget this would equate to between £95,133 and £285,400. Both total and free reserves fall within the required range and therefore, meet the reserves policy, albeit at the lower end.

2024/25 Budget

We have put together a breakeven budget for 2024/25 based on fairly conservative mentoring and tutoring levels. Two of our longstanding funding bids, Reaching Communities (National Lottery) and Quartet Eversea, end in late Spring 2025. The challenge will be to meet the target of £82,500 in donations and new core costs funding in order to replace these bids.

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The following are key to successfully achieving this target:

- We have an excellent relationship with our main referrer, North Somerset Council, and we are successfully expanding our reach to schools we haven't previously worked with and new geographical areas.
- The CRM has significantly improved our management reporting which in turn will enable us to respond quickly and efficiently to changes in service demand. Over the coming year, we will further invest in the system to improve the efficiency of our processes and procedures, allowing staff to concentrate on programming and fundraising.
- The new website, along with a new fundraising strategy, will enable us to better promote the Charity to referrers, grant making organisations and potential donors.

We believe that a breakeven position for 2024/25 is achievable and we will look to develop a longer term financial strategy during the year with the aim of returning to an operating surplus and financial sustainability within the near future.

STRUCTURE, GOVERNANCE AND MANAGEMENT.

Governing Document

The Jack Hazeldine Foundation is a Registered Charity (No. 1150442) and a Private Company Limited by Guarantee, without share capital (No. 08197801), registered with the Charity Commission in January 2013 and governed by a Memorandum of Association for a Charitable Company.

The Jack Hazeldine Foundation was set up by Ben Hazeldine and his family in 2012 using the money collected at his grandfather Jack's funeral. During his childhood, Ben worked closely with his grandfather, who became a powerful role model for him. Ben was the first child to receive support through what would become the foundation.

Organisational Structure

Trustees use their skills and experience to support the charity, helping them achieve their aims. The Trustees have oversight of the workings of the charity and are responsible for ensuring:

- the charity is carrying out its purpose for the benefit of its service users
- compliance with the charity's constitution and the law;
- they are acting in the charity's best interests;
- they are managing the charity's resources responsibly;
- acting with reasonable care and skill; and
- the charity is accountable

The Trustees give their time freely and receive no remuneration or other financial benefits.

Trustee Board meetings are held six times a year with the option of supplementary meetings to assist with the smooth running of the charity. The Trustees have also set up committees

**THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31st AUGUST 2024**

that help them oversee certain aspects of the charity's work. Committees are currently set up for Safeguarding, Finance and Policies and Procedures. All of these committees meet termly.

Recruitment And Appointment Of Trustees.

The Chair of the Trustee Board, with the support of the other Trustees and the CEO, is responsible for the recruitment of new Trustees. The recruitment of trustees is carried out with as much care as the recruitment of paid staff and is in line with Equal Opportunities procedures.

This year, we recruited two new trustees with education and business backgrounds.

All Trustees are required to have an Enhanced DBS certificate, Safeguarding, GDPR, and PREVENT training.

Policies, Procedures and Risk Management

We have a Policy and Procedures Committee that meets termly. In the past year, we have strengthened our policies and procedures to ensure a safe, transparent, and accountable environment for both staff and the young people we serve. Our policies have been reviewed and updated to reflect current best practices in safeguarding equality, diversity and inclusion, recruitment, and ensuring compliance with legal and regulatory requirements. Procedures have been streamlined to enhance efficiency, improve service delivery, and support consistent practice across all areas of our organisation.

Risk management remains a priority. Our Risk Register is reviewed and updated at every trustee meeting, enabling us to identify, monitor, and mitigate potential risks proactively. These updates not only safeguard our organisation but also reinforce our commitment to fostering a secure and supportive environment.

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YEAR ENDED 31st AUGUST 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of The Jack Hazeldine Foundation Ltd for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with 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 Accepted Accounting Practice).

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

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

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

Approved by order of the Board of Trustees on7 March 2025..... and signed on its behalf by:

Gabrielle Murtagh

G Murtagh

Trustee

**THE JACK HAZELDINE FOUNDATION LTD
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31st AUGUST 2024**

Independent examiner's report to the trustees of The Jack Hazeldine Foundation Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Joshua Kingston

Josh Kingston BSc ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date:7 March 2025.....

THE JACK HAZELDINE FOUNDATION LTD

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 AUGUST 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
Income from:					
Donations and legacies	2	23,100	97,273	120,373	106,280
Charitable activities	3	310,584	-	310,584	328,554
Total income		<u>333,684</u>	<u>97,273</u>	<u>430,957</u>	<u>434,834</u>
Expenditure on:					
Raising funds	4	135	-	135	-
Charitable activities	5	375,965	82,446	458,411	457,635
Total expenditure		<u>376,100</u>	<u>82,446</u>	<u>458,546</u>	<u>457,635</u>
Net income/(expenditure)	8	(42,416)	14,827	(27,589)	(22,801)
Transfers between funds	16	19,640	(19,640)	-	-
Net movement in funds		<u>(22,776)</u>	<u>(4,813)</u>	<u>(27,589)</u>	<u>(22,801)</u>
Total funds at start of year	16	165,729	19,124	184,853	207,654
Total funds at end of year	16	<u>142,953</u>	<u>14,311</u>	<u>157,264</u>	<u>184,853</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 17 to 26 form part of these financial statements
See note 11 for fund-accounting comparative figures

THE JACK HAZELDINE FOUNDATION LTD

BALANCE SHEET

AS AT 31 AUGUST 2024

Company number: 08197801

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	7,188	9,395
		<u>7,188</u>	<u>9,395</u>
Current assets			
Debtors	13	31,654	15,554
Cash at bank and in hand		176,890	222,314
		<u>208,544</u>	<u>237,868</u>
Liabilities			
Creditors : amounts falling due within one year	14	(58,468)	(62,410)
Net current assets		<u>150,076</u>	<u>175,458</u>
Net assets		<u><u>157,264</u></u>	<u><u>184,853</u></u>
FUNDS			
Unrestricted funds			
General funds	17	142,953	165,729
Restricted funds	17	14,311	19,124
Total funds		<u><u>157,264</u></u>	<u><u>184,853</u></u>

For the year ended 31 August 2024, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

These financial statements were approved by the Trustees on7.March.2025..... and are signed on their behalf by:

Gabrielle Murtagh

G Murtagh
Trustee

The notes on pages 17 to 26 form part of these financial statements

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The charity is a Public Benefit entity as defined under FRS102.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the challenges of the current cost of living crisis. A 3 year budget is being produced which will enable the Trustees to make decisions to protect the future of the charity. The charity has sufficient reserves, some of which may need to be drawn upon in the short term.

Income

Income from donations and grants are included in income when these are receivable, except as follows:

- I. When donors specify that donations/grants given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Legacies are included on a receivable basis where charity is entitled to the income, it can be measured reliably and receipt is probable. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is not included in income but is treated as a contingent asset and disclosed if material.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions and other costs which include the costs of running and participating in fundraising events and collections.

Charitable Activities

Grants awarded are allocated to charitable activities.

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

1 Accounting policies (*continued*)

Allocation and apportionment costs

Certain expenditure is directly attributable to specific activities and this has been included in those cost categories. Other costs, which are attributable to more than one category, are apportioned across cost categories on the basis of an assessment of workload carried out from time to time.

Overhead support costs have been allocated between fundraising and publicity costs, fundraising trading and charitable activities. The apportionment has been allocated on the basis of usage and is analysed in note 6.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Leasehold Improvements - 33% reducing balance
Office Equipment - 33% reducing balance

Fund accounting

Unrestricted funds can be used in accordance with the charitable objects 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 note of the financial statements.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

2 Income from: Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Donations	23,100	-	23,100
Grants received	-	97,273	97,273
	<u>23,100</u>	<u>97,273</u>	<u>120,373</u>

Restated Prior year comparatives

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Donations	14,934	-	14,934
Grants received	-	91,346	91,346
	<u>14,934</u>	<u>91,346</u>	<u>106,280</u>

3 Income from: Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Mentoring	310,584	-	310,584	328,554
	<u>310,584</u>	<u>-</u>	<u>310,584</u>	<u>328,554</u>

All income from charitable activities in the prior year was restricted.

4 Expenditure on: Raising funds

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Advertising & promotions	135	-	135	-
	<u>135</u>	<u>-</u>	<u>135</u>	<u>-</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

5 Expenditure on: Charitable activities

	Direct Costs	Support Costs (Note 6)	Total Funds 2024
	£	£	£
Mentoring	181,330	277,081	458,411
	<u>181,330</u>	<u>277,081</u>	<u>458,411</u>

Prior year comparatives

	Direct Costs	Support Costs (Note 6)	Total Funds 2023
	£	£	£
Mentoring	178,152	279,483	457,635
	<u>178,152</u>	<u>279,483</u>	<u>457,635</u>

6 Support costs

Support costs, included in note 5, are as follows:

		Total 2024	Total 2023
		£	£
Wages and salaries	(Note 9)	208,437	223,662
Finance costs		140	86
Heat and light		3,144	1,314
Insurance		1,630	1,466
Rent and rates		17,502	9,656
Telephone and internet		2,924	2,266
Office costs		15,711	6,407
Training		6,321	7,809
Repairs and maintenance		9,942	9,385
Legal and professional		4,114	5,971
Depreciation		3,435	4,273
Other costs		428	2,359
Governance costs	(Note 7)	3,353	4,829
		<u>277,081</u>	<u>279,483</u>

All support costs are in relation to Charitable Activities.

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

7 Governance costs

	Total Funds 2024 £	Total Funds 2023 £
Accountancy fees		
- QuickBooks subscription	283	336
- Payroll fees	681	833
- Other services	-	43
Independent examiners fees	2,322	2,110
- prior year under/(over) provision	20	114
Trustees' travel, meeting & training expenses	47	1,393
	<u>3,353</u>	<u>4,829</u>

All governance costs in the prior year were unrestricted.

8 Net income/(expenditure) for the year

This is stated after charging:

	2024 £	2023 £
Independent Examiner's fees - for independent examination services and accounts preparation	2,322	2,110
- for other services	964	1,212
Trustees' travel, meeting and training expenses	47	1,393
Depreciation	3,435	4,273
	<u>3,435</u>	<u>4,273</u>

One Trustee (2023: One) has been reimbursed for their out of pocket expenses of £65 (2023: £65). No Trustee received any remuneration during the current or prior year.

Aggregate donations from Trustees, key management personnel, and other related parties was £500 (2023: £Nil).

9 Staff costs and numbers

The aggregate payroll costs were:

	2024 £	2023 £
Wages & salaries	190,299	203,918
Social security costs	11,588	12,855
Pension contributions	6,550	6,889
	<u>208,437</u>	<u>223,662</u>

No employee received emoluments of more than £60,000 in the current or prior year.

The average number of employees during the year was 8 (2023: 9), calculated on the basis of average headcount. The total employment benefits received by key management personnel, which consists of the Trustees and the CEO, including employer national insurance and employer pension were £62,897 (2023: £65,564).

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

10 Taxation

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

11 Statement of Financial Activities comparative figures

	Unrestricted Funds	Restricted Funds	Total Funds 2023
For the year ended 31 August 2023	£	£	£
Income from:			
Donations and legacies	14,934	91,346	106,280
Charitable activities	-	328,554	328,554
Total income	<u>14,934</u>	<u>419,900</u>	<u>434,834</u>
Expenditure on:			
Raising funds	-	-	-
Charitable activities	4,273	453,362	457,635
Total expenditure	<u>4,273</u>	<u>453,362</u>	<u>457,635</u>
Net income/(expenditure) for the year	10,661	(33,462)	(22,801)
Transfers between funds	(32,011)	32,011	-
Net movement in funds	<u>(21,350)</u>	<u>(1,451)</u>	<u>(22,801)</u>
Total funds at start of year	187,079	20,575	207,654
Total funds at end of year	<u>165,729</u>	<u>19,124</u>	<u>184,853</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

12 Tangible fixed assets

	Leasehold Improvements	Office Equipment	Total
	£	£	£
Cost or valuation			
At 1 September 2023	17,664	7,097	24,761
Additions	804	423	1,227
At 31 August 2024	<u>18,468</u>	<u>7,520</u>	<u>25,988</u>
Depreciation			
At 1 September 2023	11,920	3,446	15,366
Charge for the year	2,090	1,344	3,434
At 31 August 2024	<u>14,010</u>	<u>4,790</u>	<u>18,800</u>
Net book value			
At 31 August 2024	<u>4,458</u>	<u>2,730</u>	<u>7,188</u>
At 31 August 2023	<u>5,744</u>	<u>3,651</u>	<u>9,395</u>

13 Debtors

	2024	2023
	£	£
Trade debtors	21,494	13,033
Prepayments and accrued income	9,160	1,521
Other debtors	1,000	1,000
	<u>31,654</u>	<u>15,554</u>

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	6,973	1,454
Other creditors	56	3,083
Accruals and deferred income	43,352	49,213
Social security and other taxes	8,087	8,660
	<u>58,468</u>	<u>62,410</u>

<i>Deferred income</i>	2024	2023
	£	£
Deferred income at the start of the year	31,329	64,785
Amount realised to income in the year	(101,227)	(138,601)
Amount deferred in the year	89,282	105,145
Deferred income at the end of the year	<u>19,384</u>	<u>31,329</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

15 Operating Leases

At 31 August 2024 the organisation had total commitments under non-cancellable operating leases in relation to premises as set out below:

	2024 £	2023 £
Within one year	14,400	15,800
Between two to five years	200	14,400
	<u>14,600</u>	<u>30,200</u>

After the year-end, a one year lease extension was agreed upon.

16 Movement in funds

For the year ended 31 August 2024

	At 1 Sep 2023 £	Income £	Expenditure £	Transfers £	At 31 Aug 2024 £
Restricted funds					
National Lottery - Reaching Communities	4,882	70,786	(57,783)	(4,882)	13,003
Quartet - Eversea	8,424	15,000	(15,000)	(8,424)	-
Quartet - Express	4,973	4,973	(4,973)	(4,973)	-
NSC Mental Health 2023	845	845	(845)	(845)	-
NSC Mental Health 2024	-	5,000	(3,692)	-	1,308
Percy Bilton	-	669	(153)	(516)	-
	<u>19,124</u>	<u>97,273</u>	<u>(82,446)</u>	<u>(19,640)</u>	<u>14,311</u>
Unrestricted funds					
General funds	165,729	333,684	(376,100)	19,640	142,953
	<u>165,729</u>	<u>333,684</u>	<u>(376,100)</u>	<u>19,640</u>	<u>142,953</u>
Total funds	<u>184,853</u>	<u>430,957</u>	<u>(458,546)</u>	<u>-</u>	<u>157,264</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

16 Movement in funds (continued)

For the year ended 31 August 2023

	At 1 Sep 2022 £	Income £	Expenditure £	Transfers £	At 31 Aug 2023 £
Restricted funds					
Jack Hazeldine Foundation					
Mentoring	-	330,005	(362,016)	32,011	-
National Lottery - Reaching Communities	11,835	64,933	(71,886)	-	4,882
Quartet - Eversea	8,740	15,000	(15,316)	-	8,424
Quartet - Express		4,973	-	-	4,973
NSC Mental Health	-	4,989	(4,144)	-	845
	<u>20,575</u>	<u>419,900</u>	<u>(453,362)</u>	<u>32,011</u>	<u>19,124</u>
Unrestricted funds					
General funds	187,079	14,934	(4,273)	(32,011)	165,729
	<u>187,079</u>	<u>14,934</u>	<u>(4,273)</u>	<u>(32,011)</u>	<u>165,729</u>
Total funds	<u>207,654</u>	<u>434,834</u>	<u>(457,635)</u>	<u>-</u>	<u>184,853</u>

Restricted Fund Descriptions

Jack Hazeldine Foundation Mentoring : These funds are provided by North Somerset Council, schools, and other agencies to work with disengaged young people. The funds provide mentoring and tutoring services with the aim of inspiring and leading these children to re-engage with their learning. The mentoring funds are considered to now be unrestricted in nature and therefore form part of general funds in 2024.

National Lottery – Reaching Communities Grant : This grant funds early intervention through mentoring, workshops, outdoor learning, and transition work with the aim of improving young people’s skills, resilience and self-confidence, reducing negative behaviour and increasing participation in school.

Quartet – Eversea Grant : This grant funds a Programme Co-ordinator (Safeguarding) to allow us to expand our supervision and professional development of mentors, ensuring excellent impact practice, and ensuring that our safeguarding policy remains central to our everyday practise.

Quartet – Express Grant : This grant funds the operational costs of our outdoor classroom, The Orchard.

North Somerset Council – Mental Health Grant : This grant funds the Clevedon Summer Transition Programme for vulnerable young people struggling with the transition from primary to secondary school.

Percy Bilton : This grant is for the purchase of a table tennis table and small play equipment for our outdoor learning space. The transfer represents capital items purchased from these funds in the year.

Transfers in the year have been used to realign the funds to agree to the applicable grant documentation and balances at the year-end.

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

17 Analysis of net assets between funds

	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2024			
Tangible fixed assets	-	7,188	7,188
Other net assets	14,311	135,765	150,076
	<u>14,311</u>	<u>142,953</u>	<u>157,264</u>
Restated As at 31 August 2023			
Tangible fixed assets	-	9,395	9,395
Other net assets	19,124	156,334	175,458
	<u>19,124</u>	<u>165,729</u>	<u>184,853</u>


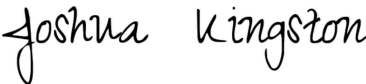
18 Related party transactions

The CEO's spouse received no payment for gardening services at the Orchard (2023: £9,403).
The daughter of a trustee received payment of £195 for cleaning services (2023: Nil).
There were no other related party transactions with trustees during the year.

Document Details

Title	2024 Financial Statements
File Name	Final 2024 accounts (ID 240587).pdf
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THE JACK HAZELDINE FOUNDATION LTD

England & Wales - Charity number 1150442

Accounts

THE JACK HAZELDINE FOUNDATION LTD
REPORT & FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023

Company Number: 08197801

Charity Number: 1150442

**THE JACK HAZELDINE FOUNDATION LTD
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023**

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THE JACK HAZELDINE FOUNDATION LTD
REFERENCE & ADMINISTRATIVE INFORMATION
YEAR ENDED 31 AUGUST 2023

Charity Name: The Jack Hazeldine Foundation Ltd
(Working name: JHF Youth Charity)

Charity Status and number: We are both a Registered Charity (No.1150442) and a Private Company Limited by Guarantee, without share capital (No.08197801).

Premises: Unit 2, The Stables, Clevedon Hall Estate, Victoria Rd,
Clevedon North Somerset, BS21 7SJ

Tel: 01275 873962

JHF Orchard, (Outdoor Classroom and Learning Garden)
Dowlais Farm, Lower Strode Road, Clevedon BS21 6UU

Website: <https://thejhf.org/>

Personnel

CEO: Philippa Gribben

Board of Trustees: Gabrielle Murtagh (Chair)
Tom Britton
Stephen Hart
Kim Hazeldine
Sarah-Jane Kinley

Independent Examiner: Joshua Kingston BSc. ACA, Burton Sweet Limited, The
Clock Tower, 5 Farleigh Court, Old Weston Road, Flax
Bourton, Bristol BS48 1UR

Bankers: HSBC 40 High Street, Portishead, North Somerset
BS20 6EN

Insurers: Unity Insurance 60 Marlborough Road, Lansing Business
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THE JACK HAZELDINE FOUNDATION LTD

REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2023

The Trustees of **The Jack Hazeldine Foundation Ltd** present their annual report and independently examined financial statements for the year ended 31 August 2023 and confirm they comply with the requirements of the Charities Act 2011, the Trust Deed and the Charities SORP (FRS 102).

OBJECTIVES AND ACTIVITIES

The Jack Hazeldine Foundation (The JHF Youth Charity) aims to inspire and empower young lives through the strength of positive relationships. Our vision is to ensure that every child, regardless of their background, achieves their unique potential, goes on to lead a happy, successful life and makes a positive contribution to their community.

We use mentoring, tutoring and bespoke therapeutic provisions to inspire and empower some of the most vulnerable young people in North Somerset through the strength of positive relationships. Our passionate team engages with young people and their families to help them build self-esteem, confidence, and resilience, supporting positive behaviour changes and empowering young people to deal effectively with issues impacting their lives.

We work one-on-one in both the community and in schools with young people between the ages of 7-19 or up to the age of 25 for those with an Educational Health Care Plan. Most of our service users have additional needs or disabilities, and many are facing difficult periods in their lives, such as school exclusion, transitions, or bereavement. With the key strategy to support young people at the earliest possible stage, the JHF is led by the core values of positivity, integrity, equality, diversity, inclusion, respect, resilience, collaboration, and a love of learning.

The JHF 'Big Three' organisational objectives provide a roadmap and ethos from which individual employees can develop their personal targets and contributions. Our big three organisational objectives for 2022 —2023 were as follows:

1. BE A GREAT PLACE TO WORK

- Provide opportunities for skill sharing, training and development at all organisational levels.
- Develop and maximise internal resources, including the development of premises.
- Prioritise team well-being and support.
- Share the commitment to safeguarding excellence.

2. DELIVER SUCCESSFUL PROJECTS

- Develop an early intervention fundraising strategy.
- Improve impact measurement.
- Empower youth voice.
- Work collaboratively with all stakeholders and the wider community.

3. REMAIN FINANCIALLY SUSTAINABLE

- Maintain reserves policy, whilst ensuring team capacity to support growth.
- Transparent, regular, and accessible reporting, including 3-year budget.
- Diversify sources of funding, including community engagement.
- Maintain risk register & associated control measures.

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REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2023

PERFORMANCE

Our Partners and Funders

At the end of the academic year, the JHF team and the founding Hazeldine family celebrated their ten-year anniversary. We also said goodbye to our CEO of five years.

In direct response to the community demand for services, we have invested in staffing, training and premises to increase efficiencies, boost capacity and sustain safeguarding excellence.

Strategic market development and diversification of income streams to keep cash flowing and mitigate the impact of the economic downturn on a single service has been a longstanding priority of the JHF. Through the leveraging of expertise to new clients and markets, the JHF has reduced North Somerset Council reliance to 31%. Whilst much improved, we still rely upon this partnership for the funding of core costs.

We have supported transitions in education alongside 43 schools and alternative providers such as Reset, 121 Turnaround, Rock Steady, Portishead Youth Centre (PYC) and the YMCA. As our reputation in the community has grown, we have had referrals from a range of other agencies, including GPs, social care, the police and CAMHs.

We are proud to have provided just short of 12,000 hours of mentoring support and worked with over 400 young people.

Our main clients are schools, social care and local councils. We continue to work in partnership with organisations such as The Hargreaves Foundation, The National Lottery Community Fund and The Quartet Community Foundation. These organisations have been instrumental in enabling us to appoint specialist staff and provide bespoke early intervention packages.

We have also had financial support from Tesco, North Somerset Council, Garfield Weston, Woodruff Benton Foundation and the Freemasons.

We have a strategic funding strategy in place to realise a combination of small and larger bids, enabling early intervention, impact, and sustainability.

With a view to developing robust impact practices, this year, we began working with Clarity CIC (Funded by the National Lottery). This not-for-profit company helps organisations think and act strategically and demonstrate the value of their work. As a result of this collaboration, we were able to produce our first Impact Report.

Our ongoing partnership will serve to increase our ability to gather and utilise quantitative data, which is essential in accurately analysing our key performance indicators and areas for growth. This data will enable us to effectively measure the impact of our work, allowing us to serve our community best and develop future programmes.

Clarity CIC has also supported us in creating a Theory of Change model that will form a critical roadmap for the ongoing development and direction of the JHF. This is the first time in the history of the JHF that such a task has been undertaken.

Our cohort

As the breakdown below will show, our cohort is made up of children and young people with complex, multiple needs that have elevated the management and coordination investment required to maintain safeguarding and governance standards.

98% of children have SEND (Special Educational Needs Diagnosis)

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63% have an EHCP (Education, Health and Care Plan) - this number has dropped due to an increased % of early intervention placements and slow processing time for EHCPs.

94% have identified social, social, emotional or mental health issues.

34% are on the autistic spectrum or undergoing an autism diagnosis - this number has dropped due to an increase in those with SEMH needs (Social, Emotional and Mental Health needs) and fewer people being added to the SCAMP pathway (Standardized Clinical Assessment And Management Plans)

11% are also working with the YOT (Youth Offending Team) YISP Youth Inclusion Support Project 9% victims and 2% perpetrators

15% are LAC (Looked After Children) PLAC (Previously Looked After Children)

20% are on a CIN Plan (Children in Need Plan), CP Plan (Child Protection Plan)

From an operational perspective, school-based early intervention is considered significantly more efficient than community mentoring placements. The individual and bespoke nature of placements and related costs inhibit the calculation of concrete staff cost ratios; however, experiential and tacit knowledge of the extensive safeguarding demands for vulnerable community-based placements enable an informed view of the financial consistency and relative ease of school-based mentoring.

Our current services on offer are as follows:

- One-to-one mentoring
- Mentoring packages: School Support, Transition Coaching, Education, Employment and training Coaching, Youth Offending Support, Send, Gaining Independence Programme, Travel Training,
- One-to-one tutoring - across Key Stages 2-5
- LEGO-based therapy
- PLAY therapy.
- Outdoor learning at The JHF Orchard - including Outdoor Learning Workshops, Design, Technology and Project Growth
- Transition Workshops —bridging the gap between years 6 and 7
- Moving towards work and college —bespoke support for school leavers

Organisational Growth

The table below illustrates our growth and outreach:

Delivery year	Support hours delivered per year	Outreach figures (Number of young people supported)	Organisation Size (number of mentors, tutors, office team and Trustees)
18/19	5,000	38	16
19/20	7,800	65	24
20/21	10,718	175	35
21/22	12,157	302	41
22/23	11,767	400	41

Targeted group work and transition workshops held within our outdoor learning garden, the JHF Orchard, have been instrumental in allowing us to dramatically increase our outreach figures without compromising quality of provision.

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YEAR ENDED 31 AUGUST 2023

ACHIEVEMENTS

We were successful in securing CSI/ED/Alternative Learning Provision (ALP) Framework, which covers Bristol City Council, North Somerset Council and South Gloucestershire, which has involved us in an increased number of safeguarding audits in line with ALP requirements.

The JHF has invested considerable resources in staff training this year. Mentors and staff have had the usual three internal CPD sessions. There has been increased paired mentoring, bespoke shadowing, SLACK communication, and mentor pairing for skill sharing. Increased feedback on session reports and 121 training on session report writing for mentors and tutors have been a key feature of our work this year.

There has also been a rise in the number of people using the TES training platform for alternative working, which has led to a more skilled mentoring team. With over fifty courses available, this resource is free and accessible to all.

Our Head of Operations has become a School Governor at one of our local secondary schools, which provides her with many opportunities to strengthen her knowledge and understanding of a range of issues relevant to the JHF.

Our Designated Safeguarding Lead and Deputy are renewing training every two years, in line with North Somerset Council's best practice.

At our final Trustees meeting of the year, Trustees gave the go-ahead for THRIVE training during the next academic year. This will support the team in further developing strategies to support children in improving attendance, behaviour and learning outcomes.

The table below shows the training of specific staff members.

Staff Member	Training Provider	Duration
Youth Programme Lead	MHFA England Mental Health First Aid	2 days
Safeguarding and Well-Being Lead	MHFA England Mental Health First Aid Line Management Training	2 days
CEO	CMI (Chartered Management Institute) L7 Extended Diploma In Management And Leadership Practice	1 year
Office Assistant	EXCEL training	Online
Safeguarding Assistant	Family Links Working 1 to 1 with parents	Online 3 days
HR Officer	CIPD (The Chartered Institute of Personnel Development) Level 5 Associate Diploma in People Management.	1 year
Community Engagement Lead	VANS/National Lottery/Quartet – Writing Successful Funding Bids	1 day

The Trustees care deeply about the well-being of their staff and were keen to support the provision of supervision for the Programme Team, which has been set up for Term 1 of the new academic year. The Programme Team themselves have increased well-being checks for mentors, and the CEO instigated skip-level meetings.

We have been involved in OFSTED school reviews and increased social care referrals, evidencing our safeguarding excellence, which we feel is more visibly embedded into everyday practice. This was further validated following a monitoring visit by the North Somerset Council Safeguarding team.

We have increased collaboration with Voluntary Action North Somerset (VANS) Clevedon Council, Clevedon Community Partnership, and the Strawberry Line Project.

We have forged links with 22 local community groups, including close working with North Somerset LGBT+ and Bridging the Gap. We are delighted to have offered an Intergeneration Programme using Alive activities

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REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2023

at one of our local residential homes. As a result of these links, we have been able to increase the number of community locations for mentors to base themselves.

We have strengthened links with North Somerset Parent Carers Working Together (NSPCWT) and have been involved in transition fayres and talks and cross-collaboration signposting.

Our ongoing relationship with Ashcombe School and the Hargreaves Foundation has continued to grow in strength. This year saw the introduction of small group early intervention, with participants demonstrating increased confidence and engagement in lessons. We have begun to extend the support into secondary school, with the JHF funding mentors to support the Year 6 summer transition and term one support as the pupils settle into secondary school.

FINANCIAL REVIEW

The financial statements show an income of £434,834, a 5.6% increase on the previous year (2022: £411,765). Income from the delivery of paid mentoring and tutoring was down 6%, with the increase in revenue from funding bids more than making up the shortfall. We were able to deliver 57% more hours free of charge to the recipient as a result of the funding we have been able to secure. Five hundred hours of group work were delivered through the summer transition programme, all funded by an individual bid. Funding bids and donations contributed 24% of our total income, up from 15% in 2022. This was achieved because of the new funding bid strategy implemented in the year.

Our cash reserves decreased from £276,532 to £222,314, with the debtor's figure remaining similar to 2022. The cash figure in the balance sheet was reduced for two reasons:

- one customer who pays in advance for the term paid prior to the year-end in 2022 and in September of this year.
- the deficit for the year

We have continued to broaden our sources of revenue, with the top 2 organisations contributing 58% this year compared to 67% in 2022.

Reserves

Reserves have decreased during the year, from £207,654 to £184,853. The policy of the Charity continues to be that 4 to 12 months of total budgeted expenditure (excluding direct mentoring and tutoring costs) should be maintained in reserves, and this currently equates to between £88k and £263k, so our reserves continue to fall within this range. The free reserves held by the charity at the year-end were £156,334 which continue to fall within this range.

During the current year the focus has been on allowing the new team to establish itself and considering in depth the future of the Charity. Having sufficient reserves to cope with a small deficit in the year has meant we have had time to consider the future shape of the Charity, without having to focus on the need to generate a surplus in the short term. During the year the Senior Management Team held a strategy day to discuss alternative visions for the Charity and these conversations will continue as part of the work we are doing with Clarity CIC.

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REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Jack Hazeldine Foundation is a Registered Charity (No.1150442) and a Private Company Limited by Guarantee, without share capital (No.08197801), registered with the Charity Commission in January 2013 and governed by a Memorandum of Association for a Charitable Company.

The Jack Hazeldine Foundation was set up by Ben Hazeldine and his family in 2012 using the money collected at his grandfather Jack's funeral. During his childhood Ben worked closely with his grandfather, who became a powerful role model for him. Ben was the first child to receive support through what would become the foundation.

Two of our Trustees have been reviewing the governing document and will present suggested changes at the first Trustees meeting of the year. These do not include any regulated alterations.

Organisational structure

Trustees use their skills and experience to support the charity, helping them achieve their aims. The Trustees have oversight of the workings of the charity and are responsible for ensuring:

- the charity is carrying out its purpose for the benefit of its service users;
- compliance with the charity's constitution and the law;
- they are acting in the charity's best interests;
- managing the charity's resources responsibly;
- acting with reasonable care and skill; and
- ensuring the charity is accountable.

The Trustees give their time freely and receive no remuneration or other financial benefits.

Trustee Board meetings are held six times a year with the option of supplementary meetings to assist with the smooth running of the charity. The Trustees have also set up committees that help them oversee certain aspects of the charity's work. Committees are currently set up for Safeguarding, Finance and Policy Review. The latter meets annually, whereas the other two meet termly, six in total.

Appointing a new CEO has involved the Trustees in supplementary meetings this year, and after a very successful recruitment drive, the Trustees appointed Mrs Phillippa Gribben as the new CEO. Phillippa has previously worked successfully in multiple sectors, and the Trustees have absolute confidence in her ability to lead the JHF.

Moving premises has also meant that Trustees have had to meet outside the regular six meetings. The move was essential as the previous premises were no longer fit for purpose and put staff under considerable pressure. They are now operating in an effective environment with IT and equipment upgrades. They also have space for a dedicated mentoring/tutoring room.

Recruitment and appointment of Trustees.

The Chair of the Trustee Board, with the support of the other Trustees and the CEO, is responsible for the recruitment of new Trustees. The recruitment of Trustees will be carried out with as much care as the recruitment of paid staff and in line with Equal Opportunities procedures.

The Board now have a Trustee Recruitment policy, and recruitment procedures are clearly delineated within. The newest member of the Board, who was appointed in June 2022, has shared his invaluable skills and knowledge throughout the year.

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REPORT OF THE TRUSTEES
YEAR ENDED 31 AUGUST 2023**

All major organisations in Clevedon are volunteer-led, and recruiting Trustees is very difficult; however, we are currently in discussion with two other potential candidates.

All Trustees are required to have an Enhanced DBS certificate, Safeguarding, GDPR, and PREVENT training.

Risk Management

Risk Management and Safeguarding are standing agenda items at Trustee Meetings and are discussed regularly at committee meetings. A system is in place to update the Risk Register.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Jack Hazeldine Foundation Ltd for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with 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 Accepted Accounting Practice).

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

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

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

Approved by order of the board of trustees on 12 March 2024 and signed on its behalf by:

Gabrielle Murtagh

.....

G Murtagh - Trustee

**THE JACK HAZELDINE FOUNDATION LTD
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 AUGUST 2023**

Independent examiner's report to the trustees of The Jack Hazeldine Foundation Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Joshua Kingston

Josh Kingston BSc ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 12 March 2024

THE JACK HAZELDINE FOUNDATION LTD

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 AUGUST 2023

		Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	Note	£	£	£	£
Income from:					
Donations and legacies	2	14,934	91,346	106,280	61,905
Charitable activities	3	-	328,554	328,554	349,860
Total income		<u>14,934</u>	<u>419,900</u>	<u>434,834</u>	<u>411,765</u>
Expenditure on:					
Raising funds	4	-	-	-	742
Charitable activities	5	4,273	453,362	457,635	381,234
Total expenditure		<u>4,273</u>	<u>453,362</u>	<u>457,635</u>	<u>381,976</u>
Net income/(expenditure)	8	10,661	(33,462)	(22,801)	29,789
Transfers between funds		(32,011)	32,011	-	-
Net movement in funds		<u>(21,350)</u>	<u>(1,451)</u>	<u>(22,801)</u>	<u>29,789</u>
Total funds at start of year	16	187,079	20,575	207,654	177,865
Total funds at end of year	16	<u>165,729</u>	<u>19,124</u>	<u>184,853</u>	<u>207,654</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 12 to 20 form part of these financial statements
See note 11 for fund-accounting comparative figures

THE JACK HAZELDINE FOUNDATION LTD

BALANCE SHEET

AS AT 31 AUGUST 2023

Company number: 08197801

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	12	9,395	10,449
		<u>9,395</u>	<u>10,449</u>
Current assets			
Debtors	13	15,554	13,440
Cash at bank and in hand		222,314	276,532
		<u>237,868</u>	<u>289,972</u>
Liabilities			
Creditors : amounts falling due within one year	14	(62,410)	(92,767)
		<u>175,458</u>	<u>197,205</u>
Net current assets			
		<u>184,853</u>	<u>207,654</u>
Net assets			
		<u>184,853</u>	<u>207,654</u>
FUNDS			
Unrestricted funds			
General funds	17	165,729	187,079
Restricted funds			
	17	19,124	20,575
Total funds			
		<u>184,853</u>	<u>207,654</u>

For the year ended 31 August 2023, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

These financial statements were approved by the Trustees on 12 March 2024 and are signed on their behalf by:

Gabrielle Murtagh

G Murtagh
Trustee

The notes on pages 12 to 20 form part of these financial statements

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the historical cost convention (except where otherwise stated in the accounting policy note) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Companies Act 2006.

The charity is a Public Benefit entity as defined under FRS102.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the challenges of the current cost of living crisis. A 3 year budget is being produced which will enable the Trustees to make decisions to protect the future of the charity. The charity has sufficient reserves, some of which may need to be drawn upon in the short term.

Income

Income from donations and grants are included in income when these are receivable, except as follows:

- I. When donors specify that donations/grants given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Legacies are included on a receivable basis where charity is entitled to the income, it can be measured reliably and receipt is probable. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is not included in income but is treated as a contingent asset and disclosed if material.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions and other costs which include the costs of running and participating in fundraising events and collections.

Charitable Activities

Grants awarded are allocated to charitable activities.

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

1 Accounting policies (*continued*)

Allocation and apportionment costs

Certain expenditure is directly attributable to specific activities and this has been included in those cost categories. Other costs, which are attributable to more than one category, are apportioned across cost categories on the basis of an assessment of workload carried out from time to time.

Overhead support costs have been allocated between fundraising and publicity costs, fundraising trading and charitable activities. The apportionment has been allocated on the basis of usage and is analysed in note 6.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Leasehold Improvements - 33% reducing balance
Office Equipment - 33% reducing balance

Fund accounting

Unrestricted funds can be used in accordance with the charitable objects 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 note of the financial statements.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

2 Income from: Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Donations	14,934	-	14,934
Grants received	-	91,346	91,346
	<u>14,934</u>	<u>91,346</u>	<u>106,280</u>

Restated Prior year comparatives

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Donations	7,402	-	7,402
Grants received	-	54,503	54,503
	<u>7,402</u>	<u>54,503</u>	<u>61,905</u>

3 Income from: Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Mentoring	-	328,554	328,554	349,860
	<u>-</u>	<u>328,554</u>	<u>328,554</u>	<u>349,860</u>

All income from charitable activities in the prior year was restricted.

4 Expenditure on: Raising funds

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Advertising & promotions	-	-	-	742
	<u>-</u>	<u>-</u>	<u>-</u>	<u>742</u>

All expenditure on raising funds in the prior year was restricted.

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023

5 Expenditure on: Charitable activities

	Direct Costs	Support Costs (Note 6)	Total Funds 2023
	£	£	£
Mentoring	178,152	279,483	457,635
	<u>178,152</u>	<u>279,483</u>	<u>457,635</u>

Prior year comparatives

	Direct Costs	Support Costs (Note 6)	Total Funds 2022
	£	£	£
Mentoring	168,278	212,956	381,234
	<u>168,278</u>	<u>212,956</u>	<u>381,234</u>

6 Support costs

Support costs, included in note 5, are as follows:

		Total 2023	Total 2022
		£	£
Wages and salaries	(Note 9)	223,662	168,024
Finance costs		86	14
Heat and light		1,314	398
Insurance		1,466	1,144
Rent and rates		9,656	6,373
Telephone and internet		2,266	1,288
Office costs		6,407	4,036
Training		7,809	5,034
Repairs and maintenance		9,385	6,837
Legal and professional		5,971	10,467
Depreciation		4,273	4,433
Other costs		2,359	2,611
Governance costs	(Note 7)	4,829	2,297
		<u>279,483</u>	<u>212,956</u>

All support costs are in relation to Charitable Activities.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

7 Governance costs

	Total Funds 2023	Total Funds 2022
	£	£
Accountancy fees	278	410
- QuickBooks subscription	288	-
- Payroll fees	760	-
Independent examiners fees	2,110	1,938
- prior year over accrual	-	(843)
Trustees' travel, meeting & training expenses	1,393	792
	<u>4,829</u>	<u>2,297</u>

All governance costs in the prior year were unrestricted.

8 Net income/(expenditure) for the year

This is stated after charging:

	2023	2022
	£	£
Independent Examiner's fees - for independent examination services	2,110	1,938
- for other services	1,326	410
- prior year over accrual	-	(843)
Trustees' travel, meeting and training expenses	1,393	792
Depreciation	4,273	4,433
	<u>4,273</u>	<u>4,433</u>

One Trustee (2022: One) has been reimbursed for their out of pocket expenses of £65 (2022: £792). No Trustee received any remuneration during the current or prior year.

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2022: £Nil).

9 Staff costs and numbers

The aggregate payroll costs were:

	2023	2022
	£	£
Wages & salaries	203,918	147,452
Social security costs	12,855	14,502
Pension contributions	6,889	6,070
	<u>223,662</u>	<u>168,024</u>

No employee received emoluments of more than £60,000 in the current or prior year.

The average number of employees during the year was 9 (2022: 6), calculated on the basis of average headcount. The total employment benefits received by key management personnel, which consists of the Trustees and the CEO, including employer national insurance and employer pension were £65,564 (2022: £57,701).

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023

10 Taxation

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

11 Statement of Financial Activities comparative figures

Restated	Unrestricted	Restricted	Total Funds
For the year ended 31 August 2022	Funds	Funds	2022
	£	£	£
Income from:			
Donations and legacies	7,402	54,503	61,905
Charitable activities	-	349,860	349,860
Total income	<u>7,402</u>	<u>404,363</u>	<u>411,765</u>
Expenditure on:			
Raising funds	-	742	742
Charitable activities	4,433	376,801	381,234
Total expenditure	<u>4,433</u>	<u>377,543</u>	<u>381,976</u>
Net income/(expenditure) for the year	2,969	26,820	29,789
Transfers between funds	34,025	(34,025)	-
Net movement in funds	<u>36,994</u>	<u>(7,205)</u>	<u>29,789</u>
Total funds at start of year	150,085	27,780	177,865
Total funds at end of year	<u>187,079</u>	<u>20,575</u>	<u>207,654</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

12 Tangible fixed assets

	Leasehold Improvements £	Office Equipment £	Total £
Cost or valuation			
At 1 September 2022	17,485	4,057	21,542
Additions	179	3,040	3,219
At 31 August 2023	<u>17,664</u>	<u>7,097</u>	<u>24,761</u>
Depreciation			
At 1 September 2022	9,120	1,973	11,093
Charge for the year	2,800	1,473	4,273
At 31 August 2023	<u>11,920</u>	<u>3,446</u>	<u>15,366</u>
Net book value			
At 31 August 2023	<u>5,744</u>	<u>3,651</u>	<u>9,395</u>
At 31 August 2022	<u>8,365</u>	<u>2,084</u>	<u>10,449</u>

13 Debtors

	2023 £	2022 £
Trade debtors	13,033	10,863
Prepayments and accrued income	1,521	2,577
Other debtors	1,000	-
	<u>15,554</u>	<u>13,440</u>

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	1,454	1,989
Other creditors	3,083	3,115
Accruals and deferred income	49,213	78,841
Social security and other taxes	8,660	8,822
	<u>62,410</u>	<u>92,767</u>

15 Operating Leases

At 31 August 2023 the organisation had total commitments under non-cancellable operating leases in relation to premises as set out below:

	2023 £	2022 £
Within one year	15,800	1,900
Between two to five years	14,400	-
	<u>30,200</u>	<u>1,900</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

16 Movement in funds

For the year ended 31 August 2023

	Restated At 1 Sep 2022 £	Income £	Expenditure £	Transfers £	At 31 Aug 2023 £
Restricted funds					
Jack Hazeldine Foundation					
Mentoring	-	330,005	(362,016)	32,011	-
National Lottery - Reaching					
Communities	11,835	64,933	(71,886)	-	4,882
Quartet - Eversea	8,740	15,000	(15,316)	-	8,424
Quartet - Express	-	4,973	-	-	4,973
NSC Mental Health	-	4,989	(4,144)	-	845
	<u>20,575</u>	<u>419,900</u>	<u>(453,362)</u>	<u>32,011</u>	<u>19,124</u>
Unrestricted funds					
General funds	187,079	14,934	(4,273)	(32,011)	165,729
	<u>187,079</u>	<u>14,934</u>	<u>(4,273)</u>	<u>(32,011)</u>	<u>165,729</u>
Total funds	<u>207,654</u>	<u>434,834</u>	<u>(457,635)</u>	<u>-</u>	<u>184,853</u>

For the year ended 31 August 2022

Restated

	At 1 Sep 2021 £	Income £	Expenditure £	Transfers £	At 31 Aug 2022 £
Restricted funds					
Jack Hazeldine Foundation					
Mentoring	-	357,065	(323,040)	(34,025)	-
Quartet - NSCP	19,580	-	(19,580)	-	-
National Lottery - Awards for All	8,200	-	(8,200)	-	-
National Lottery - Reaching					
Communities		32,298	(20,463)	-	11,835
Quartet - Eversea	-	15,000	(6,260)	-	8,740
	<u>27,780</u>	<u>404,363</u>	<u>(377,543)</u>	<u>(34,025)</u>	<u>20,575</u>
Unrestricted funds					
General funds	150,085	7,402	(4,433)	34,025	187,079
	<u>150,085</u>	<u>7,402</u>	<u>(4,433)</u>	<u>34,025</u>	<u>187,079</u>
Total funds	<u>177,865</u>	<u>411,765</u>	<u>(381,976)</u>	<u>-</u>	<u>207,654</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2023

16 Movement in funds (continued)

Restricted Fund Descriptions

Jack Hazeldine Foundation Mentoring : These funds are provided by North Somerset Council, schools, and other agencies to work with disengaged young people. The funds provide mentoring and tutoring services with the aim of inspiring and leading these children to re-engage with their learning. There were transfers to/from general funds during the year which related to the shortfall/excess in funds for the year.

Quartet – NSCP Grant : This grant funds tailored tutoring, mentoring and bespoke activities to disadvantaged young people with the aim of increasing life skills and improving health and wellbeing.

National Lottery – Awards For All : This grant funds early intervention for young people who require support, but who are not funded by their local council.

National Lottery – Reaching Communities Grant : This grant funds early intervention through mentoring, workshops, outdoor learning, and transition work with the aim of improving young people's skills, resilience and self-confidence, reducing negative behaviour and increasing participation in school.

Quartet – Eversea Grant : This grant funds a Programme Co-ordinator (Safeguarding) to allow us to expand our supervision and professional development of mentors, ensuring excellent impact practice, and ensuring that our safeguarding policy remains central to our everyday practise.

Quartet – Express Grant : This grant funds the operational costs of our outdoor classroom, The Orchard.

North Somerset Council – Mental Health Grant : This grant funds the Clevedon Summer Transition Programme for vulnerable young people struggling with the transition from primary to secondary school.

17 Analysis of net assets between funds

	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2023			
Tangible fixed assets	-	9,395	9,395
Other net assets	19,124	156,334	175,458
	<u>19,124</u>	<u>165,729</u>	<u>184,853</u>
Restated As at 31 August 2022			
Tangible fixed assets	-	10,449	10,449
Other net assets	20,575	176,630	197,205
	<u>20,575</u>	<u>187,079</u>	<u>207,654</u>

18 Related party transactions

The CEO's spouse received payments for gardening services at the Orchard totalling £9,403 (2022: £nil). In 2022, the managing director's spouse received payments for mentoring and reimbursements of capital expenditure during the year of a total amount of £13,436. There were no other related party transactions with trustees during the year.

THE JACK HAZELDINE FOUNDATION LTD

England & Wales - Charity number 1150442

Accounts

THE JACK HAZELDINE FOUNDATION LTD
REPORT & FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

Company Number: 08197801

Charity Number: 1150442

THE JACK HAZELDINE FOUNDATION LTD
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

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THE JACK HAZELDINE FOUNDATION LTD
REFERENCE & ADMINISTRATIVE INFORMATION
YEAR ENDED 31 AUGUST 2022

Charity Name: The Jack Hazeldine Foundation Ltd
(Working name: JHF Youth Charity)

Charity Status and number: We are both a Registered Charity (No.1150442) and a Private Company Limited by Guarantee, without share capital (No.08197801).

Premises: The JHF Office, First Floor Office Suite, 6-8 Kenn Road, Clevedon, North Somerset, BS21 6EL
Tel: 01275 873962
JHF Orchard, (Outdoor Classroom and Learning Garden) Dowlais Farm, Lower Strode Road, Clevedon BS21 6UU

Personnel

CEO: Pearl Cross

Board of Trustees: Gabrielle Murtagh (Chair)
Kim Hazeldine
Stephen Hart
Sarah-Jane Kinley
Lucy Thie (resigned 24 January 2023)
Tom Britton

Independent Examiner: Joshua Kingston BSc. ACA, Burton Sweet, The Clock Tower, 5 Farleigh Court, Old Weston Road, Flax Bourton, Bristol BS48 1UR

Bankers: HSBC 40 High Street, Portishead, North Somerset BS20 6EN

Insurers: Unity Insurance 60 Marlborough Road, Lansing Business Park, Lancing, West Sussex, BN15 8UW

THE JACK HAZELDINE FOUNDATION LTD

REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2022

The Trustees of **The Jack Hazeldine Foundation Ltd** present their annual report and audited financial statements for the year ended 31 August 2022 and confirm they comply with the requirements of the Charities Act 2011, the Trust Deed and the Charities SORP (FRS 102).

OBJECTIVES AND ACTIVITIES

The aim of The Jack Hazeldine Foundation (The JHF Youth Charity) is to inspire and empower young lives through the strength of positive relationships. Our vision is to ensure that every child regardless of their background achieves their unique potential, goes on to lead a happy, successful life and makes a positive contribution to their community.

We use mentoring, tutoring and bespoke therapeutic provisions to inspire and empower some of the most vulnerable young people in North Somerset through the strength of positive relationships. Our passionate team engage with young people and their families to help them build self-esteem, confidence, and resilience, supporting positive behaviour changes and empowering young people to deal effectively with issues impacting their lives.

We work 1:1 both in the community and in schools with vulnerable young people between the ages of 7-19, or up to the age of 25 for those with an Educational Health Care Plan. The majority of our service users have additional needs or disabilities, and many are facing difficult periods of their lives such as school exclusion, transitions, or bereavement. With the key strategy to support young people at the earliest possible stage, JHF programmes are led by the core values of positivity, integrity, equality, diversity, inclusion, respect, resilience, and collaboration.

Our passionate and qualified team offer support, opportunity, and consistency to empower young people to thrive.

The JHF “big 3” organisational objectives provide a roadmap and ethos from which individual employees are supported to develop their own personal targets and contributions. Our big 3 organisational objectives for 2021 – 2022 were as follows:

1. BE A GREAT PLACE TO WORK

- Provide opportunities for skill sharing, training and development at all organisational levels
- Develop and maximise internal resources, including the development of premises
- Prioritise team well-being and support
- Work collaboratively with all stakeholders as well as the wider community

2. DELIVER SUCCESSFUL PROJECTS

- Develop our grant funding relationships, with a focus on early intervention and sustainability
- Improve impact measurement
- Empower youth voice
- Maximise use of existing skills and resources
- Demonstrate safeguarding excellence

3. REMAIN FINANCIALLY SUSTAINABLE

- Maintain reserves policy, whilst ensuring team capacity to support growth
- Transparent, regular, and accessible reporting
- Diversify programmes, community engagement and sources of funding
- Maintain risk register & associated control measures

THE JACK HAZELDINE FOUNDATION LTD

REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2022

ACHIEVEMENTS AND PERFORMANCE

The Trustees are pleased that the performance and achievements of the JHF, as set out below, demonstrate tremendous growth. The Charity is more robust and programmes have diversified, whilst remaining in line with the JHF's mission statement. The organisation is increasingly able to provide far more support, of much better quality, to a far greater number of young people. We also feel that the model is sustainable.

PERFORMANCE

Our Partners and Funders

During the academic year 2021-2022, our primary working partner was North Somerset Council. We work in conjunction with 31 schools and Alternative Learning Provisions as well as a range of other agencies, including Social Care, the police and CAMHs.

Our main clients are schools and local councils, however, we also work in partnership with organisations such as The Hargreaves Foundation, The National Lottery Community Fund and The Quartet Community Foundation. These organisations have been instrumental in enabling us to appoint specialist staff and to provide bespoke early intervention packages.

We have also had financial support from Tesco Community Grants, Waitrose, Always, and The Arnold Clark Community Fund, all of which is detailed in the financial section of this document.

An increased number of personal donations enabled us to develop our early intervention package and provide bespoke mentoring support for young people locally. This included a large donation from the Moontrekker's Appeal which won the Pride of Britain Award for the Southwest.

Our CEO has a strategic funding strategy in place to realise a combination of small and larger bids, enabling early intervention, impact and sustainability.

With a view to developing robust impact practices, this year we began working with Clarity CIC, a not-for-profit company that helps organisations think and act strategically and demonstrate the value of their work. Our ongoing partnership will increase our ability to gather and utilise quantitative data which is essential in accurately analysing our key performance indicators and areas for growth. This data will enable us to effectively measure the impact of our work allowing us to best serve our community and develop future programmes.

Our current cohort

We are increasingly receiving referrals for children with SEMH needs. A breakdown of current service users is as follows:

- 64% of our service users have an EHC Plan
- 70% SEMH concerns raised
- 30% have or are undergoing an autism diagnosis

This year we will have supported 302 young people, comprising of 121 mentoring placements as well as 121 tutoring, in-school support, Lego-based therapy and outdoor learning workshops.

Our current services on offer are as follows:

- 121 Mentoring
- Mentoring packages: School Support, Transition coaching, Education, Employment & Training Coaching, Youth Offending Support, SEND, Gaining Independence Programme, Travel Training.
- 121 Tutoring- across key stages 2-5
- LEGO based therapy

THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31 AUGUST 2022

- Outdoor learning at The JHF Orchard - including Outdoor Learning Workshops, Design Technology and Project Growth
- Transition Workshops – bridging the gap between year 6 and 7
- Moving towards work and college – bespoke support for school leavers

Organisational Growth

Over the last 12 months, we experienced a significant rise in referrals, most specifically from parents whose children are experiencing anxiety and emotional problems. We increased our work with local schools, supporting young people experiencing emotional-based school anxiety and those needing early intervention.

Our CEO implemented and delivered a long-term funding bid strategy which achieved two successful and significant 3-year capacity boosting grants, as well as a substantial number of smaller project-related grants awarded. A collaborative and strategic restructure was also facilitated by our CEO to support increased capacity, prioritise team wellbeing and support, and ensure the highest level of safeguarding. The strategic focus of funding bids has remained firmly on early intervention, impact and sustainability.

Our team are delighted and honoured to have reached more young people this year, at the earliest possible stage. The table below illustrates our growth and outreach:

Delivery year	Support hours delivered per year	Outreach figures (Number of young people supported)	Organisation Size (number of mentors, tutors, office team and Trustees)
18/19	5000	38	16
19/20	7800	65	24
20/21	10,718	175	35
21/22	12,157	302	41
12 month Growth %	+13%	+73%	+17%

Targeted group work and transition workshops held within our outdoor learning garden, the JHF Orchard, have been instrumental in allowing us to dramatically increase our outreach figures without compromising quality of provision.

Organisational Capacity

It remains our honour and privilege to support the young people of North Somerset, and we are fully committed to further increasing our capacity whilst maintaining the bespoke, child-centred focus of our work. Unfortunately, however, we are facing unprecedented demand following the COVID-19 pandemic and are unable to keep up with the volume of young people within North Somerset seeking emotional & well-being support; we currently have 27 young people on our waiting list. A requirement for bespoke parental support is becoming evident, and we have committed staff time to research this area as a potential future programme for development.

To expand the scale of new and existing intervention projects, we have invested reserves and sought grant funding for key roles such as Youth Engagement Officer, Safeguarding Programme Coordinator, and Safeguarding Support Officer. We are continuing our ongoing search for larger, affordable premises and have significantly expanded our community links and supported community activities for Mentors and Mentees.

Following a full analysis of our information management processes, we are currently seeking funding support to purchase & implement a new MIS system, with the aims of increasing organisational capacity, improving impact measurement & data analysis, and building sustainability.

THE JACK HAZELDINE FOUNDATION LTD

REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2022

ACHIEVEMENTS

We are delighted to have seen continued organisational growth during this academic year. We increased our income from grant funding, allowing us to provide additional support to young people both through 1:1 mentoring and in schools. This also allowed us to appoint two key members of staff, a Programme Coordinator (Safeguarding) and Youth Engagement Officer. This enabled us to extend our 1:1 outreach, further our scope to deliver in-school support and offer in-house small group workshops.

Early intervention in schools, provided through grant funding, has proven extremely successful ensuring young people are able to access support and guidance within school before crisis support is needed. This has strengthened our relationships with local schools and ensured 14 young people have stayed on school roll.

Our attendance rate for 1:1 community-based mentoring currently stands at 80%, with an 85% engagement rate. This reflects the willingness of young people to accept help when it is high quality and tailored to their specific needs. The number of young people who successfully move from the JHF back into education, employment or training remains at 87%.

This year we launched our long-awaited summer transition project. Working with 4 local primary schools and the local secondary school, 18 children were carefully selected to receive bespoke intervention, in order to help them prepare for secondary school. The groups met once a week at our outdoor learning centre, the JHF Orchard, and took part in a series of activity days, including an outdoor learning day, STEM day and metalworking day. The summer culminated in a visit to the secondary school to meet the SEND team and refamiliarise themselves with the environment following the summer holidays.

When asked how helpful the 2022 JHF Summer Transition Programme had been in preparing their child for secondary school on a scale of 1-10, all parent and guardian responses ranged between 7-10 with an average score of 9. In addition, all parents noticed an increase in confidence in their children from before the Summer Transition Programme to the end, with an average increase of 41%.

Our Youth Engagement Worker is now based in school for one day a week, touching base with the young people and ensuring they settle into their new routines. Many new friendships were made between both the children and their parents, and the feedback has shown this project model is worth continuing and developing further for the next academic year.

Following a survey in July sent to 33 partners, we were delighted to receive the following feedback:

100% of respondents agreed that the JHF Youth Charity:

- Provides a quality service
- Has a positive impact on young people's lives
- Would recommend the JHF Youth Charity to others

2022 saw the JHF Youth Charity further its community reach, by developing over 15 community partnerships across North Somerset. Utilising community hubs allows mentors and mentees to find quiet, safe spaces to meet, extend young people's engagement in their local community and provide them with a wealth of activities to participate in. We are able to return this generosity through offering use of the JHF Orchard.

Our social media presence has continued to grow, with unique visitors and monthly hits to our website having increased by 900% compared to March 2021. We now see around 250 unique visitors per month.

THE JACK HAZELDINE FOUNDATION LTD

REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2022

FINANCIAL REVIEW

The financial statements show income of £411,765, an 8.9% increase on the previous year (2021: £378,214). A further 350 hours of group work were delivered during the year. 85% of this increase came from the delivery of mentoring and tutoring, as we were able to provide 11,808 chargeable or funded hours during the year, a 23% increase on 2021. We continued to benefit from significant contributions through funding bids, which made up 15% of our total income.

Covid-19 continued to affect our ability to deliver our services during the year, mainly due to staff being unable to work when infected by the virus. Despite this limitation, we were able to deliver more hours than ever before. 1,309 delivered hours were funded by either funding bids or from the Charity's own reserves, a huge increase of 215% on the previous year. Having the capacity to offer these funded hours enables us to carry out more early intervention as we can support vulnerable young people who do not meet the thresholds for top-up funding.

Our cash reserves increased by 29% and our debtors remain similar to 2021. We have broadened our sources of revenue, with 3 organisations contributing 76% of our income, compared to 2021 in which 76% came from one body only.

We have invested in the robustness of the organisation over the year, with 3 new staff providing additional support in safeguarding and enabling us to run a Summer Programme during the holidays. We have invested in our staff as well, enrolling two on yearlong courses, which will provide them with new skills which complement their roles and will benefit the Charity.

Reserves

Reserves have increased during the year, from £177,865 to £207,654. Our fixed costs have also increased due to our investment in staff and capacity. The policy of the Charity continues to be that 4 to 12 months of costs should be maintained in reserves and this currently equates to between £89k and £266k. The free reserves held by the charity at the year end were £164,124 which continue to fall within this range.

In the year ahead we intend to further increase the robustness of the organisation by investing in the following:

- We will increase team capacity further by recruiting administrative staff. This will free capacity within more strategic posts, increasing overall team productivity
- The additional staff we have recruited during 2021/22 mean that we have no more capacity in our current premises and are currently reviewing market options for a larger and more accessible premises to support continued development, growth and community outreach.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Jack Hazeldine Foundation is a Registered Charity (No.1150442) and a Private Company Limited by Guarantee, without share capital (No.08197801), registered with the Charity Commission in January 2013 and governed by a Memorandum of Association for a Charitable Company.

The Jack Hazeldine Foundation was set up by Ben Hazeldine and his family in 2012 using the money collected at his grandfather Jack's funeral. During his childhood Ben worked closely with his grandfather

who became a powerful role model for him. Ben was the first child to receive support through what would become the foundation.

THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31 AUGUST 2022

Organisational structure

Trustees use their skills and experience to support the charity, helping them achieve their aims. The Trustees have oversight of the workings of the charity and are responsible for ensuring:

- the charity is carrying out its purpose for the benefit of its service users
- compliance with the charity’s constitution and the law;
- they are acting in the charity’s best interests;
- managing the charity’s resources responsibly;
- acting with reasonable care and skill; and
- ensuring the charity is accountable

The Trustees give their time freely and receive no remuneration or other financial benefits.

Trustee board meetings are held five times a year with the option of a sixth meeting, to assist with the smooth running of the charity. The Trustees have also set up committees that help them oversee certain aspects of the charity’s work. Committees are currently set up for Safeguarding and Finance and include Board members as well as members of the Management and Operational team. The Safeguarding Committee meets once a month; the Finance Committee meets termly.

All Trustees have served throughout the year, except as indicated below. Those Trustees sitting on committees are shown in the table.

Trustee	Appointed	Resigned	Committee Membership
Tom Britton	22 June 2022		Finance
Stephen Edward Hart			Finance and Safeguarding
Kim Hazeldine			Finance
Alasdair Keys		06 March 2022	
Sarah-Jane Kinley			
Gabrielle Murtagh			Finance and Safeguarding
Lucy Thie			

Recruitment and appointment of Trustees.

The Chair of the Trustee Board, with the support of the other Trustees and the CEO, is responsible for the recruitment of new Trustees. The recruitment of Trustees will be carried out with as much care as the recruitment of paid staff, and in line with Equal Opportunities procedures.

The Board now have a Trustee Recruitment policy and recruitment procedures are clearly delineated within. Our newest addition to the Board this year has a financial background, an area which the Board felt was a weakness. We are currently in discussion with two other potential Trustees both of whom have valuable skills which would complement the current composition of the Board.

Induction and training of Trustees

A well-thought-out Induction process for Trustees and a Trustee Induction pack was introduced last year. This ensures that new Trustees are aware of the scope of their responsibilities under the Charities Act. This will be reviewed in tandem with the Trustee Recruitment Policy.

All Trustees are required to have an Enhanced DBS certificate, Safeguarding, GDPR and PREVENT training.

THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31 AUGUST 2022

Risk Management

The Trustees have recently assessed the risks the charity faces and have drawn up a risk matrix which identifies the nature of the risks, the likelihood of the risks happening, the existing controls and the controls needed to mitigate the risk. The Trustees will review this risk matrix regularly at their meetings and at meetings of the Safeguarding and Finance Committees. The Trustees are satisfied that systems are in place or arrangements are in hand, to manage the risks that have been identified.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Jack Hazeldine Foundation Ltd for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with 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 Accepted Accounting Practice).

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

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

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

Approved by order of the board of trustees on 20 March 2023 and signed on its behalf by:

Gabrielle Murtagh

.....

G Murtagh - Trustee

THE JACK HAZELDINE FOUNDATION LTD
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 AUGUST 2022

Independent examiner's report to the trustees of The Jack Hazeldine Foundation Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2022

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Joshua Kingston

Josh Kingston BSc ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 20 March 2023

THE JACK HAZELDINE FOUNDATION LTD

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income from:					
Donations and legacies	2	1,826	60,079	61,905	56,992
Charitable activities	3	-	349,860	349,860	321,222
Total income		1,826	409,939	411,765	378,214
Expenditure on:					
Raising funds	4	-	742	742	4,671
Charitable activities	5	4,433	376,801	381,234	277,493
Total expenditure		4,433	377,543	381,976	282,164
Net income/(expenditure)	8	(2,607)	32,396	29,789	96,050
Transfers between funds		-	-	-	-
Net movement in funds		(2,607)	32,396	29,789	96,050
Total funds at start of year	16	177,180	685	177,865	81,815
Total funds at end of year	16	174,573	33,081	207,654	177,865

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 12 to 21 form part of these financial statements
See note 11 for fund-accounting comparative figures

THE JACK HAZELDINE FOUNDATION LTD

BALANCE SHEET

AS AT 31 AUGUST 2022

Company number: 08197801

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	10,449	11,296
		<u>10,449</u>	<u>11,296</u>
Current assets			
Debtors	13	13,440	10,615
Cash at bank and in hand		276,532	214,215
		<u>289,972</u>	<u>224,830</u>
Liabilities			
Creditors : amounts falling due within one year	14	(92,767)	(58,261)
Net current assets		<u>197,205</u>	<u>166,569</u>
Net assets		<u><u>207,654</u></u>	<u><u>177,865</u></u>
FUNDS			
Unrestricted funds			
General funds	17	174,573	177,180
Restricted funds	17	33,081	685
Total funds		<u><u>207,654</u></u>	<u><u>177,865</u></u>

For the year ended 31 August 2022, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

These financial statements were approved by the Trustees on 20 March 2023 and are signed on their behalf by:

Gabrielle Murtagh

G Murtagh
Trustee

The notes on pages 12 to 21 form part of these financial statements

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) or Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The charity is a Public Benefit entity as defined under FRS102.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the challenges of the current cost of living crisis. A 3 year budget is being produced which will enable the Trustees to make decisions to protect the future of the charity. The charity has sufficient reserves, some of which may need to be drawn upon in the short term.

Income

Income from donations and grants are included in income when these are receivable, except as follows:

- I. When donors specify that donations/grants given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Legacies are included on a receivable basis where charity is entitled to the income, it can be measured reliably and receipt is probable. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is not included in income but is treated as a contingent asset and disclosed if material.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions and other costs which include the costs of running and participating in fundraising events and collections.

Charitable Activities

Grants awarded are allocated to charitable activities.

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

1 Accounting policies (*continued*)

Allocation and apportionment costs

Certain expenditure is directly attributable to specific activities and this has been included in those cost categories. Other costs, which are attributable to more than one category, are apportioned across cost categories on the basis of an assessment of workload carried out from time to time.

Overhead support costs have been allocated between fundraising and publicity costs, fundraising trading and charitable activities. The apportionment has been allocated on the basis of usage and is analysed in note 6.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Leasehold Improvements - 33% reducing balance
Office Equipment - 33% reducing balance

Fund accounting

Unrestricted funds can be used in accordance with the charitable objects 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 note of the financial statements.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

2 Income from: Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations	1,826	-	1,826
Grants received	-	60,079	60,079
	<u>1,826</u>	<u>60,079</u>	<u>61,905</u>

Prior year comparatives

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations	3,757	-	3,757
Grants received	-	53,235	53,235
	<u>3,757</u>	<u>53,235</u>	<u>56,992</u>

3 Income from: Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Mentoring	-	349,860	349,860	321,222
	<u>-</u>	<u>349,860</u>	<u>349,860</u>	<u>321,222</u>

All income from charitable activities in the prior year were restricted.

4 Expenditure on: Raising funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Advertising & promotions	-	742	742	4,671
	<u>-</u>	<u>742</u>	<u>742</u>	<u>4,671</u>

All expenditure on raising funds in the prior year were restricted.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

5 Expenditure on: Charitable activities

	Direct Costs	Support Costs (Note 6)	Total Funds 2022
	£	£	£
Mentoring	168,278	212,956	381,234
	168,278	212,956	381,234

Prior year comparatives

	Direct Costs	Support Costs (Note 6)	Total Funds 2021
	£	£	£
Mentoring	136,828	140,495	277,323
	136,828	140,495	277,323

6 Support costs

Support costs, included in note 5, are as follows:

		Charitable Activities	Total 2022	Total 2021
		£	£	£
Wages and salaries	(Note 9)	168,024	168,024	112,986
Finance costs		14	14	73
Heat and light		398	398	339
Insurance		1,144	1,144	318
Rent and rates		6,373	6,373	6,251
Telephone and internet		1,288	1,288	764
Office costs		4,036	4,036	2,456
Training		5,034	5,034	1,886
Repairs and maintenance		6,837	6,837	2,282
Legal and professional		10,467	10,467	5,677
Depreciation		4,433	4,433	5,649
Other costs		2,611	2,611	600
Governance costs	(Note 7)	2,297	2,297	1,384
		212,956	212,956	140,665

In 2021 all support costs were in relation to Charitable Activities.

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

7 Governance costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Independent Examiner's fees	1,938	-	1,938	410
- for other services	410	-	410	850
- prior year over accrual	(843)	-	(843)	-
Trustees' travel, meeting and training expenses	792	-	792	124
	<u>2,297</u>	<u>-</u>	<u>2,297</u>	<u>1,384</u>

All governance costs in the prior year were unrestricted.

8 Net income/(expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Independent Examiner's fees - for independent examination services	1,938	410
- for other services	410	850
- prior year over accrual	(843)	-
Trustees' travel, meeting and training expenses	792	124
Depreciation	4,433	5,649
	<u>4,433</u>	<u>5,649</u>

One Trustee has been reimbursed for their out of pocket expenses (2021: One). No Trustee received any remuneration during the current or prior year.

Aggregate donations from Trustees, key management personnel, and other related parties was £nil (2021: £Nil).

9 Staff costs and numbers

The aggregate payroll costs were:

	2022 £	2021 £
Wages & salaries	147,452	104,010
Social security costs	14,502	5,278
Pension contributions	6,070	3,698
	<u>168,024</u>	<u>112,986</u>

No employee received emoluments of more than £60,000 in the current or prior year.

The average number of employees during the year was 6 (2021: 4), calculated on the basis of average headcount. The total employment benefits received by key management personnel including employer national insurance and employer pension were £57,701 (2021: £57,635).

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

10 Taxation

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

11 Statement of Financial Activities comparative figures

For the year ended 31 August 2021	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Income from:			
Donations and legacies	3,757	53,235	56,992
Charitable activities	-	321,222	321,222
Total income	<u>3,757</u>	<u>374,457</u>	<u>378,214</u>
Expenditure on:			
Raising funds	-	4,671	4,671
Charitable activities	5,649	271,844	277,493
Total expenditure	<u>5,649</u>	<u>276,515</u>	<u>282,164</u>
Net income/(expenditure) for the year	(1,892)	97,942	96,050
Transfers between funds	97,257	(97,257)	-
Net movement in funds	<u>95,365</u>	<u>685</u>	<u>96,050</u>
Total funds at start of year	81,815	-	81,815
Total funds at end of year	<u>177,180</u>	<u>685</u>	<u>177,865</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

12 Tangible fixed assets

	Leasehold Improvements	Office Equipment	Total
	£	£	£
Cost or valuation			
At 1 September 2021	16,268	1,688	17,956
Additions	1,217	2,369	3,586
At 31 August 2022	<u>17,485</u>	<u>4,057</u>	<u>21,542</u>
Depreciation			
At 1 September 2021	5,423	1,237	6,660
Charge for the year	3,697	736	4,433
At 31 August 2022	<u>9,120</u>	<u>1,973</u>	<u>11,093</u>
Net book value			
At 31 August 2022	<u>8,365</u>	<u>2,084</u>	<u>10,449</u>
At 31 August 2021	<u>10,845</u>	<u>451</u>	<u>11,296</u>

13 Debtors

	2022	2021
	£	£
Due in less than one year:		
Trade debtors	10,863	9,692
Prepayments and accrued income	2,577	347
Other debtors	-	576
	<u>13,440</u>	<u>10,615</u>

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	1,989	459
Other creditors	3,115	2,621
Accruals and deferred income	78,841	51,415
Social security and other taxes	8,822	3,766
	<u>92,767</u>	<u>58,261</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

15 Operating Leases

At 31 August 2022 the organisation had total commitments under non-cancellable operating leases in relation to premises as set out below:

	2022 £	2021 £
Within one year	1,900	1,990
Between two to five years	-	1,900
	<u>1,900</u>	<u>3,890</u>

16 Movement in funds

For the year ended 31 August 2022

	At 1 Sep 2021 £	Income £	Expenditure £	Transfers £	At 31 Aug 2022 £
Restricted funds					
Jack Hazeldine Foundation					
Mentoring	-	394,939	(370,598)	-	24,341
Quartet Community Foundation	-	15,000	(6,260)	-	8,740
National Lottery	685	-	(685)	-	-
	<u>685</u>	<u>409,939</u>	<u>(377,543)</u>	<u>-</u>	<u>33,081</u>
Unrestricted funds					
General funds	177,180	1,826	(4,433)	-	174,573
	<u>177,180</u>	<u>1,826</u>	<u>(4,433)</u>	<u>-</u>	<u>174,573</u>
Total funds	<u>177,865</u>	<u>411,765</u>	<u>(381,976)</u>	<u>-</u>	<u>207,654</u>

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

16 Movement in funds (*continued*)

Restricted funds

Jack Hazeldine Foundation Mentoring - These funds are provided by schools to work with disengaged children by providing mentors to inspire and lead these children to re-engage with their lives. There were transfers to general funds during the year which related to the excess in funds of services provided in the year.

CAF Resilience Grant - These funds are provided to enable us to provide early intervention for young people who require support, but who are not funded by their Local Council. There were transfers in the year to the general fund in relation to capital additions for the Orchard learning space.

Quartet Community Foundation - These funds are provided to enable us to provide early intervention for young people who require support, but who are not funded by their Local Council.

National Lottery - These funds are provided to enable us to provide early intervention for young people who require support, but who are not funded by their Local Council. There were transfers in the year to the general fund in relation to capital additions for the Orchard learning space.

For the year ended 31 August 2021

	At 1 Sep 2020 £	Income £	Expenditure £	Transfers £	At 31 Aug 2021 £
Restricted funds					
Jack Hazeldine Foundation Mentoring	-	321,222	(234,684)	(86,538)	-
CAF Resilience Grant	-	35,100	(28,440)	(6,660)	-
Quartet Community Foundation	-	9,190	(9,190)	-	-
National Lottery	-	8,945	(4,201)	(4,059)	685
	<u>-</u>	<u>374,457</u>	<u>(276,515)</u>	<u>(97,257)</u>	<u>685</u>
Unrestricted funds					
General funds	81,815	3,757	(5,649)	97,257	177,180
	<u>81,815</u>	<u>3,757</u>	<u>(5,649)</u>	<u>97,257</u>	<u>177,180</u>
Total funds	<u>81,815</u>	<u>378,214</u>	<u>(282,164)</u>	<u>-</u>	<u>177,865</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

17 Analysis of net assets between funds

	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2022			
Tangible fixed assets	-	10,449	10,449
Other net assets	33,081	164,124	197,205
	<u>33,081</u>	<u>174,573</u>	<u>207,654</u>

	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2021			
Tangible fixed assets	-	11,296	11,296
Other net assets	685	165,884	166,569
	<u>685</u>	<u>177,180</u>	<u>177,865</u>

18 Related party transactions

During the year no (2021: one) trustee received payments for consultancy fees in relation to mentoring of a total amount of £nil (2021: £384). The managing director's spouse received payments for mentoring and reimbursements of capital expenditure during the year of a total amount of £13,436 (2021: £18,174). There were no other related party transactions with trustees during the year.

THE JACK HAZELDINE FOUNDATION LTD

England & Wales - Charity number 1150442

Accounts

THE JACK HAZELDINE FOUNDATION LTD
REPORT & FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

Company Number: 08197801

Charity Number: 1150442

THE JACK HAZELDINE FOUNDATION LTD
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

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THE JACK HAZELDINE FOUNDATION LTD
REFERENCE & ADMINISTRATIVE INFORMATION
YEAR ENDED 31 AUGUST 2021

Registered Company number: 08197801

Registered Charity number: 1150442

Charity name: The Jack Hazeldine Foundation Ltd

Principal address: The JHF Office
First Floor Office Suite
6-8 Kenn Road
Clevedon
North Somerset
BS21 6EL

Managing director: Pearl Cross

Trustees: Kim Hazeldine
Gabrielle Murtagh (Chair)
Ali Keys
Ted Hart
Sarah-Jane Kinley appointed 13/10/20
Lucy Thie appointed 29/06/21

Independent examiner: Josh Kingston
Burton Sweet Limited
The Clock Tower
Farleigh Court
Old Weston Road
Flax Bourton
Bristol
BS48 1UR

Bankers: HSBC Bank
40 High Street
Portishead
North Somerset
BS20 6EN

Insurers: Ansvar
Ansvar House
31 St Leonard's Road
Eastbourne
BN21 3UR

THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31 AUGUST 2021

The Trustees of The Jack Hazeldine Foundation Ltd present their annual report and audited financial statements for the year ended 31 August 2021 and confirm they comply with the requirements of the Charities Act 2011, the trust deed and the Charities SORP (FRS 102).

OBJECTIVES AND ACTIVITIES

The aim of The Jack Hazeldine Foundation (the JHF) is to inspire and empower young lives through the strength of positive relationships.

We use mentoring, tutoring and bespoke therapeutic provisions to inspire and empower some of the most deprived young people in the UK through the strength of positive relationships. Our passionate team engage with young people and their families to help them build self-esteem, confidence, and resilience, supporting positive behaviour changes and empowering young people to deal effectively with issues impacting their lives.

We work 1:1 both in the community and in schools with vulnerable young people between the ages of 7-19 who either have additional needs or disability, face exclusion from school or are at risk of criminal exploitation. Our diverse and qualified team offer support, opportunity, and consistency to empower young people to thrive.

In terms of measuring our performance, our annual surveys show that 100% of the JHF team enjoy working for the organisation and feel passionate about what they do. This was mirrored by 100% of clients, in the end of year surveys, who stated that they believe in the ability of the JHF to achieve impact and would recommend the JHF to others.

Our targets for 2020 – 2021 were:

JHF STRATEGY MAP 20/21

- BE A GREAT PLACE TO WORK**
 - RETAIN AN ENGAGED, MOTIVATED WORKFORCE
 - MEASURE STAFF SATISFACTION
 - EMPOWER SKILLSHARING & INTERNAL CAREER PROGRESSION
 - STANDARDISE PAY & PERFORMANCE MANAGEMENT PROCEDURES
 - TRAINING OPPORTUNITIES FOR ALL
 - TRUSTEE BOARD CONSOLIDATION & DEVELOPMENT
- DELIVER SUCCESSFUL PROJECTS**
 - DELIVER PROJECT GROWTH, JHF SUMMER CAMP & NEW PROVISION PACKAGES
 - ALL SERVICE USERS TO WORK TOWARDS INDIVIDUAL IMPACT TARGETS
 - IMPROVE IMPACT MEASUREMENT AND REPORTING PRACTICES
 - DEMONSTRATE SAFEGUARDING EXCELLENCE
- REMAIN FINANCIALLY SUSTAINABLE**
 - MAINTAIN RESERVES POLICY, TO INCLUDE REDUNDANCY COSTS
 - ENSURE FINANCIAL ACCURACY
 - INCREASE COMMUNITY COLLABORATION, DONATIONS & AWARENESS
 - IMPROVE FINANCIAL MARGINS FOR CONTINUED SUSTAINABILITY
 - DEVELOP A RISK REGISTER

THE JACK HAZELDINE FOUNDATION LTD

REPORT OF THE TRUSTEES

YEAR ENDED 31 AUGUST 2021

ACHIEVEMENTS AND PERFORMANCE

The Trustees are pleased that the performance and achievements of the JHF, as set out below, demonstrate tremendous growth and diversity in programmes, thereby enabling the organisation to provide far more support, of much better quality, to a far greater number of young people. We also feel that the model is sustainable.

PERFORMANCE

Our service users

Due to the nature of our work and our ability to support young people with EHCPs, our primary working partner is North Somerset Council (NSC).

We are also actively working with a total of 31 schools and Alternative Learning Providers.

Although our main clients are schools and local councils, we also work in partnership with other organisations such as The Hargreaves Foundation and Clevedon Aid who have also generated funding for support. Because council funding is most often limited to supporting only those children who are meeting funding thresholds and only during term-time, we regularly seek charitable grant funding to support early intervention for children in need of support but not in receipt of funding.

We have also had financial support from the National Lottery, Quartet Community Foundation, Charities Aid Foundation (CAF) North Somerset Community Partnership (via Quartet) and Tesco's Bags of Help, all of which is detailed in the financial section of this document.

The success of all funding bids and grants are the work of our Managing Director.

We have a funding bid strategy in place to realise a combination of small and larger bids, enabling early intervention support.

Our current cohort

We are increasingly receiving referrals for children with complex needs. A breakdown of current service users is as follows:

- 87% of our service users have SEND or an EHCP
- 53% have ASD or SCAMP process
- 60% SEMH issues
- 13% PLAC/ LAC
- 16% working with YOT

This year we will have supported 162 young people, comprising of 53 one-to-one mentoring placements, 8 through in-school support, 52 via Lego therapy, and 49 via early intervention outdoor learning workshops.

Our current services on offer are as follows:

- 1-2-1 Mentoring
- Mentoring packages: School Support, Transition coaching, Education, Employment & Training Coaching, Youth Offending Support, SEND, Gaining Independence Programme, Travel Training.
- Tutoring- across all key stages
- LEGO therapy
- Outdoor learning at The JHF Orchard - including Outdoor Learning Workshop (currently facilitated by JC Adventures) and on-tools workshops for girls (facilitated by volunteer Cait Chorlton)

THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31 AUGUST 2021

Organisational Growth

We have experienced a significant rise in referrals (self and stakeholder) since the beginning of the pandemic. COVID has put additional pressure on our services and we have needed to scale up our interventions to reach more young people who are in urgent need and manage the increasing safeguarding demands of our service users. Sadly, many of the children we work with have increasing mental health issues, and as a small team we are facing frequent management of self-harm and contemplation or attempts of suicide amongst service users. Young people are isolated, disconnected and are at an increased risk of antisocial behaviour which will be longstanding, life changing and will affect the wider community. We feel that the solution needs to be collaborative with providers, commissioners and funding stakeholders.

Organisational Capacity

To meet this need, we have invested reserves and sought grant support for additional staffing, expanding the scale of new/existing intervention projects designed by people with lived experience, including mentoring, outdoor learning workshops, Lego therapy and wellbeing sessions. Demand for our services will be long term, however we are concerned that if our growth is not well managed (controlled, manageable and sustainable) we will miss opportunities to offer lasting impact. There is a large waiting list for our services, and recruitment of an additional Programme Coordinator/Safeguarding Support who is now in situ, should enable swift placement roll out and sustainable management of those young people currently in need and awaiting support. We feel there is still a need for increased staffing but are waiting to see the impact of our most recent appointment.

The table below illustrates the exponential organisational growth that we have achieved in all areas.

Delivery year (Sept 1 st - Aug 31 st)	Support hours delivered per year	Outreach figures (Number of young people supported)	End of year financial reserves	Organisation Size (number of mentors, tutors, office team and Trustees)
18/19	5000	38	£22,306	16
19/20	7800	65	£81,815	24
20/21	10,718	175	£177,865	35
	114% increase in support hours delivered	360% increase in young people reached	697% increase in reserves	118% organisational growth

The creation of a Media and Communications role and an improved marketing strategy has also grown our reputation and reach in the local community. After just eight months, analytics show:

- The organic JHF Facebook reach has risen 155% to 37,923
- We have started getting single organic Facebook post reaches over 8,000 where previously they were in double figures
- Our Instagram reach has increased 100% to 464
- Our Tweet impressions are up approximately 83% to an average of 3,000 per month
- There has been a 450% increase in unique visitors to our LinkedIn page from 10 different industries
- Search views and map views on Google are up 63%
- We are receiving approximately 350 views per month on our Google Business profile, with 200 of those navigating straight to our website in May 2021

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- We have featured in regional newspaper editorials twice, based on internally issues press releases, and have had a fundraising campaign featured on national television and radio

We have a strategy in place for further growth.

ACHIEVEMENTS

Our spectacular organisational growth, goes hand in hand with some exciting initiatives that have taken off this year. All aspects of our growth and The community outdoor classroom 'The JHF Orchard' project were recently recognised by The Third Sector Awards <https://www.thirdsectorawards.com> an annual event whose aim is to recognise the achievements of charities and provide a platform for examples of good practice. Said awards were in recognition for the creation of our unique, outdoor learning space, 'The JHF Community Outdoor Classroom' in the *Breakthrough of the Year* category and for their CEO Pearl Cross, in the *Rising Chief Executive* category.

We were delighted to be shortlisted and even more delighted to win one of the awards, notably that of *Breakthrough of the Year* for 'The JHF Community Outdoor Classroom'.

Establishing 'The JHF Orchard' in response to Covid was one of our greatest achievements' this year and prevented a potential crisis.

The need to adapt our programmes during the pandemic became apparent very quickly; our referrals increased exponentially in both numbers and complexities and our young people were isolated, disconnected and critically at-risk, whilst the inability for people to gather prevented our normal provision of face-to-face support.

'The JHF Orchard' was an enormous collaborative project reflecting the drive and commitment of the whole JHF team, the impressive repertoire of skills amongst the team and the huge community support that we enjoy.

We set about securing a piece of land from a local farmer and started planning. The swell of community support and inspiration grew and our workforce soon expanded beyond staff members to include school teachers, rugby teams, tradespeople, local businesses, and community volunteers. We promoted "DIY SOS days" on social media for local families to come to together within their bubbles as a COVID safe, half-term lockdown activity.

Despite horrendous weather, the engagement exceeded our expectations; pathways were laid, structures built, and 50+ trees were planted. Many of the volunteers said that the project gave them a much-needed sense of purpose to their lockdown and it gave them hope and enjoyment. We also targeted local businesses, who in turn donated sheds, plants, and materials as well as time and promotion. Our CEO was invited to speak on local radio!

Throughout the pandemic The JHF Orchard enriched the wellbeing of many young people and their families; it was home to hundreds of hours of mentoring and tutoring and a range of inspirational outdoor workshops. Post pandemic, it continues to be community-led, involving schools and community groups who love their time there.

Although 'The JHF Orchard' is an invaluable resource, looking ahead, our aim is to secure a new indoor premises and office space which allows for team expansion but also a more welcoming "hub" environment for service users.

We were delighted to hear of the success of the summer mentoring for 9 young people at risk of becoming NEET from the Voyage Learning Campus. Seven out of the nine are now successfully in

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education, employment, or training; one has received emergency mental health support following disclosures to his mentor; three changed future direction over the summer and thanks to their mentor were able to liaise promptly with NSC/ Weston College to secure an appropriate college place/ apprenticeship.

Due to the success of this project VLC have asked us to develop a bespoke package to secure support for their students across the year.

We have strengthened our links with Weston College and most importantly ensured that all nine young people are still in the radar of the Inclusion team and receiving support to secure their future goals.

FINANCIAL REVIEW

The financial statements show income of £378,214, a 42% increase on the previous year (2020 : £265,803). This income comprised £56,992 from donations (2020 : £687) and £321,222 from schools and local authorities for the provision of mentoring (2020 : £265,116).

As a small charity we were able to quickly respond to the effects of Covid on our ability to continue to provide our services. We found we were able to provide an equally effective service online to the young people needing our support and, as restrictions lifted, through use of the Orchard and as a result there was no detrimental effect on our income.

Our cash reserves have increased by 90%, and debtors remain low. We participated in the Government's Holiday Activities and Food programme, helping to ensure vulnerable children had access to healthy food and engaging activities over the summer holidays. Invoices were raised for this programme prior to the balance sheet date but not settled until schools returned in September, hence the debtor balance this year compared to zero in 2020.

In total, Funding Bids have contributed £65k in the year compared to £20k in 2020 and we are currently awaiting the outcome of a number of other Bids.

Reserves

Reserves have increased significantly in the year, due to the increase in hours provided to local schools and councils and also the success in winning Funding Bids, a proportion of which contributes to the running costs of the Charity.

The Trustees have established the policy whereby the unrestricted 'free reserves' held by the Charity should be 4 to 12 months of those resources expended. At the start of this year that equated to between £44k and £131k, with the reserves on 1st September 2020 being £81,815. The fixed costs of running the Charity have increased during the year, as we have invested, mainly in staff and 4 to 12 months reserves now equates to £70k to £211k. At the balance sheet date our reserves were £177,865 falling within this range.

Beginning the year with generous reserves has allowed us to consider the following:

- We have approached several schools who are struggling to access funding for young people in need. Our reserves allow us to offer our services at reduced rates or free of charge, reaching young people who may not have otherwise been able to access support.
- Additional investment in core staffing/team capacity will be critical to the achievement of our strategic priorities, enabling us to:
 1. Fulfil the existing demand by improving access to services and support
 2. Safeguard the quality of our rapidly growing provision
 3. Develop organisational capacity, skills, and resources

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- A new indoor premises would further enable us to reduce waiting lists and lower barriers to accessing our services. It would also foster community collaboration, increase opportunities for group work and improve resources for service users with additional needs.
- If we can increase our impact by expanding our core team and working towards a new location, then we may need to allocate reserves to enable us to achieve that.
- The growth in the Charity means we will need investment in its infrastructure, for instance ensuring we have appropriate IT and HR support, both in terms of systems and personnel. We are currently considering new IT software and are looking at other areas to ensure the Charity continues to run on solid foundations.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Jack Hazeldine Foundation is a Registered Charity (No.1150442) and a Private Company Limited by Guarantee, without share capital (No.08197801), registered with the Charity Commission in January 2013, and governed by a Memorandum of Association for a Charitable Company.

The Jack Hazeldine Foundation was set up by Ben Hazeldine and his family in 2012 using the money collected at his grandfather Jack's funeral. A troubled youngster, Ben worked closely with his grandfather who became a powerful role model for him. Ben was the first child to receive support through what would become the foundation.

Organisational structure

Trustees use their skills and experience to support the charity, helping them achieve their aims. The Trustees have oversight of the workings of the charity and are responsible for ensuring:

- the charity is carrying out its purpose for the benefit of its service users
- compliance with the charity's constitution and the law;
- they are acting in the charity's best interests;
- managing the charity's resources responsibly;
- acting with reasonable care and skill; and
- ensuring the charity is accountable

The Trustees give their time freely and receive no remuneration or other financial benefits.

Trustees meet with the Managing Director on a quarterly basis. In addition, to assist with the smooth running of the charity the Trustees have set up subcommittees that help them oversee certain aspects of the charity's work. Subcommittees are currently set up for Safeguarding and Finance, and include board members as well as members of the management & operational team. The Safeguarding subcommittee meets once a month; the Finance subcommittee meets termly.

All Trustees have served throughout the year, except as indicated below. Those Trustees sitting on subcommittees are shown in the table.

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Trustee		Appointed	Resigned	Committee	
				Safeguarding	Finance
Kim Hazeldine	Chair				✓
Alasdair Keys					
Gabrielle Murtagh				✓	
Stephen Edward Craig Hart					✓
Sarah-Jane Kinley		13.10.20			
Lucy Thie		29.06.21			
Dan Lawton			03.09.21		

Recruitment and appointment of Trustees.

The existing Trustees and the Managing Director are responsible for the recruitment of new Trustees. The Chair will meet potential Trustees before accepting them on to the Board. The Board is well represented in the areas of education, business, marketing, and community but lack expertise in terms of finance and accounting, legal and governance, and HR. The Board recognises this urgent need and are in the process of creating a recruitment policy which will support recruitment outside their usual pool of contacts and lead to a diverse Board with a wide range of skills.

Induction and training of Trustees

A well thought out Induction process for Trustees and a Trustee Induction pack was introduced this year. This ensures that new Trustees are aware of the scope of their responsibilities under the Charities Act. This will be reviewed in tandem with the introduction of the recruitment policy and subsequent recruitment drive.

All Trustees are required to have an Enhanced DBS certificate, Safeguarding, GDPR and PREVENT training.

Risk Management

The Trustees have recently assessed the risks the charity faces and have drawn up a risk matrix which identifies the nature of the risks, the likelihood of the risks happening, the existing controls and the controls needed to mitigate the risk. The Trustees will review this risk matrix regularly at their meetings and at meetings of the two sub committees on safeguarding and finance. The Trustees are satisfied that systems are in place or arrangements are in hand, to manage the risks that have been identified.

THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
YEAR ENDED 31 AUGUST 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Jack Hazeldine Foundation Ltd for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with 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 Accepted Accounting Practice).

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

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

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

Approved by order of the board of trustees on 24 January 2022 and signed on its behalf by:

.....

G Murtagh - Trustee

THE JACK HAZELDINE FOUNDATION LTD
INDEPENDENT EXAMINER'S REPORT
YEAR ENDED 31 AUGUST 2021

Independent examiner's report to the trustees of The Jack Hazeldine Foundation Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2021

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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

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

Josh Kingston ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 24 January 2022

THE JACK HAZELDINE FOUNDATION LTD

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 AUGUST 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 <i>Restated</i> £
Income from:					
Donations and legacies	2	3,757	53,235	56,992	687
Charitable activities	3	-	321,222	321,222	265,116
Total income		<u>3,757</u>	<u>374,457</u>	<u>378,214</u>	<u>265,803</u>
Expenditure on:					
Raising funds	4	-	4,671	4,671	-
Charitable activities	5	5,649	271,844	277,493	206,294
Total expenditure		<u>5,649</u>	<u>276,515</u>	<u>282,164</u>	<u>206,294</u>
Net income/(expenditure)	8	(1,892)	97,942	96,050	59,509
Transfers between funds		97,257	(97,257)	-	-
Net movement in funds		<u>95,365</u>	<u>685</u>	<u>96,050</u>	<u>59,509</u>
Total funds at start of year	16	81,815	-	81,815	22,306
Total funds at end of year	16	<u>177,180</u>	<u>685</u>	<u>177,865</u>	<u>81,815</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 13 to 22 form part of these financial statements
See note 11 for fund-accounting comparative figures

THE JACK HAZELDINE FOUNDATION LTD

BALANCE SHEET

AS AT 31 AUGUST 2021

Company number: 08197801

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	11,296	677
		<u>11,296</u>	<u>677</u>
Current assets			
Debtors	13	10,615	-
Cash at bank and in hand		214,215	112,801
		<u>224,830</u>	<u>112,801</u>
Liabilities			
Creditors : amounts falling due within one year	14	(58,261)	(31,663)
		<u>166,569</u>	<u>81,138</u>
Net current assets			
		<u>177,865</u>	<u>81,815</u>
Net assets			
		<u>177,865</u>	<u>81,815</u>
FUNDS			
Unrestricted funds			
General funds	17	177,180	81,815
Restricted funds			
	17	685	-
		<u>177,865</u>	<u>81,815</u>

For the year ended 31 August 2021, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

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

These financial statements were approved by the Trustees on 24 January 2022 and are signed on their behalf by:

G Murtagh
Trustee

The notes on pages 13 to 22 form part of these financial statements

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

1 Accounting policies

Accounting convention

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, 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.

There are no material uncertainties about the charity's ability to continue as a going concern, despite the significant uncertainty being caused by the worldwide COVID-19 crisis. Whilst the Trustees expect there to be a significant impact on the charity's operations in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.

Income

Income from donations and grants are included in income when these are receivable, except as follows:

- I. When donors specify that donations/grants given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Legacies are included on a receivable basis where charity is entitled to the income, it can be measured reliably and receipt is probable. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is not included in income but is treated as a contingent asset and disclosed if material.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Raising funds

Raising funds expenditure include those costs incurred in seeking voluntary contributions and other costs which include the costs of running and participating in fundraising events and collections.

Charitable Activities

Grants awarded are allocated to charitable activities.

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

1 Accounting policies (*continued*)

Allocation and apportionment costs

Certain expenditure is directly attributable to specific activities and this has been included in those cost categories. Other costs, which are attributable to more than one category, are apportioned across cost categories on the basis of an assessment of workload carried out from time to time.

Overhead support costs have been allocated between fundraising and publicity costs, fundraising trading and charitable activities. The apportionment has been allocated on the basis of usage and is analysed in note 6.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Leasehold Improvements - 33% reducing balance
Office Equipment - 33% reducing balance

Fund accounting

Unrestricted funds can be used in accordance with the charitable objects 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 note of the financial statements.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

THE JACK HAZELDINE FOUNDATION LTD

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

2 Income from: Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Donations	3,757	-	3,757	687
Grants received	-	53,235	53,235	-
	<u>3,757</u>	<u>53,235</u>	<u>56,992</u>	<u>687</u>

All income from donations and legacies in the prior year were unrestricted.

3 Income from: Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Mentoring	-	321,222	321,222	265,116
	<u>-</u>	<u>321,222</u>	<u>321,222</u>	<u>265,116</u>

All income from charitable activities in the prior year were restricted.

4 Expenditure on: Raising funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	<i>Restated</i> £
Advertising & promotions	-	4,671	4,671	-
	<u>-</u>	<u>4,671</u>	<u>4,671</u>	<u>-</u>

5 Expenditure on: Charitable activities

	Direct Costs	Support Costs (Note 6)	Total Funds 2021
	£	£	£
Mentoring	136,828	140,665	277,493
	<u>136,828</u>	<u>140,665</u>	<u>277,493</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

5 Expenditure on: Charitable activities (continued)

Prior year comparatives

	Direct Costs	Support Costs (Note 6)	Total Funds 2020
	<i>Restated</i> £	<i>Restated</i> £	<i>Restated</i> £
Mentoring	102,841	103,453	206,294
	<u>102,841</u>	<u>103,453</u>	<u>206,294</u>

6 Support costs

Support costs, included in note 5, are as follows:

		Charitable Activities	Total 2021	Total 2020 <i>Restated</i>
		£	£	£
Wages and salaries	(Note 9)	112,986	112,986	90,633
Finance costs		73	73	72
Heat and light		339	339	151
Insurance		318	318	343
Rent and rates		6,251	6,251	5,096
Telephone and internet		764	764	156
Office costs		2,456	2,456	2,760
Training		1,886	1,886	714
Repairs and maintenance		2,282	2,282	52
Legal and professional		5,677	5,677	1,399
Depreciation		5,649	5,649	337
Other costs		600	600	500
Governance costs	(Note 7)	1,384	1,384	1,240
		<u>140,665</u>	<u>140,665</u>	<u>103,453</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

7 Governance costs

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020 <i>Restated</i>
	£	£	£	£
Independent Examiner's fees	410	-	410	380
- for other services	850	-	850	850
Trustee expenses	124	-	124	10
	1,384	-	1,384	1,240

All governance costs in the prior year were unrestricted.

8 Net income/(expenditure) for the year

This is stated after charging:

	2021 £	2020 £ <i>Restated</i>
Auditor's remuneration - for audit services	410	380
- for other services	850	850
Trustees' travel, meeting and training expenses	124	10
Depreciation	5,649	337

One Trustee has been reimbursed for their out of pocket expenses (2020: One). No Trustee received any remuneration during the year.

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2020: £Nil).

9 Staff costs and numbers

The aggregate payroll costs were:

	2021 £	2020 £ <i>Restated</i>
Wages & salaries	104,010	85,679
Social security costs	5,278	2,139
Pension contributions	3,698	2,815
	112,986	90,633

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

The average number of employees during the year was 4 (2020: 3), calculated on the basis of average headcount. The total employment benefits received by key management personnel including employer national insurance and employer pension were £57,635 (2020: £51,988).

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

10 Taxation

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

11 Statement of Financial Activities comparative figures

For the year ended 31 August 2020	Unrestricted Funds <i>Restated</i> £	Restricted Funds <i>Restated</i> £	Total Funds 2020 <i>Restated</i> £
Income from:			
Gifts and donations	687	-	687
Charitable activities	-	265,116	265,116
Total income	<u>687</u>	<u>265,116</u>	<u>265,803</u>
Expenditure on:			
Charitable activities	250	206,044	206,294
Total expenditure	<u>250</u>	<u>206,044</u>	<u>206,294</u>
Net income/(expenditure) for the year	437	59,072	59,509
Transfers between funds	60,932	(60,932)	-
Net movement in funds	<u>61,369</u>	<u>(1,860)</u>	<u>59,509</u>
Total funds at start of year	20,446	1,860	22,306
Total funds at end of year	<u>81,815</u>	<u>-</u>	<u>81,815</u>

THE JACK HAZELDINE FOUNDATION LTD
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

12 Tangible fixed assets

	Leasehold Improvements	Office Equipment	Total
	£	£	£
Cost or valuation			
At 1 September 2020	-	1,688	1,688
Additions	16,268	-	16,268
At 31 August 2021	<u>16,268</u>	<u>1,688</u>	<u>17,956</u>
Depreciation			
At 1 September 2020	-	1,011	1,011
Charge for the year	5,423	226	5,649
At 31 August 2021	<u>5,423</u>	<u>1,237</u>	<u>6,660</u>
Net book value			
At 31 August 2021	<u>10,845</u>	<u>451</u>	<u>11,296</u>
At 31 August 2020	<u>-</u>	<u>677</u>	<u>677</u>

13 Debtors

	2021	2020
	£	£
Due in less than one year:		
Trade debtors	9,692	-
Prepayments	347	-
Other debtors	576	-
	<u>10,615</u>	<u>-</u>

14 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	459	1,441
Other creditors	2,621	-
Accruals and deferred income	51,415	27,364
Social security and other taxes	3,766	2,858
	<u>58,261</u>	<u>31,663</u>

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15 Operating Leases

At 31 August 2021 the organisation had total commitments under non-cancellable operating leases in relation to premises as set out below:

	2021	2020
	£	£
Within one year	1,990	790
Between two to five years	1,900	-
	<u>3,890</u>	<u>790</u>

16 Movement in funds

For the year ended 31 August 2021

	At 1 Sep				At 31 Aug
	2020	Income	Expenditure	Transfers	2021
	£	£	£	£	£
Restricted funds					
Jack Hazeldine Foundation					
Mentoring	-	321,222	(234,684)	(86,538)	-
CAF Resilience Grant	-	35,100	(28,440)	(6,660)	-
Quartet Community Foundation	-	9,190	(9,190)	-	-
National Lottery	-	8,945	(4,201)	(4,059)	685
	<u>-</u>	<u>374,457</u>	<u>(276,515)</u>	<u>(97,257)</u>	<u>685</u>
Unrestricted funds					
General funds	81,815	3,757	(5,649)	97,257	177,180
	<u>81,815</u>	<u>3,757</u>	<u>(5,649)</u>	<u>97,257</u>	<u>177,180</u>
Total funds	<u>81,815</u>	<u>378,214</u>	<u>(282,164)</u>	<u>-</u>	<u>177,865</u>

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16 Movement in funds (*continued*)

Restricted funds

Jack Hazeldine Foundation Mentoring - These funds are provided by schools to work with disengaged children by providing mentors to inspire and lead these children to re-engage with their lives. There were transfers to general funds during the year which related to the excess in funds of services provided in the year.

CAF Resilience Grant - These funds are provided to enable us to provide early intervention for young people who require support, but who are not funded by their Local Council. There were transfers in the year to the general fund in relation to capital additions for the Orchard learning space.

Quartet Community Foundation - These funds are provided to enable us to provide early intervention for young people who require support, but who are not funded by their Local Council.

National Lottery - These funds are provided to enable us to provide early intervention for young people who require support, but who are not funded by their Local Council. There were transfers in the year to the general fund in relation to capital additions for the Orchard learning space.

For the year ended 31 August 2020

	At 1 Sep 2019 £	Income £	Expenditure £	Transfers £	At 31 Aug 2020 £
Restricted funds					
Jack Hazeldine Foundation Mentoring	1,860	265,116	(206,044)	(60,932)	-
	<u>1,860</u>	<u>265,116</u>	<u>(206,044)</u>	<u>(60,932)</u>	<u>-</u>
Unrestricted funds					
General funds	20,446	687	(250)	60,932	81,815
	<u>20,446</u>	<u>687</u>	<u>(250)</u>	<u>60,932</u>	<u>81,815</u>
Total funds	<u>22,306</u>	<u>265,803</u>	<u>(206,294)</u>	<u>-</u>	<u>81,815</u>

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17 Analysis of net assets between funds

	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2021			
Tangible fixed assets	-	11,296	11,296
Other net assets	685	165,884	166,569
	<u>685</u>	<u>177,180</u>	<u>177,865</u>

	Restricted Funds	Unrestricted General Funds	Total
	£	£	£
As at 31 August 2020			
Tangible fixed assets	-	677	677
Other net assets	-	81,138	81,138
	<u>-</u>	<u>81,815</u>	<u>81,815</u>

18 Related party transactions

During the year one trustee received payments for consultancy fees in relation to mentoring of a total amount of £384 (2020: £3,246). The managing director's spouse received payments for mentoring and reimbursements of capital expenditure during the year of a total amount of £18,174 (2020: £11,887). There were no other related party transactions with trustees during the year.