

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

Contents	Pages
Reference and Administrative Information	1
Report of the Trustees	2 - 13
Independent Examiner's Report	14
Statement of Financial Activities	15
Balance Sheet	16
Notes to the Financial Statements	17 - 26

**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
YEAR ENDED 31st AUGUST 2024

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.

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

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,

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

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.

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

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.

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

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

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

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.

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

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.

THE JACK HAZELDINE FOUNDATION LTD
REPORT OF THE TRUSTEES
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 on 7 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
	3,353	4,829

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

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
	208,437	223,662

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	14,934	419,900	434,834
Expenditure on:			
Raising funds	-	-	-
Charitable activities	4,273	453,362	457,635
Total expenditure	4,273	453,362	457,635
Net income/(expenditure) for the year	10,661	(33,462)	(22,801)
Transfers between funds	(32,011)	32,011	-
Net movement in funds	(21,350)	(1,451)	(22,801)
Total funds at start of year	187,079	20,575	207,654
Total funds at end of year	165,729	19,124	184,853

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>


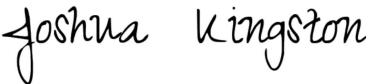
18 Related party transactions

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

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