THE GIFTED ORGANISATION LIMITED

England & Wales · Charity number 1151327

Details

Other names	THE GIFTED
Status	Registered
Legal form	Charitable company
Company number	08380063
Registered	2013-03-21
Register	View on the Charity Commission register

Contact

Address	1 Ingram House Cheshunt Waltham Cross EN8 9NH
Phone	01992 623 888
Email	info@thegifted.org.uk
Website	www.thegifted.org.uk

Activities

Objects: TO PROMOTE HEALTH, WELLBEING, LIFE SKILLS AND SOCIAL INCLUSION FOR THE PUBLIC BENEFIT OF ALL CHILDREN AND YOUNG PEOPLE BETWEEN THE AGES OF 5 AND 25, ESPECIALLY THOSE AT RISK OF BECOMING SOCIALLY EXCLUDED, AND TO RELIEVE THE NEEDS OF THOSE WHO HAVE BECOME SOCIALLY EXCLUDED, THROUGH THE PROVISION OF EDUCATION, TRAINING, COACHING AND OUTREACH SO AS TO IMPROVE THEIR SKILLS, CONFIDENCE AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS. FOR THE PURPOSES OF THIS CLAUSE,"SOCIALLY EXCLUDED" MEANS CHILDREN AND YOUNG PEOPLE BETWEEN THE AGES OF 5 AND 25 WHO ARE EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; RACE; GENDER; POOR EDUCATIONAL OR SKILLS ATTAINMENT; DISABILITY OR ETHNIC ORIGIN".

Activities: The Gifted uses interactive workshops and podcasting to raise the aspirations of children and young people by improving their knowledge, communication skills and building their confidence.The Gifted works with children, young people and families, particularly disadvantaged/vulnerable to educate and empower them, improve their resilience, confidence, sense of purpose, skills and employability.

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Classification

- **How:** Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People

Geography

- Essex
- Hertfordshire
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£90,632	£90,989	-	-
2024-03-31	£121,791	£121,290	-	-
2023-03-31	£171,832	£195,558	-	-
2022-03-31	£166,463	£159,615	-	-
2021-03-31	£207,900	£209,869	-	-

Trustees

Name	Role	Appointed
Sonia Harris	Chair	2023-05-24
Jennifer Kumi		2023-05-24
Sharon Boyd		2023-05-24

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THE GIFTED ORGANISATION LIMITED

England & Wales - Charity number 1151327

Accounts

The Gifted

2024 -2025

ANNUAL REPORT



info@thegifted.org.uk
www.gifted.org.uk

Charity Information

thegifted.org.uk

Trustees	Sonia Harris (Chair) Sharon Boyd (Treasurer) Jennifer Kumi (Company Secretary)
Key Staff	Kemi Bamidele (CEO/ Programmes Director) Andrea Joseph (Business Manager)
Governing Document	The Gifted Organisation Limited Constitution
Registration Number	Company Limited By Guarantee No. 08380063 Charity No. 1151327
Address	1 Ingram House, Churchgate Cheshunt, Hertfordshire EN8 9NH
Independent Examiner	Jacqui Tetley, FICB PM.Dip, FMAAT, ATT, TEP, MSWW 9 Woodgrange Avenue, Enfield, EN1 1EW England T: 020 8362 1720 W: jt-accounts.co.uk
Bookkeeper	Kiki Karatzaferi, BA, FMAAT, FMAATQB
Bankers	Unity Trust Bank Four Brindley Place Birmingham, B1 2JB



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www.gifted.org.uk

Introduction from our CEO and Chair of trustees

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As the CEO and Programmes Director of The Gifted Organisation Limited, I am delighted to present our year end report.

This past year not only reflects our achievements and progress as a charity but also encapsulates my personal journey and passion in empowering girls and young people through creative expression and mentoring. I relish the unique opportunity to provide frontline support hearing first hand from our beneficiaries about their challenges and working with them to unlock their dreams.

There are so many layers impacting the lives of those from least advantaged and marginalised communities. We can be informed by data but the case studies really illuminates not only the need but also our impact.

Over the past decade, our signature Butterfly Project has established itself as an early intervention and preventative programme for the least advantaged girls and young people. We have worked with our partners to reduce youth violence, prevent suicide and self harming behaviour and improve educational attainment.

We are nimble and we have adopted a holistic approach that enables us to respond to the needs of our beneficiaries with innovation and confidence. I'm excited to share the impactful and inspiring case studies.



We envision a world where every young person, no matter their background or circumstances, has the confidence, support, and opportunities to thrive.

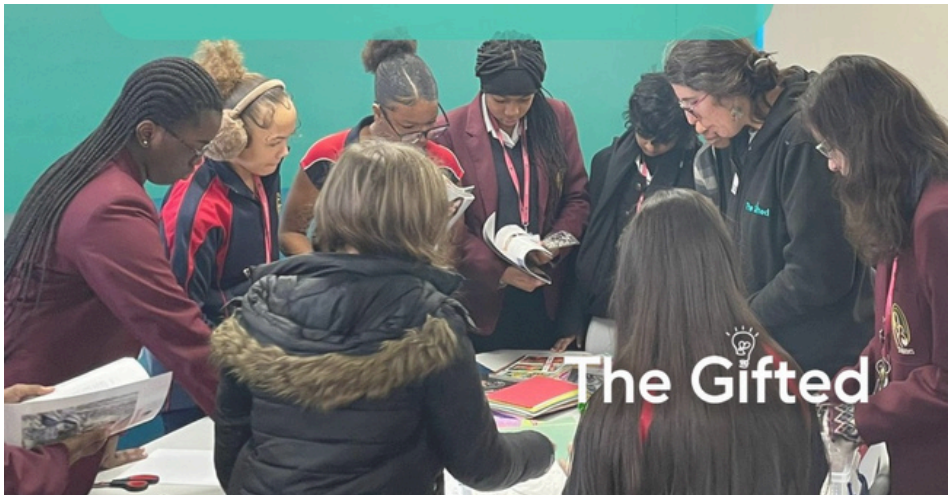
This is my second year as Chair and our culture for nurturing personal growth development has seen a.pool of committed and passionate volunteers emerge. We are enormously grateful to our dedicated team, our volunteers and grant providers.

This year, we have been laying the foundation for a sustainable future. Despite the challenges we have experienced in fundraising our team has done incredibly well in increasing its reach and engagement with fewer resources. There is great strength in our ability to measure impact. We aim to build on this by raising awareness of our brilliant work.

In conclusion, as we reflect on our achievements I see a force that will breakdown barriers for girls and young people, shaping a future filled with hope and positivity. Our work can not stop and we need your continued support.

Mission: Who we are and how we do it

thegifted.org.uk



The Gifted Organisation Limited exists to empower girls and young people, aged 11 -25, from least advantaged and marginalised communities to rise above adversity, unlock their full potential, and shape a brighter future.

Our mission is achieved through collaboration with our school and community partners across North London, Hertfordshire and Essex. This year we reached and engaged over **535 girls** and young people, working with 12 key partners, through delivering; School assemblies, The Butterfly Project (online and in-person), Butterfly Arts Awards (SEND) and Introduction to Youth Work.

The Department for Education has set a national goal for schools to maintain a 95% attendance rate. The Butterfly Project is a six-week intervention designed to prevent school exclusion while also addressing truancy and school avoidance. By raising aspirations and tackling the root causes of low self-esteem, the programme empowers young people to re-engage with their education, improve their attendance, and unlock their full potential.

We continue to nurture our school partnership to improve school attendance by working with girls who are at risk of school exclusion.

97%

of girls and young people who were at risk of school exclusion stayed in education after completing the Butterfly Project.

95%

of those who completed our programmes felt more confident about their future.

90%

of participants reported a significant improvement in confidence, resilience and their ability to set healthy boundaries.

Priorities: Why we do it

thegifted.org.uk



There are 10 key priorities, all are interconnected. Our work on suicide prevention remains relevant, especially as we are in the midst of a mental health crisis where an increasing number of referrals are citing social emotional mental health (SEMH). We are also working with families from migrant communities to remove the stigma around special education needs (SEND). This year we have taken steps to prioritise young leaders through our youth ambassadors and volunteers programme.

This year we supported 197 girls and young people who were at risk of exclusion and 41 of whom have already been suspended. According to the Children's Rights Alliance for England (CRAE), exclusion often becomes a turning point, pushing vulnerable youth away from education and into exploitation. The Gifted is committed to breaking this cycle—reducing exclusions to prevent child criminal exploitation (CCE) and youth violence.

Building Self Esteem

Low self-esteem affects 70% of our beneficiaries, contributing to poor school attendance (20%) and increasing their risk of youth violence, criminal exploitation, and hate crime. Girls face even greater threats, including sexual exploitation, assault, radicalisation, and cyberbullying (70%).

Reducing School Exclusion

Each permanently excluded child costs the UK education system £370,000 over their lifetime (IPPR, 2017). Preventing exclusion through our early intervention Butterfly Project saves substantial public funds. We are committed to working with our school partners and families to ensure children remain in education.

Tackling Youth Violence

Young people excluded from school are far more likely to enter the criminal justice system. With youth custody costing up to £305,000 per year per offender, early intervention isn't just necessary—it's critical. Investing in prevention saves lives, protects futures, and reduces the immense social and economic costs of youth crime.

Source: https://www.theyworkforyou.com/wrans/?id=2024-01-05.8178.h&utm_source=chatgpt.com

Preventing Youth Unemployment

A disproportionate number of girls from migrant communities face high risks of school exclusion, unmet SEMH needs, and undiagnosed learning difficulties, all of which severely impact their future opportunities. Without The Gifted's targeted intervention, these girls are at risk of falling into a cycle of poverty, exploitation, abuse and long-term social exclusion, limiting their ability to thrive.

Key achievements

What success looks like for us and how we measure it

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Since 2012, we have engaged with over 7000 beneficiaries. Our initiatives have included confidence-building courses, 1-2-1 mentoring, community drop-ins, media and creative projects, peer education, and family support. We deliver our programmes in schools, community venues—wherever we're needed—and now online. Our programmes have a transformative impact on young people's lives.

97% of participants learned a new skill

90% believe they can achieve their goals

80% reduction in self harming behaviour

70% are less likely to engage in risky behaviour

85% have a stronger sense of self worth and feel less anxious

What success looks like:

- Confident in their abilities and self-worth.
- Positive self-image and proud of their cultural background and personal identity.
- A sense of community and inclusion in school and society, with reduced feelings of isolation.
- Coping strategies to navigate adversity and setbacks.
- They bounce back from challenges without feeling defeated.
- They cultivate a growth mindset, seeing failures as learning opportunities.
- They make informed and safe choices about their well-being and are less likely to engage in substance misuse, crime, or exploitative situations.
- They understand the long-term impact of their decisions on their future.
- They engage in positive, respectful relationships with peers and adults and avoid toxic or harmful relationships.
- They set ambitious but achievable goals for their education and career.
- They believe in their potential to succeed beyond societal limitations.
- They take proactive steps toward their future aspirations, including education, training, and employment.

How we measure progress

We use a survey to establish a baseline at the start of our programmes and repeat the survey at the end. We collect testimonials from our beneficiaries, project partners, families and educators and run focus groups.

Our Performance Review

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Our restricted project funding amounted to 70%.

Financial Review

In the financial year ending March 31, 2023, the organisation's expenditure (£195,558) exceeded its income (£171,832), indicating a deficit. This year we managed to reduce our expenditure to £90,989, remarkably this did not result in any reduction on delivery and output. We streamlined our management team, ensuring our Programmes Director / CEO is supported by a Business Manager, sharing responsibility for income generation and financial management. As a result our position at the end of this financial year was positive. We have achieved a goal of three months unrestricted funds in reserves.

Fundraising

The Gifted Organisation Limited has maintained a steady income stream, with total incomes of £171,832 in 2023, £121,791 in 2024 and £90,632 in 2025**.** We have demonstrated strength in securing targeted support for our programmes. This is a reflection of the trust we have established with our repeat grant providers. We have the ability to deliver measurable outcomes by aligning with the specific goals set by our funders. Restricted funding ensures that programmes such as The Butterfly Project are fully supported and can operate without interruption. Our strong fiscal accountability has assured our grant providers that funds will be spent for the designated purpose. We hope that having 70% restricted funding will open doors to further restricted or match-funds as funders see the impact of our well-managed projects.

Programmes

We extend our gratitude and appreciation to our grant providers; Essex Community Foundation who supported our work with 35 girls and young people with multiple disabilities and special educational needs. Hertfordshire Community Foundation and Stevenage Community Trust enabled us to successfully launch our Introduction to Youth Work Project in Stevenage and online. Whitehill Chase Foundation Trust supported our Digital Butterfly Project extending our reach to Hampshire. Enfield Local Fund supporting our work to reduce school exclusion rates and Global Fund for Children enabling The Gifted to work directly with those from migrant communities who are disproportionately represented in schools exclusion, youth violence and unemployment.

Challenges and opportunities

thegifted.org.uk

Our biggest challenge is unveiling the layers that adversely impact the lives of the young people we support.

Fortunately, there is great scope and opportunity for The Gifted Organisation Limited to address its financial challenges, expand its reach, and enhance its long-term sustainability while continuing to transform the lives of young people effectively. **We recognise the need to raise awareness of our impact and advocate for equality, justice and a brighter future for our beneficiaries.**

01

Youth Mental Health & Wellbeing

Increasing concerns about youth mental health presents an opportunity for The Gifted Organisation to position its programmes as a holistic solution addressing domestic abuse, bias in education, employability and emotional resilience.

02

Youth Unemployment

Rising youth unemployment and skills shortages highlights the need for our Introduction to Youth Work programme that equips young people with practical skills, which The Gifted could leverage for capacity building, funding and partnerships.

03

Funding Challenges

The decrease in total income from £171,832 (2023) to £121,791 (2024) signals potential difficulties in securing unrestricted funding. This year we supplemented our grants and donations with crowdfunding and income-generating activities.

04

Volunteering

The number of volunteers decreased from eight in 2023 to two in 2024, which impacted our capacity to explore new projects. By the end of March 2025, we had recruited six volunteers. This has enabled us to maintain output and reduce expenditure.

Case Studies:

The Butterfly Project

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We conducted a consultation with 43 young people who shared their experiences of racism, micro-aggressions, adultification, and gender bias in schools.

At just 13 years old, Student [A] described experiencing discrimination in her daily life. On public transport, she noticed a fellow passenger clutching their handbag upon seeing her—a clear example of a racial microaggression that implied suspicion based on her identity. She also recounted an incident at school where, despite being the victim of bullying, she received a harsher sanction than her white peers. Her response to the bullying was perceived as "too aggressive" highlighting the racial bias in how behaviour is judged and disciplined.

However, by the end of our programmes, 95% of participants felt more confident about their future—highlighting the power of support, understanding, and empowerment in transforming young lives.

37%
had previously been excluded or suspended.

65%
found school life stressful

72%
felt misunderstood

62%
reported experiencing racism

'I have found my Butterfly' said SEN participant,

The Butterfly Arts Project (SEND)

The Gifted Organisation Limited started working with Harlow Fields College in 2022. We have engaged with over 45 girls and young people with profound multiple learning disabilities. Throughout this journey we have seen the young people grow in skill and confidence, as we work with them to obtain their Arts Awards qualification.

- **Confidence - 92%**
- **Self Esteem - 90%**
- **Resilience - 78%**
- **Aspirations - 90%**



Case Studies:

Introduction to Youth Work (ITYW)

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We launched the Introduction to Youth Work Programme in Stevenage, in June 2024, reaching and engaging care leavers and care experienced parents. The project helped to build confidence, boost self esteem and raise aspirations while providing parental support through our weekly online parent Plug-In programme.

We were able to engage with hard to reach groups and work with refugees, asylum seekers, unaccompanied minors, care leavers and young homeless. This has enabled us to recruit a diverse range of volunteers with lived experience. ITYW covers contextualised safeguarding and some aspects can be triggering. It requires a high level of resilience from the participants and extensive supervision from the leadership team.

I initially saw myself as someone that couldn't make a difference, because of the training and the skills I have picked up I know I can communicate and share my life experience with a young person as a mentor. The programme encouraged me to do something that I didn't know I could do. I actually realise how creative I can be and I'm able to think outside of the box. I am looking forward to being a youth mentor and I recognise the value I bring and I value the input others have made in my life. I love the fact that The Gifted helps to overcome barriers."

Digital Butterfly Project

This programme enabled us to adopt a holistic approach to supporting families. When a mother who had experienced homelessness and domestic abuse completed The ITYW Programme in 2023, she benefited from volunteering with The Gifted. The mother later referred her teenage daughter (a school avoider) to Digital Butterfly Project, as such the whole family was positively impacted by our programmes. In 2025, the mother felt able to return to her former profession as a medical practitioner and her daughter returned to mainstream education.



We have successfully supported our beneficiaries who engaged in our programmes to:

- Build resilience in the face of exploitation and violence
- Stay engaged in education and avoid school exclusion
- Develop confidence and self-esteem to overcome bullying, racism, and harassment
- Make positive life choices that will lead to brighter, safer futures



RESTRICTED PROJECT FUNDING

- Global Fund for Children
- Warburtons
- Greggs Foundation
- Tesco
- Enfield Local Fund
- Whitehill Chase Foundation Trust

SCHOOL AND COMMUNITY PARTNERS

- Kingsmead (Enfield)
- St Anne's (Enfield)
- Bishops Stopford (Enfield)
- Aylward Academy (Enfield)
- Ark John Keats (Enfield)
- Enfield Heights Academy (Enfield)
- Edmonton County (Enfield)
- ENACT After School Programme (Enfield)
- Harlow Fields College (Essex)
- Introduction to Youth Work (Stevenage)
- Digital Butterfly (Hampshire)
- Lea Valley Academy
- Edmonton Community Partnership

And signed on its behalf by
Sharon Boyd, Trustee
31 July 2025

THE GIFTED ORGANISATION LIMITED
COMPANY LIMITED BY GUARANTEE NO. 08380063
CHARITY NO. 1151327

thegifted.org.uk

None of our work would be possible without the dedicated support of our partners, trustees, leadership team, project leaders and volunteer.

We extend our explicit thanks to our grant providers, donors and the trusts and foundations that have consistently supported our programmes.

The Gifted

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Churchgate
Cheshunt,
Hertfordshire EN8 9NH
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The Gifted Organisation Limited

Charity registration no: 1151327

Company no: 08380063

Trustees Report and Unaudited Accounts

31 March 2025

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The Gifted Organisation Limited
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For the Year Ended 31 March 2025

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The Gifted Organisation Limited
Charity Information
For the Year Ended 31 March 2025

Registered Charity Name:	The Gifted Organisation Limited
Trustees:	Sharon Barbara Boyd Sonia Janey Harris Jennifer Kumi
Registered Office Address:	1 Ingram House Churchgate Cheshunt Waltham Cross Hertfordshire EN8 9NH
Registered Company number:	08380063 (England and Wales)
Charity Registered Number:	1151327
Accountant:	JT AccountS 9 Woodgrange Avenue Enfield EN1 1EW
Independent examiner:	Jacqueline Tetley 9 Woodgrange Avenue Enfield EN1 1EW

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The Gifted Organisation Limited
Annual Report 2024/2025
For the Year Ended 31 March 2025

This report has been moved and is now a separate stand alone report submitted with this set of acounts.

Sharon Boyd Trustee

Sharon Boyd

31 July 2025

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Independent examiner's report to The Gifted Organistaion Limited (Charity no. 1151327)

I report to the trustees on my examination of the accounts of The Gifted Organisation Limited (the 'charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of The Gifted Organisation Limited, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of The Gifted Organisation Limited's accounts carried out under section 145 of the Charities Act 2011. In carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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 that in any material respect:

1 accounting records were not kept in respect of The Gifted Organisation Limited as required by section 130 of the Charities Act 2011; or

2 the accounts do not accord with those records; or

3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Name: Jacqueline Tetley**,** FICM PM.Dip, FMAAT, ATT, TEP, MSWW
Signature:



Relevant professional qualification or body: The Association of Accounting Technicians
Address: 9 Woodgrange Avenue, Enfield EN1 1EW
Date: 25 July 2025

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Statement of Financial Activites for the year ended 31 March 2025

	Notes	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025	Total funds 2024
		£	£	£	£
INCOMING FUNDS					
Income from:					
Donations and grants	4	28,232	3,400	31,632	52,459
Charitable activities	5	-	59,000	59,000	69,332
TOTAL INCOMING RESOURCES		28,232	62,400	90,632	121,791
RESOURCES EXPENDED					
Raising Funds	6	937	-	937	39,394
Charitable activites	7	27,787	62,265	90,052	81,896
TOTAL RESOUCES EXPENDED		28,724	62,265	90,989	121,290
NET INCOMING RESOURCES FOR THE YEAR		**-492**	**135**	**-357**	**501**
RECONCILIATION OF FUNDS					
Total Funds Bought Forward		**66,745**	**-**	**66,745**	**66,244**
TOTAL FUNDS CARRIED FORWARD		**66,253**	**135**	**66,388**	**66,745**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Summary Income and Expenditure Account for the year ended 31 March 2025

	2025 £	2024 £
Income	90,632	121,791
Net gains on investments	-	-
Interest and investment income	-	-
Gross income for the year	90,632	121,791
Expenditure	90,989	121,290
Depreciation and charges for impairment of fixed assets	-	-
Total expenditure for the year	90,989	121,290
Net (expenditure)/income before tax for the year	-357	501
Net (expenditure)/income for the year	-357	501

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Balance Sheet for the year ended 31 March 2025

	Notes	2025	2024
		£	£
Fixed Assets			
Tangible Assets	9	-	-
Current Assets			
Debtors	10	-	-
Cash at bank and in hand		78,974	68,058
		78,974	68,058
Creditors - Amounts falling due within one year	11	-12,586	-1,313
Net Current Assets		66,388	66,745
Total assets less current liabilities		66,388	66,745
Total assets excluding pension asset or liability		**66,388**	**66,745**
FUNDS			
Unrestricted Income Funds	12	56,253	56,745
Restricted Income Funds	12	135	-
Reserves	12	10,000	10,000
		66,388	**66,745**

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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.

Approved by the board on 31 July 2025

And signed on its behalf by:

Sharon Boyd 31 July 2025

Sharon Boyd, Trustee

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Cash Flows for the year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities	-357	501
Net (expenditure)/income per Statement of Financial Activites		
Adjustments for:		
Dividends, interest and rents from investments	-	-
(Increase)/Decrease in trade and other receivables	-	100
Increase in trade and other payables	11,273	-8,115
Net cash (used in)/provided by operating activities	10,916	-7,514
Cash flows from investing activities		
Dividends, interest and rents from investments	-	-
Net cash from investing activities	-	-
Cash flows from financing activities		
Repayment of borrowing	-	-
Net cash from financing activities	-	-
Net (decrease)/increase in cash and cash equivalents	10,916	-7,514
Cash and cash equivalents at the beginning of the year	68,058	75,572
Cash and cash equivalents at the end of the year	78,974	68,058
Components of cash and cash equivalents		
Cash and bank balances	78,974	68,058
	78,974	68,058

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The Gifted Organisation Limited
Notes to the Accounts for the year ended 31 March 2025
Company Limited by guarantee number 08380063 Charity no. 1151327

1. Accounting Policies

Basis of preparation of the financial statements

The financial statements have been prepared in accordance with:

- Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – **Charities SORP (FRS 102)**,

The charity meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared under the historical cost convention unless otherwise stated.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future.

Income recognition

Income is recognised when the charity is entitled to the income, it is probable that the income will be received, and the amount can be measured reliably.

- **Donations and legacies** are recognised when received or when the charity becomes entitled to the income with certainty of receipt.
- **Grants** are recognised when the charity has entitlement, the amount can be measured reliably, and receipt is probable.
- **Income from charitable activities** includes income from services provided under contract or funding agreements.
- **Investment income** is recognised when receivable.
- **Other income** is recognised when receivable and measurable.

Expenditure recognition

Expenditure is recognised on an accrual basis when a legal or constructive obligation exists, it is probable settlement will be required, and the amount can be measured reliably.

- **Expenditure on charitable activities** includes direct and support costs relating to the activities undertaken.
- **Raising funds** includes fundraising and trading costs.
- **Governance costs** include the costs of compliance with constitutional and statutory requirements.

Irrecoverable VAT is included in the expense to which it relates.

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Allocation of support and governance costs

Support and governance costs are allocated to charitable activities based on the proportion of staff time or resources used.

Fund accounting

Funds held by the charity are either:

- **Unrestricted general funds** – available for use at the discretion of the trustees, or
- **Restricted funds** – funds subject to specific restrictions imposed by donors or funders.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation and any impairment. Items costing more than £1,000 are capitalised.

Depreciation is provided to write off the cost over their useful economic life as follows:

- Leasehold improvements – over the lease term
- Office equipment – 3 to 5 years
- Fixtures and fittings – 5 years
- Computer equipment – 3 years

Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors and provisions

Creditors are recognised when the charity has a present obligation resulting from a past event that will probably result in the transfer of funds and the amount can be estimated reliably.

Pensions

The charity operates a defined contribution pension scheme through the National Employment Savings Trust (NEST). Contributions are charged to the statement of financial activities in the period in which they are payable. The charity has no further liability beyond the payment of contributions.

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2. Company Status

The company is a private company limited by guarantee and consequently does not have share capital.

3. Statement of Financial Activites - prior year

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
Income from:			
Donations and grants	52,459	-	52,459
Charitable activities	-	69,332	69,332
Total	**52,459**	**69,332**	**121,791**
Expenditure on:			
Raising funds	39,394	-	39,394
Charitable activites	12,624	69,272	81,896
Total	**52,018**	**69,272**	**121,290**
Net (expenditure)/income	**441**	**60**	**501**
Reconciliation of dunds:			
Total Funds Bought Forward	66,304	-60	66,244
Total funds carried forward	**66,745**	**0**	**66,745**

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4 **Income from donations and grants**

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Donations < £5,000	27,232	3,400	30,632	11,759
The Hillcote Trust	-	-	-	5,000
Grants < £5,000	1,000	-	1,000	10,700
BMCF	-	-	-	25,000
	28,232	3,400	31,632	52,459

5 **Income from charitable activites**

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
The Global Fund	-	59,000	59,000	-
Hertfordshire Community Foundation (A709715)	-	-	-	8,697
Introduction to Youth Work	-	-	-	20,000
Essex Community Foundation (A687459)	-	-	-	6,000
Essex Community Foundation (A711001)	-	-	-	6,000
EG Foundation	-	-	-	1,213
Enfield Local Fund	-	-	-	7,000
Stevenage Community Trust (R/C 100076)	-	-	-	1,000
Meridian Water (LB Enfield)	-	-	-	19,422
	-	59,000	59,000	69,332

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6 **Expenditure on raising funds**

	Charitable Activities 2025 £	Support & Governance 2025 £	Total 2025 £	Total 2024 £
IT Software and Consumables	-	148	148	576
Core Costs	-	-	-	2,839
Project Rescources	765	-	765	9,785
Advertising and Marketing	24	-	24	-
	789	148	937	13,200

7 **Expenditure on charitable activities**

	Charitable Activities 2025 £	Support & Governance 2025 £	Total 2025 £	Total 2024 £
Accountancy fees	-	3,283	3,283	3,240
Bank fees	-	111	111	113
Board Meeting	-	272	272	
Independent Examination	-	360	360	360
Insurance	-	1,715	1,715	1,669
Legal fees	-	35	35	-
Premises costs	-	2,600	2,600	1,343
Project Rescources	20,489	-	20,489	37,161
Staff costs (Note 8)	41,776	16,561	58,337	61,531
Subscriptions	-	2,015	2,015	2,229
Telephone	-	835	835	444
	62,265	27,787	90,052	108,090

8 **Staff costs**

	Total 2025 £	Total 2024 £
Salaries and wages	55,308	59,610
Social security costs	2,066	180
Pensions costs	963	1,141
Staff training	-	600
	58,337	61,531

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9 **Tangible fixed assets**	**2025** **£**	**2,024** **£**
Cost or revaluation		
At 1 April 2024	20,523	20,523
At 31 March 2025	20,523	20,523
Depreciation and impairment		
At 1 April 2024	20,523	20,523
At 31 March 2025	20,523	20,523
Net book value		
At 1 April 2024	-	-
At 31 March 2025	-	-

10 **Debtors**	**2025** **£**	**2,024** **£**
Trade debtors	-	-
	-	-

11 **Creditors**	**2025** £	**2024** **£**
Trade creditors	527	953
Accruals	493	360
Tax and NI	2,066	-
Deferred Revenue	9,500	-
	12,586	1,313

12 Movement in funds	At 1 April 2024	Incoming resources (including other gains/losses)	Rescources expended	At 31 March 2025
	£	£	£	£
Restricted funds:	-	62,400	-62,265	135
	-	62,400	-62,265	135
Unrestricted funds:				
General funds	56,745	28,232	-28,724	56,253
Reserves	10,000	-	-	10,000
	66,745	28,232	-28,724	66,253

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2025

Income from donations and grants	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income from:				
Donations				
Donations < £5,000	27,232	3,400	30,632	11,759
The Hillcote Trust	-	-	-	5,000
Grants				
Grants < £5,000	1,000	-	1,000	10,700
BMCF	-	-	-	25,000
	28,232	3,400	31,632	52,459
Charitable activities				
The Global Fund	-	59,000	59,000	-
Hertfordshire Community Foundation (A709715)	-	-	0	8,697
Introduction to Youth Work	-	-	0	20,000
Essex Community Foundation (A687459)	-	-	-	6,000
Essex Community Foundation (A711001)	-	-	0	6,000
EG Foundation	-	-	0	1,213
Enfield Local Fund	-	-	0	7,000
Stevenage Community Trust (R/C 100076)	-	-	0	1,000
Meridian Water (LB Enfield)	-	-	0	19,422
	0	59,000	59,000	69,332
Total income	**28,232**	**62,400**	**90,632**	**169,464**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2025

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Expenditure on:				-
Core Costs	-	-	-	2,839
Project Resources, Consulting and Freelancers	765	5,053	5,818	9,785
The Global Fund	-	3,040	3,040	-
Warburtons	-	268	268	-
Whitehall Chase Foundation	-	693	693	-
Hertfordshire Community Foundation (A709715)	-	4,889	4,889	1,720
Introduction to Youth Work	-	1,238	1,238	8,901
Essex Community Foundation (A711001)	-	2,989	2,989	2,421
EG Foundation	-	536	536	5,392
Enfield Local Fund	-	1,783	1,783	149
Stevenage Community Trust (R/C 100076)	-	-	-	-
Meridian Water (LB Enfield)	-	-	-	18,578
	765	20,489	21,254	49,785
Governance costs:				
Accountancy fees	3,283	-	3,283	3,240
Independent Examination	360	-	360	360
Legal	35	-	35	-
	3,678	-	3,678	3,600
Employee costs:				
Salaries and wages	14,515	40,793	55,308	59,610
Employers NIC	1,276	790	2,066	180
Pensions costs	770	193	963	1,141
Staff training	-	-	-	600
	16,561	41,776	58,337	61,531
General administrative costs, including depreciation and amortisation				
Advertsing and Marketing	24	-	24	-
Bank fees	111	-	111	113
Board Meeting	272	-	272	-
Insurance	1,715	-	1,715	1,669
IT Software and Consumables	148	-	148	576
Premises costs	2,600	-	2,600	1,343
Subscriptions	2,015	-	2,015	2,229
Telephone	835	-	835	444
	7,720	-	7,720	6,374
Total expenditure	**28,724**	**62,265**	**90,989**	**121,290**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2025

Net (expenditure)/income	-492	135	-357	501
Net (expenditure)/income before other gains/(losses)	-492	135	-357	501
Other Gains	-	-	-	-
Net movements in funds	-492	135	-357	501
Reconciliation of funds:				
Total funds bought forward	66,745	-	66,745	66,244
Total funds carried forward	66,253	135	66,388	66,745

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Independent examiner's report to The Gifted Organistaion Limited (Charity no. 1151327)

I report to the trustees on my examination of the accounts of The Gifted Organisation Limited (the 'charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of The Gifted Organisation Limited, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of The Gifted Organisation Limited's accounts carried out under section 145 of the Charities Act 2011. In carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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 that in any material respect:

1 accounting records were not kept in respect of The Gifted Organisation Limited as required by section 130 of the Charities Act 2011; or

2 the accounts do not accord with those records; or

3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Name: Jacqueline Tetley**,** FICM PM.Dip, FMAAT, ATT, TEP, MSWW
Signature:



Relevant professional qualification or body: The Association of Accounting Technicians
Address: 9 Woodgrange Avenue, Enfield EN1 1EW
Date: 25 July 2025

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THE GIFTED ORGANISATION LIMITED

England & Wales - Charity number 1151327

Accounts

The Gifted Organisation Limited

Charity registration no: 1151327

Company no: 08380063

Trustees Report and Unaudited Accounts

31 March 2024

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The Gifted Organisation Limited
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For the Year Ended 31 March 2024

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The Gifted Organisation Limited
Charity Information
For the Year Ended 31 March 2024

Registered Charity Name:	The Gifted Organisation Limited	
Trustees:	Sharon Barbara Boyd	
	Sonia Janey Harris	
	Jennifer Kumi	
	Chetna Murphy	resigned 7 July 2023
	Felicity V. Dace	resigned 23 May 2023
	Janita Cashmore	resigned 23 May 2023
	Louisa C. Lawes	resigned 23 May 2023
Registered Office Address:	1 Ingram House Churchgate Cheshunt Waltham Cross Hertfordshire EN8 9NH	
Registered Company number:	08380063 (England and Wales)	
Charity Registered Number:	1151327	
Accountant:	JT AccountS PO Box 1327 Enfield EN1 9AE	
Independent examiner:	Jacqueline Tetley 9 Woodgrange Avenue Enfield EN1 1EW	

The Gifted Organisation Limited
Annual Report 2023/2024

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. These are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

MESSAGE FROM SONIA HARRIS, CHAIR OF TRUSTEES:

I am pleased to present the Annual Report for The Gifted Organisation Limited for the financial year 1 April 2023 to 31 March 2024. This year marks a significant milestone in our journey as we have navigated challenges and opportunities. Our unwavering commitment to keeping every young person we have worked with safe, healthy and connected has enabled us to make great strides.

I extend my gratitude to the funding organisations, donors, trusts and foundations that have supported our work, along with our stakeholders, including our strategic partners, parents, carers and, most importantly, our dedicated team members, whose relentless efforts have contributed to our continued success.

CHARITY OVERVIEW:

The Gifted is a registered charity supporting children and young people aged 8 to 25 years residing in Hertfordshire, Essex and North London to unlock their potential and build confidence, skills and aspirations through creative and interactive workshops, and everyday practical support. Over the past 12 months, **The Gifted has worked with 959 children and young people** across its programmes. Following our 10 years of experience and favourable reputation, we are responding to an increase in self-referrals. Since 2012, programmes have included confidence-building courses, 1-2-1 mentoring, community drop-ins, media and creative projects, peer education, and support for parents and families. We deliver these unique programmes in community venues, schools and anywhere else that needs us! Now we also deliver services online, via the Internet.

STRUCTURE, GOVERNANCE AND MANAGEMENT:

Governing Document

The Gifted is the marketing name of the registered charity The Gifted Organisation Limited, which is governed by its memorandum and articles of association dated 29th January 2013. The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10. The Gifted was registered as a charity on 21st March 2013.

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Trustees and Management

The charity's articles of association require the appointment of not less than three trustees. On 23 May 2023, three new Board of Trustees were appointed by invitation of the previous trustees. This was subject to election by existing trustees at a board meeting in March 2023. At this meeting, it was agreed that the Board of Trustees would step down to make way for a new Board that would be able to continue the Gifted and offer a new perspective.

On 23 May 2023, Janita Cashmore, Lousia Lawes and Felicity Dace stepped down as trustees and Chetna Murphy handed the position of Chair of the Trustees to Sonia Harris on 7 July 2023. There are now three trustees: Sonia Harris (Chairperson), Sharon Boyd (Treasurer) and Jennifer Kumi (Secretary).

Employee costs (salaries and wages)

Over the last financial year, there have been several changes in the management team at The Gifted. In September 2023, a new Programme Director was appointed to take on project management, business strategy, partnership development and project delivery responsibilities. This salaried post has resulted in a significant increase in staff costs. The role is supported by a part-time Project Coordinator and Operations Manager responsible for financial management, human resources, project delivery, and administrative functions. These changes in staffing structure mean the entire team is contributing to project delivery and resources.

Trustee, recruitment, induction and training

Those with relevant skills, experience and expertise are eligible to become trustees, subject to meeting the criteria and gaining board approval. Potential trustees not introduced by existing trustees are invited to express their interest to the Programmes Director and the Secretary. Prospective trustees will be invited to meet the board before a decision on recruitment and appointment to the board. All appointments are subject to an election by existing trustees at a board meeting.

New trustees are provided with a trustee induction pack to assist them with the role they are to provide. They also undertake an enhanced DBS check.

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Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks. The following major risks have been identified, along with processes to mitigate them:

Risk	Mitigant
1. Safeguarding young people whilst in the care of The Gifted staff	• Maintaining appropriate insurance coverage. • Having policies and procedures in place, including health and safety, safeguarding and equal opportunities. • Staff induction includes a walkthrough of the safeguarding process. • All staff and adult volunteers undergo regular Disclosure and Barring Service checks. • Occasions when an adult is left alone with a child are minimised.
2. Lack of consistent funding and core funding	• A review of The Gifted's offering is underway to ensure it appeals to a wider range of funders. This will allow it to secure long-term delivery funding. • On Core (unrestricted) funding, The Gifted needs to widen its sources of income to include individual, small businesses and corporate giving.
3. Reputational damage of accepting donations from an inappropriate source	• Donation acceptance policy.
4. Health and Safety of staff	• Having appropriate policies and procedures in place. • Carrying out risk assessments.
5. Data Breach or Leak	• *Those who create Google Forms and handle personal data as part of their job should attend mandatory Data Protection training and refresher training. The use of Google Forms should be restricted to such persons.*

VISION:

We envision a world where all young people, regardless of their background or circumstances, are empowered to live safe, fulfilling lives, free from exploitation, abuse, or disadvantage.

MISSION:

Our mission is to empower girls and young people to overcome adversity, unlock their full potential, and become positive contributors to society using creative and interactive projects.

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CORE VALUES:

Education – providing access for children and young people to learn and empowering them to take control of their lives, build their confidence, and make informed choices.

Resilience and Strength – raising aspirations, building resilience and enabling young people to thrive, by encouraging creative thinking and problem-solving through the projects delivered.

Safety – ensuring every young person's physical and emotional well-being and safety by providing a secure space to share, reflect and unlock their full potential.

Diversity – promoting equality, diversity, and inclusion, ensuring that all young people, regardless of background or circumstances, have access to opportunities and support, free from prejudice and harm.

Respect and Dignity – treating individuals with respect, preserving their dignity and acknowledging the unique experiences and challenges each young person faces.

Compassion and Understanding – enabling unheard voices to be heard, demonstrating empathy and understanding towards the complex issues that young people face, and offering non-judgmental support and care.

Collaboration – working in partnership with other organisations, families, and communities to create holistic support systems and opportunities for positive change.

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KEY ACHIEVEMENTS:

1. Programme Development

Our signature programme, Butterfly Project, addresses a clear need and provides a solution that gives hope and empowers girls and young people to reach their full potential. It supports them to boost resilience, increase self-esteem and prevent mental health problems. The Gifted is currently the only organisation in Enfield that provides this service specifically to girls.

During 2023/2024, The Gifted Organisation expanded its core programmes to include new initiatives:

- **Butterfly Arts Awards Programme:**

An accredited programme, targeting 35 young people with learning disabilities and special educational needs in Harlow, Essex.

- **Flying Start Programme:**

Focused on youth violence among girls and young people who live in existing gang territory and supporting those who have experienced racism, discrimination, bullying and hate crime.

- **Healthy Relationships:**

Working with girls and young women, in secondary education, who are at risk of sexual exploitation and child criminal exploitation.

- **Stress Management**:

Aimed at those affected by anxiety who are at risk of self-harming behaviour and suicidal ideation.

- **Digital Butterfly Project:**

Enabling us to meet the increasing numbers of self-referrals nationally through online mentoring.

- **Introduction to Youth Work:**

Supporting 16- 25-year-olds from Essex with learning disability and special educational needs to train as youth workers.

2. Community Outreach

Our outreach efforts have been instrumental in raising awareness and generating more referrals from young people, social services, parents and carers.
58% of the young people we work with have low educational attainment;
46% were not in education or employment;
32% had a mental health issue;
28% were known to be involved in substance misuse;
35% were either at risk of exclusion or had been excluded from school.

We also engaged underprivileged communities by collaborating with local community groups supporting young asylum seekers, refugees and unaccompanied minors from Edmonton (London Borough of Enfield).

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3. Strategic Partnerships

In 2023/2024, The Gifted Organisation formed strategic partnerships with nine educational institutions (John Warner, Chancellors, St Annes, Kingsmead, Edmonton County, Oasis Enfield, Hertford Regional College, Stewards Academy, Harlow Fields College) and three community groups (Youth Enfield, Lowewood Museum, Edmonton Community Partnership). Notable partners include:

- **NEXUS –**

Supported our youth violence initiatives and tackled school exclusion by providing connections with schools with high exclusion rates (see below).

- **Trinity College London –**

Partnered to provide Arts Assessor training to our project leaders, and awarding us with Arts Awards Centre Status.

- **Harlow Fields College –**

commissioned us to deliver our projects to its 6th-form students.

- **Edmonton Community Partnership** -

supported our community outreach projects in Edmonton.

Feedback:

"The Butterfly Project, put on by The Gifted, has given our students qualifications, supported understanding of mental health and helped give pupils a skills set which will be transferable into work and life." Annie Thompson, Head of 6th Form, Harlow Fields College.

"The Butterfly Project stands out as a pillar of support, addressing the varied needs of our students. Whether they face challenges related to anxiety, confidence, or other issues, Kemi and the team create a nurturing environment. This program has proven to be a life-changing experience, offering our young individuals invaluable insights into identity, self-esteem, health, relationships, and future prospects. We extend our sincere appreciation for the profound influence that the Butterfly Project has had on our students. Its impact has been lasting, leaving an indelible mark on our young people by fostering personal growth, resilience, and a sense of community." St Anne's Catholic School, Enfield

"We are very pleased with The Butterfly Project. It is making a tremendous difference in terms of confidence, school attendance and classroom behaviour. We welcome the school assemblies and look forward to assessing the impact of a whole school approach, particularly in terms of how our pupils relate to one another. The Gifted is a great organisation to partner with." Edmonton County 2023

4. Digital Transformation

Recognising the need for digital platforms to facilitate our programmes, we relaunched our online portal in March 2024. This portal is a hub for virtual workshops, mentorship sessions, and resource sharing, allowing us to reach participants in all corners of the country through our Digital Butterfly Project.

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5. Financial Performance

The Gifted Organisation Limited derives its income from various sources, including donations, restricted project grants and fundraising events. A summary of our restricted project funding for the year are: Enfield Local Fund, Global Fund for Children Essex Community Foundation, Hertfordshire Community Foundation, Stevenage Community Trust and EG Foundation. Our expenditures reflect our commitment to channelling resources towards project delivery and operations.

6. Impact and Results

Our impact data for the year demonstrates the success of our initiatives. We measure our impact by tracking the progress of children and young people throughout their engagement with us. Participants report on the impact of our interventions using 'The Gifted Star' - a guided self-assessment. We have been able to set the following benchmarks, using Gifted Star, we expect well-being scores: future 95%, learning 85%, relationships 80%, coping 80%, health 65%, support 80%, harm 75%, identity 85%, communication 90% and accountability 85%.

Our programmes work; we have seen an 80% reduction in self-harm, 95% reported feeling more confident about their future, 80% felt stronger and more able to use positive coping mechanisms, 90% felt that they could achieve their goals, 70% said they were less likely to engage in risky behaviour, and 80% felt a stronger sense of self-respect and reduced feelings of anxiety. At the end of our in-school programmes, we often see an improvement in behaviour and school attendance.

SCHOOL EXCLUSIONS AND YOUTH VIOLENCE

The Gifted has been working in partnership with NEXUS in Enfield to reduce the number of permanent exclusions since 2019. We have been delivering successful workshops in secondary schools to young women and girls who are at risk of permanent exclusion or have been suspended. We recognise that these girls are at risk of sexual exploitation, cyberbullying and radicalisation. We have also worked with victims of hate crimes and sexual assault.

Pupils are referred to our programmes with multiple vulnerabilities, and through our partnership with Nexus, we have reduced the number of permanent exclusions among 15 Enfield schools. We have seen serious youth violence decrease by 16.7% from the previous year. In 2020/21, there were 12 school exclusions (six were girls). Often, these girls display persistent, disruptive behaviour and they present with multiple vulnerabilities, such as living in deprivation, chaotic home life, being victims of bullying, and social, emotional, and mental health. Our research has shown that when a young person is not in education, school refuser, or persistently truanting from school - they are at risk of sexual exploitation, extremism and radicalisation, along with drug and alcohol misuse and teenage pregnancy. According to RSA, those with special education needs and disabilities, those from poorer backgrounds and certain ethnic groups and looked after children are disproportionately represented in the exclusion statistics.

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These profiles also reflect the girls referred to our programmes by schools and social services. Parents are often unaware of the vulnerabilities and are uninformed about how to make an appeal to the Exclusion Panel. Young women have told us they often think they are 'stereotyped' and schools are failing to see the wider context regarding what might be happening to them outside of the school setting. We must stop hate crimes in school. 40% of young people were bullied in the last 12 months, those in receipt of free school meals are significantly more likely to be frequently bullied, and girls are twice as likely to truant because of bullying than boys.

We cover Healthy Coping Strategies for Stress: Almost half of young people excluded from school in the UK are regular drinkers, and research shows that 40% of school-aged children have been involved in some form of violence because of alcohol. We provided 1-2-1 online mentoring to 12 young people not in education. 1 in 5 children are persistently absent from school.

Our target groups include: looked after children, young carers, those in receipt of free school meals, those with diagnosed and undiagnosed learning needs, victims and perpetrators of bullying, assault, hate crime, discrimination, those with persistent disruptive behaviour and anyone with social, and emotional mental health.

Parent Plug-In

Through a combination of weekly podcasts and face-to-face community forums, we meet with parents to support them in keeping their children safe. Parents are often unaware of the various circumstances that can cause children to both commit hate crimes and become victims, such as:

* low educational attainment
* bullying and exploitation
* truanting, suspension and exclusion
* lack of boundaries and parental supervision
* peer pressure and unhealthy relationships
* drug and alcohol misuse
* mental health issues, such as attention deficit and hyperactivity disorder (ADHD)

REDUCED OUR ENVIRONMENTAL FOOTPRINT

We are currently drafting our environmental policy and adopting environmental best practices by:

1. Obtaining donations of art materials and furniture from the local community.
2. Purchasing recycled paper, furniture and refurbished technical equipment.
3. Using natural and reused materials as part of our creative projects.
4. Encouraging car-pooling.
5. Scheduling multiple programmes in the same location.
6. Hosting online meetings.
7. Delivering our parent engagement, mentoring and enterprise programmes digitally.
8. Implementing interactive digital school assemblies in more educational establishments.

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9. Reducing print material and making digital resources more accessible.
10. Delivering an up-cycle arts and crafts programme as part of our community workshops using recycled materials.
11. Promoting up-cycling and educating our beneficiaries on the need to keep unused clothes and fabric out of landfills and debunking the idea that high consumption levels lead to greater happiness or well-being.
12. Working with local authorities and businesses to recycle our waste.

FUTURE OUTLOOK

Looking ahead to 2024/2025, The Gifted Organisation Limited remains focused on scaling our impact. Our strategic priorities for the upcoming year include:

- **Geographic Expansion:**

We plan to expand our digital programmes nationally.

- **Diversity and Inclusion:**

We will launch new initiatives aimed at supporting underrepresented communities, ensuring greater inclusivity in our programmes, supporting the global majority (this is currently 85% non white beneficiaries), those with special education needs and learning disabilities.

- **Sustainability and Long-Term Growth:**

We will explore new funding streams to ensure financial sustainability while implementing a volunteering programme and expanding our partnerships for more commissioned work.

- **Programme Enhancement:**

We aim to refine our existing programmes to meet the changing needs of participants, with a strong emphasis on preventing serious youth violence, child criminal exploitation and parent engagement

ACKNOWLEDGEMENTS

ur success would not have been possible without the generous support of our donors, volunteers, and partners. We extend our heartfelt thanks to everyone who contributed to The Gifted Organisation's mission this year. We also recognise the dedication of our staff and consultants, whose passion for the cause continues to inspire and drive our success.

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CONCLUSION

The Gifted Organisation Limited has had an exceptional year in 2023/2024, marked by impact, and innovation. We are excited about the future as we continue to unlock the potential of each young person and make a meaningful difference in their lives. Together, we look forward to building a brighter future for all.

Thank you for your continued support.

And signed on its behalf by:

Sonia Harris 05/12/2024

Sonia Harris - Chair of Trustees

The Gifted Organisation Limited
Independent Examiners Report
for the year ended 31 March 2024

Independent examiner's report to The Gifted Organistaion Limited for the year ended 31 March 2024 (Charity no. 1151327)

Respective responsibilities of trustees and examiner
The trustees (who are also the principles of the company for the purposes of company law) are responsible for the preparation of the accounts.

The charity's trustees consider that an audit is not required for this and that an independent examination is needed.

It is my responsibility to:

- examine the accounts to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and to state whether particular matters have come to my attention

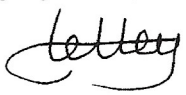
Basis of independent examiner's report
In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with the Charity Commission guidance; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements 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

- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Jacqueline Tetley (Independent examiner)
9 Woodgrange Avenue, Enfield EN1 1EW

Signed: 

Date: 1 September 2024

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Statement of Financial Activites for the year ended 31 March 2024

	Notes	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023
		£	£	£	£
INCOMING FUNDS					
Income from:					
Donations and grants	4	52,459	-	52,459	53,494
Charitable activities	5	-	69,332	69,332	118,338
TOTAL INCOMING RESOURCES		52,459	69,332	121,791	171,832
RESOURCES EXPENDED					
Raising Funds	6	39,394	-	39,394	15,336
Charitable activites	7	12,624	69,272	81,896	180,222
TOTAL RESOUCES EXPENDED		52,018	69,272	121,290	195,558
NET INCOMING RESOURCES FOR THE YEAR		**441**	**60**	**501**	**-23,726**
RECONCILIATION OF FUNDS					
Total Funds Bought Forward		**66,304**	**-60**	**66,244**	**89,970**
TOTAL FUNDS CARRIED FORWARD		**66,745**	**0**	**66,745**	**66,244**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Summary Income and Expenditure Account for the year ended 31 March 2024

	2024 £	2023 £
Income	121,791	171,832
Net gains on investments	-	-
Interest and investment income	-	-
Gross income for the year	121,791	171,832
Expenditure	121,290	195,558
Depreciation and charges for impairment of fixed assets	-	-
Total expenditure for the year	501	-23,726
Net (expenditure)/income before tax for the year	501	-23,726
Net (expenditure)/income for the year	501	-23,726

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Balance Sheet for the year ended 31 March 2024

	Notes	2024	2023
		£	£
Fixed Assets			
Tangible Assets	9	-	-
Current Assets			
Debtors	10	-	100
Cash at bank and in hand		68,058	75,572
		68,058	75,672
Creditors - Amounts falling due within one year	11	-1,313	-9,428
Net Current Assets		66,745	66,244
Total assets less current liabilities		66,745	66,244
Total assets excluding pension asset or liability		**66,745**	**66,244**
FUNDS			
Unrestricted Income Funds	12	56,745	66,304
Restricted Income Funds	12	-	-10,060
Reserves	12	10,000	10,000
		66,745	**66,244**

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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.

Approved by the board on 5 December 2024

And signed on its behalf by:

Sonia Harris

Sonia Harris
Chair of Trustees

The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Cash Flows for the year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities	501	-23,726
Net (expenditure)/income per Statement of Financial Activites		
Adjustments for:		
Dividends, interest and rents from investments	-	-
(Increase)/Decrease in trade and other receivables	100	-1,800
Increase in trade and other payables	-8,115	16,382
Net cash (used in)/provided by operating activities	-7,514	-9,144
Cash flows from investing activities		
Dividends, interest and rents from investments	-	-
Net cash from investing activities	-	-
Cash flows from financing activities		
Repayment of borrowing	-	-
Net cash from financing activities	-	-
Net (decrease)/increase in cash and cash equivalents	-7,514	-9,144
Cash and cash equivalents at the beginning of the year	75,572	66,428
Cash and cash equivalents at the end of the year	68,058	75,572
Components of cash and cash equivalents		
Cash and bank balances	68,058	75,572
	68,058	75,572

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2. Company Status

The company is a private company limited by guarantee and consequently does not have share capital.

3. Statement of Financial Activites - prior year

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
Income from:			
Donations and grants	53,494	-	53,494
Charitable activities	-	118,338	118,338
Total	**53,494**	**118,338**	**171,832**
Expenditure on:			
Raising funds	15,336	-	15,336
Charitable activites	58,079	122,143	180,222
Total	**73,415**	**122,143**	**195,558**
Net (expenditure)/income	**-19,921**	**-3,805**	**-23,726**
Reconciliation of dunds:			
Total Funds Bought Forward	3,745	86,225	89,970
Total funds carried forward	**-16,176**	**82,420**	**66,244**

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4 Income from donations and grants

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £	Total 2023 £
Donations < £5,000	11,759	-	11,759	20,074
The Haramead Trust	-	-	-	10,000
The Hillcote Trust	5,000	-	5,000	5,000
Charities Aid foundation	-	-	-	8,000
Sutton Place Foundation	-	-	-	5,000
Grants < £5,000	10,700	-	10,700	5,420
BMCF	25,000	-	25,000	-
	52,459	-	52,459	53,494

5 Income from charitable activites

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £	Total 2023 £
Hertfordshire Community Foundation (A709715)	-	8,697	8,697	-
Introduction to Youth Work	-	20,000	20,000	-
Essex Community Foundation (A687459)	-	6,000	6,000	-
Essex Community Foundation (A711001)	-	6,000	6,000	-
EG Foundation	-	1,213	1,213	-
Enfield Local Fund	-	7,000	7,000	-
Stevenage Community Trust (R/C 100076)	-	1,000	1,000	-
Meridian Water (LB Enfield)	-	19,422	19,422	38,845
Children in Need - Large Grant	-	-	-	46,245
Children in Need - Small Grant	-	-	-	9,966
People's Health Trust - Fatherhood	-	-	-	1,736
Hertfordshire Community Foundation - ACE Jubilee	-	-	-	9,815
Hertfordshire Community Foundation - Large Grant	-	-	-	4,950
Hertfordshire Community Foundation - PCC	-	-	-	4,964
Lowewood	-	-	-	1,817
	-	69,332	69,332	118,338

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6 Expenditure on raising funds

	Charitable Activities 2024 £	Support & Governance 2024 £	Total 2024 £	Total 2023 £
IT Software and Consumables	-	576	576	576
Core Costs	2,839	-	2,839	-
Project Rescources	9,785	-	9,785	13,667
Advertising and Marketing	-	-	-	974
	12,624	576	13,200	15,217

7 Expenditure on charitable activities

	Charitable Activities 2024 £	Support & Governance 2024 £	Total 2024 £	Total 2023 £
Accountancy fees	-	3,240	3,240	3,240
Bank fees	-	113	113	125
Charitable Donations	-	-	-	36
Independent Examination	-	360	360	360
Insurance	-	1,669	1,669	1,521
Legal fees	-	-	-	35
Premises costs	-	1,343	1,343	5,222
Project Rescources	37,161	-	37,161	112,724
Staff costs (Note 8)	32,111	29,420	61,531	31,350
Subscriptions	-	2,229	2,229	260
Telephone	-	444	444	2,474
Travel and subsistence	-	-	-	318
	69,272	38,818	108,090	157,665

8 Staff costs

	Total 2024 £	Total 2023 £
Salaries and wages	59,610	23,025
Social security costs	180	2,962
Pensions costs	1,141	784
Staff training	600	508
	61,531	27,278

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9 **Tangible fixed assets**	£	£
Cost or revaluation		
At 1 April 2023	20,523	20,523
At 31 March 2024	20,523	20,523
Depreciation and impairment		
At 1 April 2023	20,523	20,523
At 31 March 2024	20,523	20,523
Net book value		
At 1 April 2023	-	-
At 31 March 2024	-	-

10 **Debtors**	**2024**	**2023**
	£	**£**
Trade debtors	-	100
	-	100

11 **Creditors**	**2024**	**2023**
	£	**£**
Trade creditors	953	9,428
Accruals	360	-
	1313	9,428

12 Movement in funds	At 1 April 2023	Incoming resources (including other gains/losses)	Rescources expended	At 31 March 2024
	£	£	£	£
Restricted funds:	-60	69,332	-69,272	-
	-60	69,332	-69,272	-
Unrestricted funds:				
General funds	56,304	52,459	-52,018	56,745
Reserves	10,000	-	-	10,000
	66,304	52,459	-52,018	66,745

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2024

Income from donations and grants	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Income from:				
Donations				
Donations < £5,000	11,759	-	11,759	20,074
The Hillcote Trust	5,000	-	5,000	5,000
The Haramead Trust	-	-	-	10,000
Sutton Place Foundation	-	-	-	5,000
Charities Aid Foundation	-	-	-	8,000
Grants				
Grants < £5,000	10,700	-	10,700	5,420
BMCF	25,000	-	25,000	-
	52,459	-	52,459	53,494
Charitable activities				
Hertfordshire Community Foundation (A709715)	-	8,697	8,697	-
Introduction to Youth Work	-	20,000	20,000	-
Essex Community Foundation (A687459)	-	6,000	6,000	-
Essex Community Foundation (A711001)	-	6,000	6,000	-
EG Foundation	-	1,213	1,213	-
Enfield Local Fund	-	7,000	7,000	-
Stevenage Community Trust (R/C 100076)	-	1,000	1,000	-
Meridian Water (LB Enfield)	-	19,422	19,422	38,845
Children in Need - Large Grant	-	-	-	46,245
Children in Need - Small Grant	-	-	-	9,966
Hertfordshire Community Foundation - ACE Jubilee	-	-	-	9,815
Hertfordshire Community Foundation - Large Grant	-	-	-	4,950
Hertfordshire Community Foundation - PCC	-	-	-	4,964
Lowewood	-	-	-	1,817
People's Health Trust - Fatherhood	-	-	-	1,736
	-	69,332	69,332	118,338
Total income	**52,459**	**69,332**	**121,791**	**171,832**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2024

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Expenditure on:				
Core Costs	2,839	-	2,839	7,487
Hertfordshire Community Foundation (A709715)	-	1,720	1,720	-
Introduction to Youth Work	-	8,901	8,901	-
Essex Community Foundation (A687459)	-	2,421	2,421	-
Essex Community Foundation (A711001)	-	5,392	5,392	-
Enfield Local Fund	-	149	149	-
Meridian Water (LB Enfield)	-	18,578	18,578	24,442
Children in Need - Large Grant	-	-	-	41,851
Essex Community Foundation	-	-	-	4,237
Hertfordshire Community Foundation - ACE Jubilee	-	-	-	7,532
Hertfordshire Community Foundation - Other	-	-	-	1,510
Lawrence Atwell Charity	-	-	-	1,749
Lowewood	-	-	-	1,549
People's Health Trust - Fatherhood	-	-	-	8,455
Project Resources, Consulting and Freelancers	9,785	-	9,785	54,932
	12,624	37,161	49,785	157,197
Governance costs:				
Accountancy fees	3,240	-	3,240	3,240
Independent Examination	360	-	360	360
	3,600	-	3,600	3,600
Employee costs:				
Salaries and wages	27,499	32,111	59,610	23,025
Employers NIC	180	-	180	2,962
Pensions costs	1,141	-	1,141	784
Staff training	600	-	600	508
	29,420	32,111	61,531	27,278
Motor and travel costs				
Travel and subsistence	-	-	-	288
	-	-	-	288
General administrative costs, including depreciation and amortisation				
Advertsing and Marketing	-	-	-	974
Bank fees	113	-	113	131
Insurance	1,669	-	1,669	1,629
IT Software and Consumables	576	-	576	695
Premises costs	1,343	-	1,343	2,160
Subscriptions	2,229	-	2,229	116
Telephone	444	-	444	1,490
	6,374	-	6,374	7,195
Total expenditure	**52,018**	**69,272**	**121,290**	**195,558**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2024

Net (expenditure)/income	**441**	**60**	**501**	**-23,726**
Net (expenditure)/income before other gains/(losses)	**441**	**60**	**501**	**-23,726**
Other Gains	**-**	**-**	**-**	**-**
Net movements in funds	**441**	**60**	**501**	**-23,726**
Reconciliation of funds:				
Total funds bought forward	**66,304**	**-60**	**66,244**	**89,790**
Total funds carried forward	**66,745**	**-**	**66,745**	**66,244**

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THE GIFTED ORGANISATION LIMITED

England & Wales - Charity number 1151327

Accounts

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The Gifted Organisation Limited

Charity registration no: 1151327

Company no: 08380063

Trustees Report and Unaudited Accounts

31 March 2023

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The Gifted Organisation Limited
Charity Information
For the Year Ended 31 March 2023

Registered Charity Name:	The Gifted Organisation Limited
Trustees:	Chetna Murphy Daniel Gordon resigned 20 September 2022 Felicity V. Dace Janita Cashmore Louisa C. Lawes
Registered Office Address:	1 Ingram House Churchgate Cheshunt Waltham Cross Hertfordshire EN8 9NH
Registered Company number:	08380063 (England and Wales)
Charity Registered Number:	1151327
Accountant:	JT AccountS PO Box 1327 Enfield EN1 9AE
Independent examiner:	Jacqueline Tetley 9 Woodgrange Avenue Enfield EN1 1EW

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The Gifted Organisation Limited

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For the Year Ended 31 March 2023

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The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. These are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Structure, Governance and Management

Governing Document

The Gifted is the marketing name of the registered charity The Gifted Organisation Limited, which is governed by its memorandum and articles of association dated 29th January 2013. The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £10. It was registered as a charity on 21st March 2013.

Trustees and Management

The charity's articles of association require the appointment of not less than three trustees. New trustees are appointed for a term of three years by invitation of existing trustees. This is subject to election by existing trustees at a board meeting.

On the 20th September 2022 Daniel Gordon stepped down as a trustee. There are currently four trustees; Chetna Murphy, Janita Cashmore, Lousia Lawes and Felicity Dace.

Over the last financial year there have been a number of changes in the Management team at The Gifted. When the Gifted's financial position was deemed as more secure in May 2022, it was decided a part-time CEO should be onboarded. A new CEO was appointed in July 2022 to alleviate pressure on the current Trustees as many Management aspects (Finances, HR and Admin) had fallen on them due to cost pressures. The CEO unfortunately was not extended past the probation period. In addition, the founder and Business and Strategy Manager left The Gifted. The Gifted was at cross roads due the changes in 2022. At the latter end of 2022, it was decided that The Gifted needed a focused reset to evaluate its offering and future. After the reset sessions, it was agreed in March 2023 that the current Board of Trustees would step down to make way for a new Board who would be able to continue the Gifted and offer a new perspective. Therefore this is the last annual report to be written by the current trustees. A new Board of Trustees has been appointed in May 2023

Trustee, recruitment, induction and training

Those with relevant skills, experience and expertise are eligible to become trustees, subject to meeting the criteria and approval by the board. Potential trustees not introduced by existing trustees, are invited to express their interest to the Operations Manager and Secretary who will invite them to meet the board before a decision of recruitment and appointment to the board is made. This is subject to election by existing trustees at a board meeting.

All new trustees are provided with a trustee induction pack to assist them with the role they are to provide. They also undertake an enhanced DBS check.

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Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The following major risks have been identified, along with processes to mitigate them:

Risk	Mitigant
1. Safeguarding young people whilst in the care of The Gifted staff	• Maintaining appropriate insurance cover • Having policies and procedures in place, including health and safety, safeguarding and equal opportunities • Staff induction includes a walkthrough of the Safeguarding process • All staff and adult volunteers undergo regular Disclosure and Barring Service Checks • Occasions when an adult is left alone with a child are minimised
2. Lack of consistent funding and core funding	• A review of the Gifted's offering is underway to ensure it appeals to a wider range of funders. This will allow it to secure long term delivery funding. • On Core (unrestricted) funding the Gifted need to widen its sources of income to include individual, small businesses and corporate giving.
3. Reputational damage of accepting donations from an inappropriate source	• Donation acceptance policy
4. Health and Safety of staff	• Having appropriate policies and procedures in place • Carrying out risk assessments
5. Data Breach or Leak	• A minor incident occurred in Mar 2023 with Google forms and led to a review of the Data Management process and the following actions were implemented: • *Those who create google forms and handle personal data as part of their job should attend mandatory Data Protection training and refresher training. The use of Google Forms should be restricted to such persons.* • *In light of this incident, policies and procedures will be updated and employees should feel able to report incidents of near misses; implementing a culture of no blame and trust.*

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Vision, Mission and Values

OUR VISION

The Gifted's mission is for children and young people affected by disadvantage to lead healthy, happy lives.

OUR MISSION

Using discovery based interactive and creative sessions, The Gifted educates and empowers children and young people affected by disadvantages about their health, lifestyle and wellbeing issues so that they are able to take ownership of their health and the choices that they make. These activities engage young people by harnessing their enthusiasm and delivering real outcomes whilst equipping them with new skills and knowledge.

OUR AIMS

For Children and Young People to create brighter futures for themselves, providing preventative services for at risk young people. To support vulnerable and marginalised young people in Enfield, Hertfordshire and Essex with supportive interventions to help them create bright futures for themselves.

OUR VALUES

- **Education** – providing access for children and young people to learn about a range of healthy lifestyle and wellbeing issues.
- **Aspirations** – helping to raise aspirations through the projects delivered, encouraging them to fulfil their potential and believe in themselves.
- **Communication** – enabling unheard voices to be heard.
- **Diversity** – enabling children and young people to fulfil their potential regardless of their backgrounds, free from prejudice and harm.
- **Sharing and Reflection** – providing a space for children and young people to safely share and reflect which feeds into their onward life journey.

OUR BENEFICIARIES

Our referred beneficiaries will have experienced or are experiencing:

- Being in care and / or disruptive homelives, such as domestic violence.
- Poor standards of living and / or living in areas of social deprivation.
- Trauma resulting from sexual abuse or at risk of sexual exploitation.
- Low educational attendance or at risk of exclusion.
- Poor mental health and related issues that have led to anxiety, depression, unhealthy relationships, self-harming behaviour and suicidal ideation.
- Peer related issues, which affect their happiness and progression.

We focus our services on girls and those who identify as girls aged 8 to 18 years old with our preventative and interventive Butterfly Programme.

OUR PRIORITIES

The team had collectively identified 3 main priorities for The Gifted for 2022/2023.

1. **Increase Visibility**: to share our impact and establish key community and education partnerships that generate referrals of vulnerable children and young people to our programmes.

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2. **Build Capacity:** to retain a strong, skilled and experienced frontline delivery team who will work collaboratively with our beneficiaries, enabling their diverse voices to be heard.
3. **Deepen Impact:** to measure the impact of our interventions and continue to support the onward journey of our beneficiaries through research and collaborative working with those who we serve.

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ACHIEVEMENTS AND PERFORMANCE

INCREASE VISIBILITY

In 2022/23 we developed a social media strategy to showcase the impact that we are having. Our aim was to raise our credibility and profile with young people, funders and the wider community. An audit of the website and social media revealed the brand and logo was dated and in need of a refresh.

The Gifted rebranded and relaunched its website in 2022. The website is now fresh, up to date and more targeted. The website now features a chatbox that supports and engages our young audience. Blogs and relevant well-being articles are published regularly, this is positioning The Gifted as thought leaders in its field. Monthly newsletters are circulated to our key stakeholders to raise awareness of our programmes of work and offer targeted updates to funders and the community. Parent Plug-In emerged from the Fatherhood Project and provided an online platform to connect with parents and carers. In 2022, The Gifted hosted 32 live discussions shows on Instagram.

BUILDING CAPACITY

There are various areas where the capacity of the organisation has been strengthened. We have built a strong and dedicated team of Session Workers and restored key partnerships within the community.

Through providing the team of session workers with weekly supervision meetings, The Gifted has developed new programmes, built stronger partnerships and developed its skills and experience. The delivery team have participated in key professional development training, including; Counselling Children and Adolescents (Level 2), Self Harm and Suicide Awareness (Level 2), Autism Awareness in Education, Advanced Safeguarding Children (Level 2 and 3) and Harmful Sexual Behaviour in Schools. This training has enabled The Gifted to support its beneficiaries with self harm, suicide behaviour and youth violence (bullying, harassment, exploitation, assault and domestic abuse). The Gifted has developed its programmes to reach and engage those with special education needs and those at risk of or involved in sexual exploitation.

In June 2022, The Gifted secured The Meridian Water Community Chest Grant and implemented the 'Spreading our Wings' project in Edmonton (London Borough of Enfield). The strategic aim was to build the capacity of our front-line and delivery team in terms of recruitment, retention and training development. This programme attracted and provided training to 22 applicants, 8 of these applicants went through to the next stage where DBS checks were undertaken and 3 progressed to the last stage and are now employed as session workers at the Gifted.

Funding from BBC Children in Need, Eastern Counties, Essex Community Foundation, Hertfordshire Community Foundation, Peoples Health Trust and the Meridian Water Community Chest Grant helped support the development of our session workers and in the past year, we have worked with 8 volunteers, who have helped us with parent engagement from the Haringey Community as part of the People's Health Trust Fatherhood Project. This group supported our online and community engagement activities and was the start of our weekly Instagram Live show 'Parent Plug-In'.

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DEEPEN IMPACT

Rather than drastically increase the numbers of beneficiaries we work with, we aim to work with our beneficiaries over a longer period of time, as we know they have complex needs and this will enable them to meet their full potential. Our intention is to support them to make meaningful changes and transitions in their lives. We wanted to provide a more defined pathway of onward journey that we can track and monitor.

Our partnerships and development work with community stakeholders, education providers, trusts and foundations is essential to the success of The Gifted. Our engagement with five key referrals partners has enabled The Gifted to sustain engagement with its beneficiaries over a longer timeframe. We have delivered projects for as long as 14 weeks with; Harlow Fields College (Essex), Edmonton County (Enfield), Hertford Regional College (Broxbourne and Ware), John Warner (Hertfordshire) and Stewards Academy (Essex).

Working with our beneficiaries over a sustained period of time enables us to see the impact of our intervention and more importantly assess the social and well-being needs of our beneficiaries. This process enables us to develop valuable insights, through our research and development. We have worked more collaboratively with our beneficiaries to co-produce new programmes.

As a result of developing the professional skills of our delivery team, The Gifted has implemented a new and improved evaluation tool. The 'Gifted Star' now has 10 key outcomes and these can be used across all programmes. The outcomes are based on the NHS wellbeing wheel and goes further to assess the onward journey and impact of our beneficiaries.

All Session Workers are trained on how to apply the tool. The Gifted Star will be aligned with our fundraising strategy and responds to the needs of stakeholders and referral partners. Other evaluation and monitoring tools can be used (such as quiz, surveys, interviews, case studies, small group discussions). The Gifted Star is used to measure our impact and performance against an established benchmark. It is also uniquely crafted in a way to support the young person to self assess their own personal development and wellbeing.

We use the Gifted Star to assess the quality of each programme's content, with a baseline assessment at the start of each project. It is also used as a key performance indicator for our Session Workers to monitor and evaluate their delivery. Accredited training of our Session Workers has strengthened The Gifted's unique selling proposition. This means our Session Workers will become certified youth counsellors. The greater depth in skills, knowledge and experience has informed the development and delivery of The Butterfly Project and all its add-on activities.

COMMUNITY ENGAGEMENT AND OUTREACH

Since April 2022 The Gifted has reached and engaged with 460 beneficiaries including; 307 vulnerable young people aged 11 and 18, plus a further 50 between aged 16 and 25. We delivered a range of programmes supporting them to increase their self-esteem, boost their self-confidence and enable them to create brighter futures for themselves. The participants had experienced disadvantage in different forms and all had low self-esteem and low aspirations. We have worked with housing providers, probation, youth offending, social services, DWP, schools and colleges to identify young people and generate referrals to our programmes. Through our community based programmes we engaged with 103 parents, carers and their extended families in Hoddesdon, Haringey and Edmonton.

OUR OUTCOMES

In 2022/23, using Gifted Star, the percentage of young people reporting improvements in key areas was as follows: identity 77.5% (previously 58%), health 75% (previously 66%), support 75% (previously 61%), coping 70% (previously 71%), harm 65% (previously 60%), relationships 70% (previously

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76%), learning 85% (previously engaging 76%), future 95% (previously 82%). Two new aspects have been added to the Gifted Star: communication 70% (previously 64%) and accountability 79%.

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The common themes that occurred in our referrals included (all referrals had multiple vulnerabilities):

- 67% had low self esteem and low confidence
- 48% suffered with anxiety
- 59% had poor mental health
- 50% with special education needs, learning disability and autism
- 38% living in social deprivation and in receipt of free school meals

We are seeing a surge in girls and young women who are self-harming and have expressed suicidal thoughts, in fact this is as many as one in four of our beneficiaries. 61 girls who took part in our programmes have been exposed to to sexual assault, harassment, domestic abuse and cyberbullying.

Since April 2022, we have worked with 141 vulnerable children and young people for a sustained period of six to 14 weeks, achieving the strategic aim of a deeper impact.

Over the last year, through the Butterfly programme we have worked with 307 children and young people who have personal and social complex needs. This is an 18% increase on the previous year. The Butterfly Project enables them to learn new skills, grow in confidence and raise their aspirations to support them in overcoming barriers and participate fully in society paving the way for them to become resilient, healthy and capable adults.

Our beneficiaries had experienced disadvantages in terms of unemployment, family breakdown and bereavement, as a result they have low attendance (22%) and are likely to have low educational attainment (26%). They lacked the necessary self-esteem, self-confidence, communication skills and drive to get the most out of statutory education and conventional vocational training.

The outcomes of the project were, 95% reported feeling more confident about their future, 71% reported improved resilience, 86% felt that they can achieve their goals, 65% said they were less likely to engage in risky behaviour and 80% felt a stronger sense of self respect.

Young people benefit immensely from continued support. 133 Young people participated in our Butterfly Extra Programme and a further 19 young women went on to engage in the Introduction to Youth Work Programme.

Feedback from Harlow Fields College, March 2023
Pupils love the workbooks and really enjoy seeing the team weekly. There are some excellent conversations being had and the leadership of the session you ladies bring is superb.

Discover more feedback with this video clip :https://youtu.be/NQLBXgaz8mQ

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BUTTERFLY EXTRA (DIGITAL)

Butterfly Digital is an online version of the programme that young women can work through at their own time and their own pace. There are options to add on 2-2-1 sessions and check-in points for the participants. The digital version of the programme has been extended to 152 beneficiaries (through our referral process), 45 care leavers have been given access to Butterfly Digital and nine beneficiaries have engaged as part of their mentoring and online support.

Butterfly Extra is an extended and adapted version of the Butterfly Project. It is designed to meet the needs of girls and young people facing specific social challenges such as; suicide prevention, youth homelessness, youth violence (abuse, harassment and bullying). The programme is usually 8-10 sessions in duration and accommodates smaller groups of up to 6, it may also include 2-2-1 sessions.

This programme is targeted at young people with multiple vulnerability factors including; SEN (30%), looked after children and care leavers (34%), exposed to youth violence (34%) and much more. In 2022/23 30% of our beneficiaries who engaged in this programme had a diagnosed learning disability. As we began to strengthen our community partnerships and reach out to parents, we received seven self referrals and delivered this programme to 133 beneficiaries.

BUTTERFLY ARTS PROJECT

Since April 2022 Butterfly Arts - traditionally a bespoke programme delivered by specialist contractors - has evolved. Following the support and co-creation of 30 beneficiaries with special education needs, this programme has now been embedded into our mainstream programmes. Last year it was also offered as a stand alone provision to the local community (Seventy Sewn Stories), online (via YouTube Channel) and as part of The Butterfly Project. This year, we delivered the Butterfly Arts to 115 beneficiaries through our work with the Lowewood Museum, John Warner Secondary School, SEN students at Harlow Fields College and the online community through 'Gifted at Crafting'. It provides a space to manage stress and anxiety through crafts and creative expression. It uses evidence based methods and techniques which enable participants to find solutions to the issues that they face, whilst supporting them to create lasting change in their lives.

ENTERPRISE WINGS

This project started as a start up enterprise programme for those aged 16 to 25. When delivered to 31 beneficiaries, it attracted young mums, care leavers and made great impact, resulting in three key outcomes; returning to work and gaining employment, pursuing further education, undertaking additional training and development and launching their new enterprise. Through the Meridian Water Community Chest Grant we successfully launched Introduction to Youth Work and delivered this training programme to a further 22 beneficiaries.

PARENT PLUG-IN

Parent engagement is the key to stimulate more self-referrals as more young people are signing up for our online programme delivered outside school settings. Programmes delivered in community settings are helping to support school refusers. Since April 2022, we have worked with nine school refusers and vulnerable young women, providing online mentoring and 2-2-1 support. Our weekly Instagram Live Discussion amassed 25 regular core parents who engaged online each week.

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GEOGRAPHICAL LOCATIONS

The Gifted reached and engaged with 460 beneficiaries in 2022/23 across all its programmes. Work was delivered in four key geographical areas, including Haringey, across 12 educational settings and community establishments.

ESSEX	ENFIELD	HERTFORDSHIRE	COMMUNITY	ONLINE
Stewards (36)	St Annes (24)	Hertford Regional College - Ware (30)	John Warner / Lowewood (15)	Gifted at Crafting/ Lowewood (70)
Basildon Pupil Referral Unit (6)	Oasis Hadley (24)	Broxbourne (6)	Edmonton Library / T on the Green/ NYCC (41)	Intro to Youth Work (19)
Harlow Fields College (30)	Edmonton County (40)	Nicholas breakspear Catholic School (14)	Fatherhood (8) Parent Plug-In (25)	Enterprise Wing (31)
Burnt Mill/ Passmores* (3)	Alyward (18)	Sandringham/ Barnwell - School Refusers* (10)	4 Care Leavers	Butterfly Digital* (9)
72	106	60	93	129

The young people who were referred to The Butterfly Project had multiple vulnerability factors. Our beneficiaries had experienced disadvantages in different forms mainly lack of confidence, poor self esteem and low aspirations. Common themes were; anxiety, mental health, self harming behaviour and youth violence. We identified one third of our beneficiaries presenting as either the victims of bullying, harassment, sexual assault and even the abuser in unhealthy relationships, engaging in emotional and psychologicall abuse. We saw an average of 25% young people expressing suicidal thoughts and sharing their struggles with self harming behaviour during the interventions and only nine students were referred to our programme due to self harm and suicidal thoughts.

Over 40 care leavers and looked after children, over age 16, engaged in our programme through our drop-in sessions in the community and our work with Hertford Regional College. We identified 45 young people across Hertfordshire and Enfield who were at risk of or have been exposed to sexual exploitation. Referrals from Burnt Mill and Passmores schools in Essex came via NHS and were delivered online, along with seven other self referrals from parents and carers. Nicholas Breakspear and Barnwell School both received care packs funded by the Hertfordshire Community NHS Trust in 2021/22 and their pupils engaged in a hybrid programme of online and face to face intervention in 2022.

PROJECT FUNDING

In 2022/23, The Gifted worked with 12 grant providers delivering a number of projects (note: funding may have been received in the previous FY)
The Gifted received funding from 8 Grant providers totalling £140,770 in FY 2022/2023

Delivery in 2022/2023 and associated funding

FUNDER	£	REGION	BENEFICIARIES (as per funding application)	OUTCOME
People's Health Trust	£40,730	Haringey (North London)	25 Parent and Carers	Established a peer support network with 8 core dads - supporting

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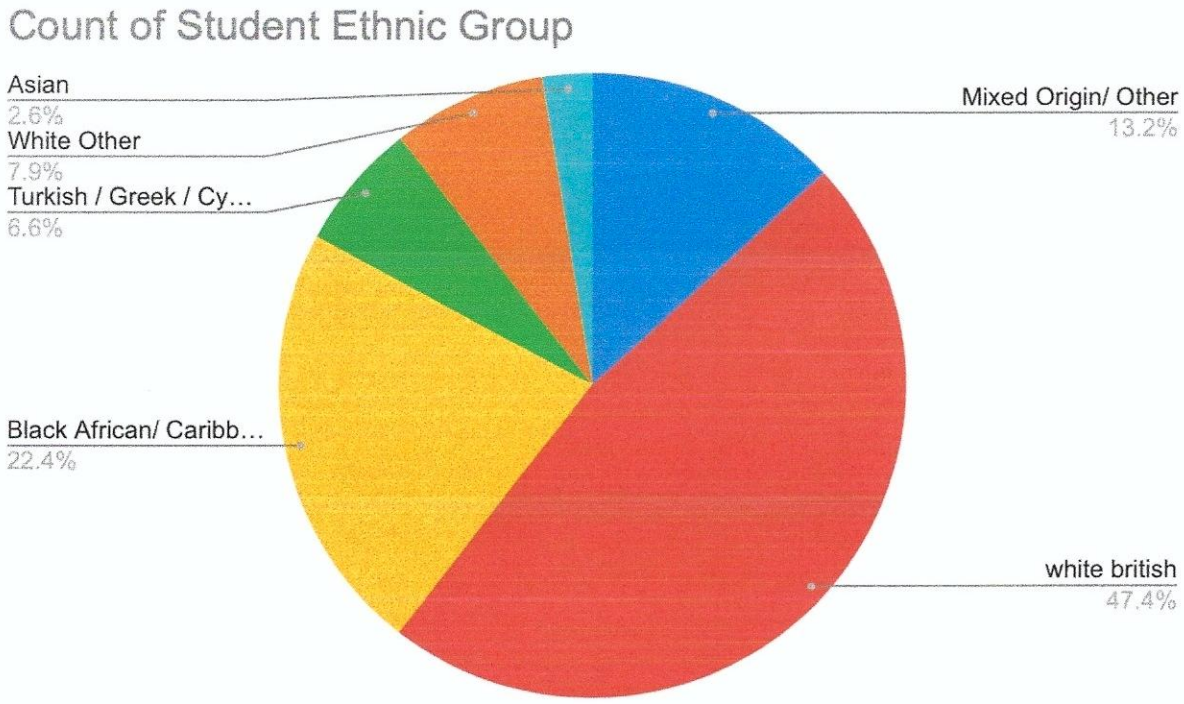
By taking part in this project young women achieved the following outcomes:
80% a stronger sense of self esteem
80% more confident and excited about their futures
70% more prepared to deal with the pressures of life
70% more comfortable asking for help when it is needed

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ABOUT OUR BENEFICIARIES

We engaged with 307 beneficiaries who were aged 18 and under and 50 were ages 16-25 (including care leavers, those taking part in Enterprise Wings and Introduction to Youth Work), plus 103 families made up of adults, parents and carers (including 70 from the local community near Hoddesdon). We worked with 76 beneficiaries with autism, special education needs and learning disabilities.

The Gifted targets its programmes at girls and young women. Last year, 12% of those referred to our programmes were male,1% preferred not to say and the remaining 87% were female. 52.6% of our beneficiaries were non-white British. Only three individuals were referred to our programme as bullying, however during delivery session workers revealed a majority of Secondary students in year 8 expressed anxiety following the bullying incidents they experienced in Primary School.



Students are referred to our programmes with multiple vulnerabilities. In relation to youth violence and unlawful behaviour, we are seeing more referrals relating to sexual exploitation, drug misuse (vaping and consuming edibles), cyber-bullying and harassment.

Code	Vulnerability Factor (taken from 152 referrals)	
1	Not in Education, Employment or Training (NEET)	0
2	Young offender	0
3	Classified as a child in need	1
4	Child protection plan	1
5	Children looked after/care leavers	13
6	Young parent	0
7	In receipt of free school meals	32

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8	Have low educational attainment	37
9	Young carer	18
10	Have been excluded from school or at risk of exclusion	9
11	Have been referred by their school or another service as being vulnerable	37
12	Have a mental health issue (including depression)	74
13	Are known to be involved in substance misuse (vaping)	3
14	Learning disability	76
15	Traveller Status	1
16	At risk of sexual exploitation	24
17	Living in an area of deprivation	11
18	Have an eating disorder	3
19	School Refusal	4
20	Low Attendance Levels	25
21	At risk of Domestic Violence	1
22	A victim of Domestic Violence	1
23	Are known to be involved in gambling or from a household of gambling issues	0
24	At risk of being homeless or currently homeless	0
25	Living in Housing that is classed as overcrowded	2
26	Self harm and suicidal thoughts	9
Other	Low confidence, anxiety and self esteem	105
Other	Poor choices and challenging behaviour	24
Other	Bullying and harassment (including cyber bullying)	3

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IMPACT BASED ON THE GIFTED STAR

Speaking kindly to ourselves is often the least of our beneficiaries' priorities and so we promote the importance and value of daily affirmations. Midway through the programme 52% of students said that affirmations help raise their self esteem, by the end of the programme 75% of students were more determined to use positive affirmations.

IDENTITY - I respect myself and others	**80%**
IDENTITY - I am a person of worth	**75%**
HEALTH - I respect body and I value my life	**75%**
HEALTH - I practise my daily affirmations	**75%**
SUPPORT - I have people who care about me when times are hard	**75%**
COPING - I can cope with problems or challenges in my life	**70%**
HARM - I know how to avoid risky or uncomfortable situations	**65%**
RELATIONSHIP - People enjoy my company/ I have healthy relationships	**70%**
COMMUNICATION - People respect my boundaries	**70%**
ACCOUNTABILITY - I learn from my mistakes and I know how to behave/ act in different situations	**79%**
LEARNING - I know how to achieve my goals	**85%**
FUTURE - I feel confident about my future	**95%**

CASE STUDY (March 2023)

25 young women, aged 16 plus, were referred to the Butterfly programme with poor mental health and anxiety. This group was identified as being at a greater risk of becoming suicidal in comparison to other groups we worked with. Their tutor was spending considerable time mentoring students individually.

The following factors were identified in the group:

- Having a mental illness, particularly depression, bipolar disorder, anxiety disorder and especially an untreated mental illness
- Having a substance use disorder (vaping, cannabis and edibles)
- Stressful life situations, especially those that are prolonged, including bullying, emotional abuse or relationship problems
- Sudden stressful or traumatic situations, like the loss of a loved one (bereavement)
- Being exposed to another person's attempted suicide
- Past suicide attempts

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FEEDBACK FROM SESSION WORKER

N started the programme as a quiet person and would not interact in the class discussions or activities and generally hid behind her group of friends. However, in one particular session, there was an activity where students had to write a thank you letter to someone special in their lives. As I was walking around, I looked over her shoulder and read her letter, it was written to her father but in present tense. I questioned her about it and she opened up and shared that her father was no longer around and broke down. I consoled her and also shared this with my supervisor and her teacher. Since that session, she has opened up and part-takes in class discussions.

Prior to starting the programme, the tutor could reference conversations with students around the following:

- Talking about feeling empty, hopeless, or having no way out of problems Mentioning strong feelings of guilt and shame
- Talking about not having a reason to live or that others would be better off without them
- Social withdrawal and isolation

Our session workers spent considerable time researching suicide prevention and self harming behaviour and this helped frame some of our sessions and discussions by promoting positive and healthier life choices.

FEEDBACK FROM HRC TUTOR

The sessions have been really well received by the students and attendance is also up on a Thursday which indicates how positively the group feel about their sessions with you.

The three most significant differences this project has achieved is self respect, confidence and aspirations. This is particularly important as this group has been identified as at risk of sexual exploitation and unhealthy relationships. There was a significant increase in aspirations, over 85% of the students said they feel more confident about their future and know how to achieve their goals.

FEEDBACK FROM STUDENT

Because I wasn't looking healthy, it made me feel quite down. There will always be things getting in my way but it's figuring out a way to overcome it. After this session, I believe I can complete my aspirations. Extremely confident that it will all fall into place. I love myself more. No matter what barriers I have, I will complete my goal. I don't accept anything that makes me feel uncomfortable. I will achieve what I want to achieve and let nothing stop me.

This student was a care leavers and referred to the programme with poor mental health and anxiety. Her personal well-being score at the end of the programme was 86%.

We have set a benchmark for personal well-being at 75% based on the outcomes in previous years.

THANK YOU

The Gifted is grateful for all the support that it has received from funders, donors and partners including Children In Need, Hertfordshire Community Foundation, People's Health Trust, Essex Community Foundation, Meridian Water and many others who have enabled us to transform the lives of so many vulnerable and disadvantaged young people who would have otherwise not received any help or support.

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Financial Review

Investment Policy

In Mar 2022, The Gifted were functioning within the top of its reserves margin (£60,000). However this was depilated through out the year and The Gifted now remains at approx. £40,000 within its reserves. Most of the company's funds are spent in the short term so there are no funds for long term investment. The Gifted has a detailed reserves policy which includes a wind-down action plan. This is to ensure we manage our resources responsibly, and that we act in the best interests of the organisation and the people we serve.

DocuSigned by:
Chetna Murphy 7/6/2023
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Chetna Murphy
Trustee
6 July 2023

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The Gifted Organisation Limited
Independent Examiners Report
for the year ended 31 March 2023

Independent examiner's report to The Gifted Organistaion Limited for the year ended 31 March 2023 (Charity no. 1151327)

Respective responsibilities of trustees and examiner
The trustees (who are also the principles of the company for the purposes of company law) are responsible for the preparation of the accounts.

The charity's trustees consider that an audit is not required for this and that an independent examination is needed.

It is my responsibility to:

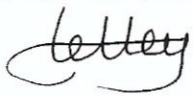
- examine the accounts
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

Basis of independent examiner's report
In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with the Charity Commission guidance; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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. The charity itself has had a particularly difficult year, and measures are being taken to restore the charity to a healthy

Jacqueline Tetley (Independent examiner)
9 Woodgrange Avenue, Enfield EN1 1EW

Signed: 

Date: 1 July 2023

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Statement of Financial Activites for the year ended 31 March 2023

	Notes	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
		£	£	£	£
INCOMING FUNDS					
Income from:					
Donations and grants	4	53,494	-	53,494	86,251
Charitable activities	5	-	118,338	118,338	80,213
TOTAL INCOMING RESOURCES		53,494	118,338	171,832	166,464
RESOURCES EXPENDED					
Raising Funds	6	15,336	-	15,336	15,986
Charitable activites	7	58,079	122,143	180,222	143,629
TOTAL RESOUCES EXPENDED		73,415	122,143	195,558	159,615
NET INCOMING RESOURCES FOR THE YEAR		**-19,921**	**-3,805**	**-23,726**	6,848
RECONCILIATION OF FUNDS					
Total Funds Bought Forward		**3,745**	**86,225**	**89,970**	83,122
TOTAL FUNDS CARRIED FORWARD		**-16,176**	**82,420**	**66,244**	89,970

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Summary Income and Expenditure Account for the year ended 31 March 2023

	2023 £	2022 £
Income	171,832	166,463
Net gains on investments	-	-
Interest and investment income	-	-
Gross income for the year	171,832	166,463
Expenditure	195,558	159,615
Depreciation and charges for impairment of fixed assets	-	-
Total expenditure for the year	-23,726	6,848
Net (expenditure)/income before tax for the year	-23,726	6,848
Net (expenditure)/income for the year	-23,726	6,848

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Balance Sheet for the year ended 31 March 2023

	Notes	2023	2022
		£	£
Fixed Assets			
Tangible Assets	9	-	-
Current Assets			
Debtors	10	100	2,000
Other Debtors	10	-	5,486
Cash at bank and in hand		75,572	87,616
		75,672	95,102
Creditors - Amounts falling due within one year	11	-9,428	-5,132
Net Current Assets		66,244	89,970
Total assets less current liabilities		66,244	89,970
Total assets excluding pension asset or liability		**66,244**	**89,970**
FUNDS			
Unrestricted Income Funds	12	66,304	86,225
Restricted Income Funds	12	-10,060	-6,255
Reserves	12	10,000	10,000
		66,244	**89,970**

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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.

Approved by the board on 16 June 2023

And signed on its behalf by:

DocuSigned by: 7/6/2023
Chetna Murphy
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Chetna Murphy
Trustee
6 July 2023

DocuSign Envelope ID: E6B660C2-A91E-4F93-AA5F-2940DD5E4DC6

The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Cash Flows for the year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities	-23,726	6,848
Net (expenditure)/income per Statement of Financial Activites		
Adjustments for:		
Dividends, interest and rents from investments	-	-
(Increase)/Decrease in trade and other receivables	-1,800	6,286
Increase in trade and other payables	16,382	-2,543
Net cash (used in)/provided by operating activities	14,582	3,743
Cash flows from investing activities		
Dividends, interest and rents from investments	-	-
Net cash from investing activities	-	-
Cash flows from financing activities		
Repayment of borrowing	-	-
Net cash from financing activities	-	-
Net (decrease)/increase in cash and cash equivalents	-9,144	3,105
Cash and cash equivalents at the beginning of the year	87,616	84,511
Cash and cash equivalents at the end of the year	78,472	87,616
Components of cash and cash equivalents		
Cash and bank balances	75,572	87,616
	75,572	87,616

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2. Company Status

The company is a private company limited by guarantee and consequently does not have share capital.

3. Statement of Financial Activites - prior year

	Unrestricted funds 2022	Restricted funds 2022	Total funds 2022
Income from:			
Donations and grants	73,065	13,186	86,251
Charitable activities	19,730	60,483	80,213
Total	**92,795**	**73,669**	**166,464**
Expenditure on:			
Raising funds	15,986	-	15,986
Charitable activites	103,762	39,867	143,629
Total	**119,748**	**39,867**	**159,615**
Net (expenditure)/income	**-26,953**	**33,801**	**6,848**
Reconciliation of dunds:			
Total Funds Bought Forward	30,698	52,424	83,122
Total funds carried forward	**3,745**	**86,225**	**89,970**

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4 **Income from donations and grants**

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Donations < £5,000	20,074	-	20,074	26,962
The Edward Gostling Foundation	-	-	-	5,000
The Haramead Trust	10,000	-	10,000	
The Hillcote Trust	5,000	-	5,000	5,000
Charities Aid foundation	8,000	-	8,000	10,000
Sutton Place Foundation	5,000	-	5,000	-
Grants < £5,000	5,420	-	5,420	760
Job Retention Scheme (HMRC)	-	-	-	160
Broxbourne Council	-	-	-	5,000
Eastern Counties Educational Trust	-	-	-	10,000
People's Health Trust	-	-	-	10,183
Essex Community Foundation	-	-	-	13,186
	53,494	-	53,494	86,251

5 **Income from charitable activites**

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
Charity Projects	-	-	-	19,730
Children in Need - Large Grant	-	46,245	46,245	34,836
Children in Need - Small Grant	-	9,966	9,966	9,966
People's Health Trust - Fatherhood	-	1,736	1,736	-
Groundwork UK - Comic Relief	-	-	-	1,510
Hertfordshire Community Foundation - ACE Jubilee	-	9,815	9,815	4,921
Hertfordshire Community Foundation - Large Grant	-	4,950	4,950	4,921
Hertfordshire Community Foundation - PCC	-	4,964	4,964	4,921
Lawrence Atwell Charity	-	-	-	9,250
Lowewood	-	1,817	1,817	
Meridian Water	-	38,845	38,845	
	-	118,338	118,338	90,055

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6 Expenditure on raising funds

	Unrestricted	Restricted	Total 2023	Total 2022
	£	£	£	£
IT Software and Consumables	695	-	695	1,849
Project Rescources	13,667	-	13,667	-
Advertising and Marketing	974	-	974	-
	15,336	-	15,336	1,849

7 Expenditure on charitable activities

	Charitable Activities	Support & Governance	Total 2023	Total 2022
	£	£	£	£
Accountancy fees	-	3,240	3,240	3,240
Bank fees	-	131	131	125
Charitable Donations	-	-	-	36
Independent Examination	-	360	360	360
Insurance	-	1,629	1,629	1,521
Legal fees	-	-	-	35
Premises costs	-	2,160	2,160	5,222
Project Rescources	143,530	-	143,530	112,724
Staff costs (Note 8)	23,025	4,253	27,278	31,350
Subscriptions	-	116	116	260
Telephone	-	1,490	1,490	2,474
Travel and subsistence	-	288	288	318
	166,555	13,667	180,222	157,665

8 Staff costs

	Total 2023	Total 2022
	£	£
Salaries and wages	**23,025**	**30,905**
Social security costs	**2,962**	-
Pensions costs	**784**	**445**
	26,770	**31,350**

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9 **Tangible fixed assets**	£	£
Cost or revaluation		
At 1 April 2022	20,523	20,523
At 31 March 2023	20,523	20,523
Depreciation and impairment		
At 1 April 2022	20,523	20,523
At 31 March 2023	20,523	20,523
Net book value		
At 1 April 2022	-	-
At 31 March 2023	-	-

10 **Debtors**	**2023**	**2022**
	£	£
Trade debtors	100	2,000
Other Debtors (HMRC)	-	5,486
	100	7,486

11 **Creditors**	**2023**	**2022**
	£	£
Trade creditors	9,428	5,132
Other taxes and social security	-	-
	9428	5,132

12 **Movement in funds**	**At 1 April 2022**	**Incoming resources (including other gains/losses)**	**Rescources expended**	**At 31 March 2023**
	£	£	£	£
Restricted funds:	-6,255	118,338	-122,143	-10,060
	-6,255	118,338	-122,143	-10,060
Unrestricted funds:				
General funds	86,225	53,494	-73,415	66,304
Reserves	10,000	-		10,000
	96,225	53,494	-73,415	76,304

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2023

Income from donations and grants	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Income from:				
Donations				
Donations < £5,000	20,074	-	20,074	26,962
The Haramead Trust	10,000	-	10,000	5,000
The Hillcote Trust	5,000	-	5,000	5,000
Sutton Place Foundation	5,000	-	5,000	10,000
Charities Aid Foundation	8,000	-	8,000	10,000
Grants				
Grants < £5,000	5,420	-	5,420	760
Job Retention Scheme (HMRC)	-	-	-	160
Broxbourne Council	-	-	-	5,000
Eastern Counties Educational Trust	-	-	-	10,000
People's Health Trust	-	-	-	10,183
Essex Community Foundation	-	-	-	13,186
	53,494	-	53,494	96,251
Charitable activities				
Charity Projects	-	-	-	19,730
Children in Need - Large Grant	-	46,245	46,245	34,836
Children in Need - Small Grant	-	9,966	9,966	9,966
Hertfordshire Community Foundation - ACE Jubilee	-	9,815	9,815	-
Hertfordshire Community Foundation - Large Grant	-	4,950	4,950	4,921
Hertfordshire Community Foundation - PCC	-	4,964	4,964	-
Lawrence Atwell Charity	-	-	-	9,250
Lowewood	-	1,817	1,817	-
Meridian Water	-	38,845	38,845	-
People's Health Trust - Fatherhood	-	1,736	1,736	-
	-	118,338	118,338	58,973
Bank interest	-	-	-	-
	-	-	-	-
Total income	**53,494**	**118,338**	**171,832**	**166,463**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2023

Income from donations and grants	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Expenditure on:				
Core Costs	3,147	4,339	7,487	-
Children in Need - Large Grant	-	41,851	41,851	900
Children in Need - Small Grant	-	3,454	-	2,824
Essex Community Foundation	-	4,237	4,237	482
Groundwork UK - Comic Relief	-	-	-	583
Hertfordshire Community Foundation - ACE Jubilee	-	7,532	7,532	-
Hertfordshire Community Foundation - Other		1,510	1,510	
Lawrence Atwell Charity	-	1,749	1,749	502
Lowewood	-	1,549	1,549	
Meridian Water`	-	24,442	24,442	502
People's Health Trust - Girls Space	-	-	-	281
People's Health Trust - Fatherhood	-	8,455	8,455	-
Project Resources, Consulting and Freelancers	54,932	-	54,932	103,762
UK Youth	-	-	-	2,740
	58,079	99,118	157,197	112,724
Governance costs:				
Accountancy fees	3,240	-	3,240	3,240
Independent Examination	360	-	360	360
	3,600	-	3,600	3,600
Employee costs:				
Salaries and wages	-	23,025	23,025	30,905
Employers NIC	2,962	-	2,962	-
Pensions costs	784	-	784	445
Staff training	508	-	508	-
	4,253	23,025	27,278	31,350
Motor and travel costs				
Travel and subsistence	288	-	288	318
	288	-	288	318
General administrative costs, including depreciation and amortisation				
Advertsing and Marketing	974	-	974	101
Bank fees	131	-	131	125
Charitable Donations	-	-	-	36
Insurance	1,629	-	1,629	1,521
IT Software and Consumables	695	-	695	1,849
Legal fees	-	-	-	35
Premises costs	2,160	-	2,160	5,222
Subscriptions	116	-	116	260
Telephone	1,490	-	1,490	2,474
	7,195	-	7,195	11,623
Total expenditure	**73,415**	**122,142**	**195,558**	**159,615**

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2023

Net (expenditure)/income	-19,921	-3,804	-23,726	-6,338
Net (expenditure)/income before other gains/(losses)	-19,921	-3,804	-23,726	-6,338
Other Gains	-	-	-	-
Net movements in funds	-19,921	-3,804	-23,726	-6,338
Reconciliation of funds:				
Total funds bought forward	96,225	-6,255	89,790	89,790
Total funds carried forward	76,304	-10,060	66,244	89,790

THE GIFTED ORGANISATION LIMITED

England & Wales - Charity number 1151327

Accounts

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AMENDED

The Gifted Organisation Limited

Annual Report and Financial Statements

For the Year Ended

31 March 2022

Company limited by guarantee registered No: 08380063
Charity No: 1151327

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Annual Report and Financial Statements for the year ended 31 March 2022

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Company Registration Number:	08380063
Charity No:	1151327
Board of Trustees:	Chetna Murphy Daniel Gordon Andrew Murphy Louisa Lawes Janita Cashmore Felicity Dace
Registered Office:	1 Ingram House (Ground Floor) Churchgate Cheshunt, Waltham Cross Hertfordshire EN8 9NH
Bankers:	Unity Trust Bank Congress House 23-28 Great Russell Street London WC1B 3UB
Accountant:	JT AccountS PO Box 1327 Enfield EN1 9AE
Independent examiner:	Jacqueline Tetley 9 Woodgrange Avenue Enfield EN1 1EW

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The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. These are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Structure, Governance and Management

Governing Document

The Gifted is the marketing name of the registered charity The Gifted Organisation Limited, which is governed by its memorandum and articles of association dated 29th January 2013. The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £10. It was registered as a charity on 21st March 2013.

Trustees and Management

The charity's articles of association require the appointment of not less than three trustees. New trustees are appointed for a term of three years by invitation of existing trustees. This is subject to election by existing trustees at a board meeting.

On the 28th October 2021 Andrew Murphy stepped down as trustee. There are currently five trustees; Daniel Gordon, Chetna Murphy, Janita Cashmore, Lousia Lawes and Felicity Dace.

The trustees have delegated many day-to-day operational matters including finance, business development, staffing, project management and administration to the Management Team. They have oversight of all activities and face off with different members of the Management Team. The Management team comprise of 3 distinct pillars with clear defined accountabilities and responsibilities:
1)**Business and Strategy** – strategic vision and identification of growth opportunities
2)**Partnership and Development** - securing new and sustaining existing funding
3)**Operations** – smooth running of the operational and administration aspects whilst ensuring legal compliance and fulfilment of regulatory requirements

Over the last year due to the current economic situation and fundraising climate, The Gifted's trustees have taken on a larger role in the Charity by managing the day to day finances and becoming more involved in the hiring process in order to streamline costs. However, all major decisions are referred to the trustees by the Management Team . The Management Team reports to the board on The Gifted's activities, achievements and plans at regular board meetings.

Trustee, recruitment, induction and training

Those with relevant skills, experience and expertise are eligible to become trustees, subject to references and approval by the board. Potential trustees not introduced by existing trustees, are invited to express their interest to the Operations Manager and Secretary who will invite them to meet the board before a decision of recruitment and appointment to the board is made. This is subject to election by existing trustees at a board meeting.

All new trustees are provided with a trustee induction pack to assist them with the role they are to provide. They also undertake an enhanced DBS check.

Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems

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are in place to mitigate exposure to the major risks.

The following major risks have been identified, along with processes to mitigate them:

Risk	Mitigant
1. Safeguarding young people whilst in the care of The Gifted staff	▪ Maintaining appropriate insurance cover ▪ Having policies and procedures in place, including health and safety, safeguarding and equal opportunities ▪ Staff induction includes a walkthrough of the Safeguarding process ▪ All staff and adult volunteers undergo regular Disclosure and Barring Service Checks, ▪ Occasions when an adult is left alone with a child are minimised
2. Lack of consistent funding and core funding	▪ Grant applications submissions with stated target in action plan ▪ Widening sources of funding from commissioned work
3. Reputational damage of accepting donations from an inappropriate source	▪Donation acceptance policy
4. Health and Safety of staff	▪Having appropriate policies and procedures in place ▪Carrying out risk assessments
5. Interruption of services due to an incident such as fire, flood or power failure	▪Staff equipped to work from home and all documents stored securely on a cloud based system

Vision, Mission and Values

Our Vision
The Gifted's vision is for children, young people and families to lead healthy and happy lives.

Our Mission
Using discovery-based interactive workshops and creative projects, The Gifted educates and empowers children and young people about health, lifestyle and wellbeing issues so that they are able to take ownership of their health and the choices that they make. These activities engage young people by harnessing their enthusiasm and delivering them real outcomes whilst equipping them with new skills and knowledge.

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Our Values

Education – providing access for all children, young people and their families to education about a range of issues
Aspirations – helping to raise aspirations through the projects delivered, encouraging them to fulfil their potential and believe in themselves.
Communication – enabling unheard voices to be heard
Diversity – enabling children and young people to fulfil their potential regardless of their backgrounds, free from prejudice and harm

Our Aims

The Gifted works with children, young people and their families, with focus on those who are disadvantaged and/or vulnerable and those who have been affected by disadvantage to educate and empower them about health and wellbeing.

The Gifted is able to work with participants to improve their resilience, confidence and skills, and to raise aspirations.

The Gifted has three core areas of focus: Improving Skills, Providing Accessible Education on Health Issues; and Raising Aspirations.

1. Improving Skills
   - Building participants transferable skills such as project planning, thinking creatively, applying information, communication and team working that can be used in education and employment
   - Give participants the opportunity to work towards recognised accreditations
   - Provide participants with an experiential learning experience; to enable learning through doing

2. Providing Accessible Education
   - Create peer education tools and resources that are relevant and informative for the hardest to reach groups
   - Provide participants with positive activities and valuable education, empowering them with knowledge about lifestyle issues to allow positive choices
   - Support participant's mental wellbeing, and help to prevent mental ill health
   - Provide a safe, confidential and non-judgmental place for participants to express themselves, discuss issues, and have their questions answered

3. Raising Aspirations
   - Encourage participants to be more ambitious, determined and conscientious members of their community by involving them in meaningful activities that improves their confidence and skills
   - Enable participants to have their voices and opinions heard, and provide support to help them to address difficulties and overcome barriers

The trustees are satisfied that the charitable company has achieved its objectives in the year under review.

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Achievements and performance

Since April 2021 The Gifted has impacted 621 vulnerable young people aged 11 and 18, plus a further 40 between aged 16 -25, through various programmes supporting them to increase their self-esteem and self-confidence in order to enable them to create bright futures for themselves. The participants had experienced disadvantage in different forms and all had low self esteem, self confidence and aspirations. We have worked with housing providers, probation, youth offending, social services, schools and colleges to identify young people and generate referrals to the programme. As a result of COVID-19 we have been able to pivot our programmes online, and have also returned to face to face delivery of our programmes.

COVID heavily impacted the vulnerable young people we work with. They were isolated, lonely and left unsupported. We have seen an increase in referrals by 40%. Our programmes address clear needs and provide a solution that gives hope and empowers young people to reach their full potential. It supports them to boost resilience, increase self-esteem and prevent mental health problems and provide a service for young people that is much needed but not available.

Our own survey with young post-COVID women found that:

- 87% that they had felt isolated and lonely
- 72% had experienced anxiety
- 72% worried what others thought about them
- 43% said that were happy and excited about their futures
- 38% said that they felt strong and confident

The pandemic has added pressure to us and our beneficiaries, we are seeing a surge in girls and young women who are self-harming, presenting mental health issues and being groomed online. We are seeing an increase in children subject to a child protection plan and how social media (often their only lifeline during lockdown) has a detrimental impact on self-esteem. There is a need for more holistic support that meets them at where they are at, geographically and emotionally.

We provided a variety of programmes including; confidence building courses, 1-2-1 mentoring, craft and creative projects, online training for young women to start their own business.

72% of the children and young people, taking part in the Butterfly Project, are in receipt of free school meals, 66% have low educational attainment, 52% are young carers, 44% of young people aged 16 to 25 were not in education, training or employment, 38% are self harming or have self harmed, 35% had a mental health issue, 28% were known to be involved in substance misuse, and 9% had been excluded from school and 4% were school refusers. 17% are living in areas of social deprivation and 5% living in housing that is overcrowded. Our online digital programme could reach some but potentially excluded those at risk of digital poverty. In the past year we distributed 138 care packs that also included craft materials. This was designed to meet the needs of those experiencing or at risk of child and family poverty. The young people we work with often lack family support. They have extremely low self-esteem and do not have the skills they need to access opportunities in education or training.

Participants are asked for qualitative feedback either through interviews, conversations or forms to understand how the project has impacted them. We stay in contact with young people after they have completed programmes and they are offered the opportunity to volunteer or take part in work experience with us.

This year (2021), through the Butterfly programme we have worked with 260 children and young women aged 11-25 who have personal and social complex needs. The Butterfly enables them to learn new skills, grow in confidence and raise their aspirations to support them in overcoming barriers and participate fully in society paving the way for them to become resilient, healthy and capable adults.

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Our beneficiaries had experienced disadvantages in terms of poverty, poor health, crime, housing, employment and/or education, as a result they have low aspirations and are likely to have low educational attainment. They lacked the necessary self-esteem, self-confidence, communication skills and drive to get the most out of statutory education and conventional vocational training.

The outcomes of the project were, 93% reported feeling more confident about their future, 71% reported improved resilience, 86% felt that they can achieve their goals, 65% said they were less likely to engage in risky behaviour and 80% felt a stronger sense of self respect.

" These sessions have helped me to stay calm and focus on something joyful. I worry a lot and doing the crafts makes my mind still and it's nice to be with friends." (Z, 14)

"Before these sessions I wanted to know how to cope with temporary bursts of self-hate. I have now learned how to acknowledge my own beauty and that everyone is beautiful, as well as how to talk to myself more positively so I can continue to work towards loving myself." (G, 13)

" I wish we had the sessions ALL the time. There's so little to do now that's not on your phone or hasn't been closed. These sessions have helped me feel more confident and create ways to cope with difficult times." (M, 12)

Young people benefit immensely from continued support. 92 Young people participated in our Butterfly Arts Programme and a further 10 young women went on to engage in the Enterprise Wings Programme. Continued relationships with partners (particularly schools) enable us to identify the impact of our programme over 12 to 36 months as we see a Year 7 student progress to GCSE and even A Levels. Our programme has attracted 10 volunteers who offer peer to peer support.

Parent engagement is key to stimulate more self-referrals as more young people are signing up for our online programme delivered outside school settings. Programmes delivered in community settings are helping to support school refusers, and those not in education and training currently making up 6%.

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Our Programmes

BUTTERFLY PROJECT

The Butterfly Project is our signature programme and an introduction to The Gifted for a young person. It is a 6 session programme for groups of approximately 12 girls. The Butterfly Project also offers drop-in sessions and 1-2-1 support. It can be delivered in a range of settings, to help them to combat the issues they face, help them overcome barriers, build self-esteem and confidence in addition to raising aspirations. Using evidence-based interactive tools and exercises, participants are supported to identify and discuss issues that affect self esteem and self image, identify their aspirations and design realistic paths to achieving their goals. Giving practical support to explore issues and address difficulties and create a plan for their lives. Since COVID we have launched a digital version of the programme given to the participants to work through in their own time and at their own pace.

BUTTERFLY DIGITAL

This is an online version of the programme that young women can work through at their own time and their own pace. There are options to add on 1-2-1 sessions and check-in points for the participants.

BUTTERFLY EXTRA

This programme is targeted at young people with specific vulnerability factors such as young carers, SEN, looked after children, those at risk of offending and much more. In 2022/23 we expect to see a larger number of beneficiaries engaging in this programme, as we strengthen our community partnerships and reach out to parents to make self referrals.

Butterfly Extra is an extended and adapted version of the Butterfly to meet the needs of girls and young women with specific vulnerability factors such as those mentioned above. The programme is usually 8-10 sessions in duration and accommodates smaller groups of up to 6, it may also include 1-2-1 sessions.

BUTTERFLY ARTS PROJECT

The Butterfly Arts Project is a 6 session programme for participants who have or have not taken part in the Butterfly, it can be delivered as an add-on or stand alone project. It has evolved from our original model with the help of young women. Young women learn skills such as arts, crafts, blogging or tech through structured sessions, after-school clubs or community drop-ins. It provides a space to manage stress and anxiety through crafts and creative expression. It uses evidence based methods and techniques which enable participants to find solutions to the issues that they face, whilst supporting them to create lasting change in their lives.

The project is delivered by experienced arts and crafts professionals, providing young people with essential training and support for future work and life skills. Participants create pieces of creative work and use the arts as a form of narrative therapy and to express themselves. They can work in group settings or as individuals practising teamwork and working independently.

ENTERPRISE WING

Enterprise Wing teaches and supports women enterprise skills to help them become more employable or start their own community enterprise. It targets young women with low educational attainment, leaving care or former offenders who are less likely to gain employment or go onto further education. The programme is delivered over 10 sessions, either virtually or in person and covers from ideation to launch, with topics such as ideation and innovation, building a sustainable enterprise, knowing the numbers, customers and markets and more. We can develop specific programmes targeted at vulnerable groups such as SEN, Teenage parents, Ex-offenders/ youth offenders, Sixth formers, NEET and Care leavers.

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Future Plans

The Gifted will focus on our core objective 'supporting children and young people to create bright futures for themselves' through the delivery of our programmes. It will concentrate on its online platform offering and ensuring this avenue is still offered as well as face-to-face. The team has collectively identified 3 main priorities for The Gifted for 2022/2023

1. Increase Visibility
2. Increase Delivery Capacity
3. Deepen Impact

Increase Visibility

The Gifted has had a low online and media profile. As an organisation that is working with young people we need to showcase the work using the mediums that they use, especially social media and via a dynamic website. We need to be relevant, present, active and provide useful information. In 2022/23 we will develop a social media strategy to showcase the impact that we are having to raise our credibility and profile with young people, funders and the wider community. Additionally we will develop and implement a strategy that will see young people as curators and creators of content. An audit of the website and social media revealed the brand and logo was dated and in need of a refresh.

Increase Capacity

After a staff restructure in 2021, the team are settling into their roles and the organisation is working well, however it has become increasingly clear that there is a need for increased capacity to ensure smooth delivery of projects.

Deepen Impact

Rather than drastically increase the numbers of beneficiaries we work with, we want to work with our beneficiaries over a longer period of time, as we know they have complex needs and enable them to meet their full potential. We want to support them to make meaningful changes and transitions in their lives. We want to provide a more defined pathway of onward journey that we can track and monitor.

As an organisation we want to better evaluate the depth of the impact that we are making through an aligned monitoring and evaluation framework to ensure and demonstrate the long term impact on the young people who take part in our programmes.

THANK YOU

The Gifted is grateful for all the support that it has received from funders, donors and partners including Children In Need, Hertfordshire Community Foundation, People's Health Trust, Essex Community Foundation and many others who have enabled us to transform the lives of so many vulnerable and disadvantaged young people who would have otherwise not received any help or support.

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Financial Review

Investment Policy

Aside from retaining a prudent amount in reserves each year, most of the company's funds are to be spent in the short term so there are no funds for long term investment. The Gifted has a detailed reserves policy which includes a wind-down action plan. This is to ensure we manage our resources responsibly, and that we act in the best interests of the organisation and the people we serve.

DocuSigned by:
Chetna Murphy
CF38DCBAB632430...
Chetna Murphy

Chair - Board of Trustees

10/12/2022

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INDEPENDENT EXAMINERS REPORT
For the Year Ended 30 April 2021

Independent examiner's report to The Gifted Organbistaion Limited for the year ended 31 March 2022 (Charity no. 1151327)

Respective responsibilities of trustees and examiner

The trustees (who are also the principles of the company for the purposes of company law) are responsible for the preparation of the accounts.

The charity's trustees consider that an audit is not required for this and that an independent examination is needed.

It is my responsibility to:

- examine the accounts
  to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act,
- and
- to state whether particular matters have come to my attention

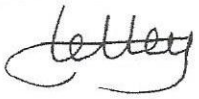
Basis of independent examiner's report

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with s Charity Commission guidance; or
- the accounts do not accord with such records; or
  the accounts do not comply with relevant accounting requirements 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Jacqueline Tetley (Independent examiner)
9 Woodgrange Avenue, Enfield EN1 1EW

Signed: 

Date: 12 July 2022

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Statement of Financial Activites for the year ended 31 March 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOMING FUNDS					
Income from:					
Donations and grants	4	73,065	13,186	86,251	88,095
Charitable activities	5	19,730	60,483	80,213	119,788
TOTAL INCOMING RESOURCES		92,795	73,669	166,463	207,883
RESOURCES EXPENDED					
Raising Funds	6	15,986	-	15,986	3,879
Charitable activites	7	103,762	39,867	143,629	199,108
TOTAL RESOUCES EXPENDED		119,748	39,867	159,615	202,987
NET INCOMING RESOURCES FOR THE YEAR		-26,953	33,801	6,848	-1,969
RECONCILIATION OF FUNDS					
Total Funds Bought Forward		30,698	52,424	83,122	85,091
TOTAL FUNDS CARRIED FORWARD		3,745	86,225	89,970	83,122

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Summary Income and Expenditure Account for the year ended 31 March 2022

	2022 £	2021 £
Income	166,463	207,883
Net gains on investments	-	-
Interest and investment income	-	17
Gross income for the year	166,463	207,900
Expenditure	159,615	209,869
Depreciation and charges for impairment of fixed assets	-	-
Total expenditure for the year	6,848	-1,969
Net (expenditure)/income before tax for the year	6,848	-1,969
Net (expenditure)/income for the year	6,848	-1,969

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Balance Sheet for the year ended 31 March 2022

	Notes	2022	2021
		£	£
Fixed Assets			
Tangible Assets	9	-	-
Current Assets			
Debtors	10	2,000	1,200
Other Debtors	10	5,486	
Cash at bank and in hand		87,616	84,511
		95,102	85,711
Creditors - Amounts falling due within one year	11	-5,132	-2,589
Net Current Assets		89,970	83,122
Total assets less current liabilities		89,970	83,122
Total assets excluding pension asset or liability		**89,970**	**83,122**
FUNDS			
Unrestricted Income Funds	12	-6,255	52,424
Restricted Income Funds	12	86,225	10,698
Reserves	12	10,000	20,000
		89,970	**83,122**

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 31 March 2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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.

Approved by the board on 21 September 2022

And signed on its behalf by:

DS

DocuSigned by:
Chetna Murphy
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Chetna Murphy
Trustee
31 March 2022

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Cash Flows for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities	6,848	-1,696
Net (expenditure)/income per Statement of Financial Activites		
Adjustments for:		
Dividends, interest and rents from investments	-	-17
(Increase)/Decrease in trade and other receivables	6,286	-800
Increase in trade and other payables	-2,543	1,756
Net cash (used in)/provided by operating activities	3,743	-1,030
Cash flows from investing activities		
Dividends, interest and rents from investments	-	17
Net cash from investing activities	-	17
Cash flows from financing activities		
Repayment of borrowing	-	-
Net cash from financing activities	-	-
Net (decrease)/increase in cash and cash equivalents	3,105	-1,013
Cash and cash equivalents at the beginning of the year	84,511	85,524
Cash and cash equivalents at the end of the year	87,616	84,511
Components of cash and cash equivalents		
Cash and bank balances	87,616	84,511
	87,616	84,511

The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Notes to the Accounts for the year ended 31 March 2022

Basis of preparation

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

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no cha nges have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Is reported gross in the SoFA.
Donations and grants	Voluntary income received by way of grants, donations and gifts is included in the the SOFA when receivable and only when the Charity has unconditional entitlement to the income.

The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Notes to the Accounts for the year ended 31 March 2022

Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included jn the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.
Expenditure	
Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the

Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

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

Intangible fixed assets and amortisation

Intangible fixed assets (including purchased goodwill, patents and trademarks) are carried at cost less accumulated amortisation and impairment losses.

Trade and other 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 and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

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2. Company Status

The company is a private company limited by guarantee and consequently does not have share capital.

3. Statement of Financial Activites - prior year

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021
Income from:			
Donations and grants	88,095	-	88,095
Charitable activities	-	119,788	119,788
Investments	17	-	17
Total	**88,112**	**119,788**	**207,900**
Expenditure on:			
Raising funds	1,044	-	1,044
Charitable activites	134,499	74,326	208,825
Total	**135,543**	**74,326**	**209,869**
Net (expenditure)/income	**-47,431**	**45,462**	**-1,969**
Reconciliation of dunds:			
Total Funds Bought Forward	78,129	6,962	85,091
Total funds carried forward	**30,698**	**52,424**	**83,122**

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4 Income from donations and grants

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Donations < £5,000	26,962	-	26,962	12,435
The Edward Gostling Foundation	5,000	-	5,000	-
The Hillcote Trust	5,000	-	5,000	-
Charities Aid foundation	10,000	-	10,000	7,261
Explore Grant	-	-	-	5,000
Grants < £5,000	760	-	760	10,690
Job Retention Scheme (HMRC)	160	-	160	16,909
Broxbourne Council	5,000		5,000	
Eastern Counties Educational Trust	10,000		10,000	
People's Health Trust	10,183		10,183	
Essex Community Foundation	-	13,186	13,186	10,000
Enfield Schools - Butterfly Programme	-	-	0	5,800
Garfield Weston Foundation	-	-	0	20,000
	73,065	13,186	86,251	88,095

5 Income from charitable activites

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
Charity Projects	19,730	-	19,730	
Herritage Lottery Fund	-	-	-	40,570
Children in Need - Large Grant	-	34,836	34,836	37,300
Children in Need - Small Grant	-	9,966	9,966	12,692
People's Health Trust - Fatherhood	-	-	-	22,401
Groundwork UK - Comic Relief	-	1,510	1,510	1,888
Hertfordshire Community Foundation	-	4,921	4,921	4,937
Lawrence Atwell Charity	-	9,250	9,250	-
	19,730	60,483	80,213	119,788

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6 Expenditure on raising funds

	Unrestricted	Restricted	Total 2022	Total 2021
	£	£	£	£
IT Software and Consumables	1,849	-	1,849	579
Printing/Stationary	-	-	0	465
	1,849	-	1,849	1,044

7 Expenditure on charitable activities

	Charitable Activities	Support & Governance	Total 2022	Total 2021
	£	£	£	£
Accountancy fees	-	3,240	3,240	2,160
Advertising and Marketing	-	101	101	-
Bank fees	-	125	125	228
Charitable Donations	-	36	36	
Consulting	-	-	-	9,238
Freelancers	-	-	-	88,003
Independent Examination	-	360	360	-
Insurance	-	1,521	1,521	1,367
Legal fees	-	35	35	-
Premises costs	-	5,222	5,222	3,461
Project Rescources	112,724	-	112,724	44,940
Staff costs (Note 8)	30,905	445	31,350	55,791
Subscriptions	-	260	260	179
Telephone	-	2,474	2,474	2,886
Training	-	-	-	72
Travel and subsistence	-	318	318	500
	143,629	14,137	157,766	208,825

8 Staff costs

	Total 2022	Total 2021
	£	£
Salaries and wages	30,905	53,409
Social security costs	-	1,802
Pensions costs	445	580
	31,350	55,791

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9 Tangible fixed assets	£	£
Cost or revaluation		
At 1 April 2021	20,523	20,523
At 31 March 2022	20,523	20,523
Depreciation and impairment		
At 1 April 2021	20,523	20,523
At 31 March 2022	20,523	20,523
Net book value		
At 1 April 2021	-	-
At 31 March 2022	-	-

10 Debtors	2022	2021
	£	£
Trade debtors	2,000	1200
Other Debtors (HMRC)	5,486	
	7,486	1200

11 Creditors	2022	2021
	£	£
Trade creditors	5,132	1412
Other taxes and social security	-	1177
	5132	2589

12 Movement in funds	At 1 April 2021	Incoming resources (including other gains/losses)	Rescources expended	At 31 March 2022
	£	£	£	£
Restricted funds:	52,424	73,669	-39,867	86,225
	52,424	73,669	-39,867	86,225
Unrestricted funds:				
General funds	10,698	92,795	-109,748	-6,255
Reserves	20,000	-	-10000	10,000
	30,698	92,795	-109,748	3,745

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The Gifted Organisation Limited
Company Limited by guarantee number 08380063 Charity no. 1151327
Detailed Statement of Financial Activites for the year ended 31 March 2022

Income from donations and grants	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Income from:				
Donations				
Donations < £5,000	26,962	-	26,962	12,435
The Edward Gostling Foundation	5,000	-	5,000	-
The Hillcote Trust	5,000	-	5,000	-
Charities Aid Foundation	10,000	-	10,000	7,261
Grants				
Grants < £5,000	760	-	760	10,690
Job Retention Scheme (HMRC)	160	-	160	16,909
Broxbourne Council	5,000	-	5,000	
Eastern Counties Educational Trust	10,000	-	10,000	-
People's Health Trust	10,183	-	10,183	-
Essex Community Foundation	-	13,186	13,186	10,000
Garfield Weston Foundation	-	-	-	20,000
Explore Grant	-	-	-	5,000
Enfield Schools - Butterfly Programme	-	-	-	5,800
	73,065	13,186	86,251	88,095
Charitable activities				
Charity Projects	19,730	-	-	-
Herritage Lottery Fund	-	-	-	40,570
Children in Need - Large Grant	-	34,836	34,836	37,300
Children in Need - Small Grant	-	9,966	-	12,692
People's Health Trust - Fatherhood	-	-	-	22,401
Groundwork UK - Comic Relief	-	1,510	1,510	1,888
Hertfordshire Community Foundation	-	4,921	4,921	4,937
Lawrence Atwell Charity	-	9,250	9,250	-
	19,730	60,483	80,213	119,788
Bank interest	-	-	-	17
	-	-	-	17
Total income	**92,795**	**60,483**	**166,463**	**207,900**

THE GIFTED ORGANISATION LIMITED

England & Wales - Charity number 1151327

Accounts

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The Gifted Organisation Limited

Annual Report and Financial Statements

For the Year Ended

31 March 2021

Company limited by guarantee registered No: 08380063
Charity No: 1151327

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Company Registration Number:	08380063
Charity No:	1151327
Board of Trustees:	Chetna Murphy Daniel Gordon Andrew Murphy Louisa Lawes Janita Cashmore Felicity Dace
Registered Office:	7 Ingram House (2nd Floor) Churchgate Cheshunt, Waltham Cross Hertfordshire EN8 9NH
Secretary:	Aysha Julie
Bankers:	Unity Trust Bank Congress House 23-28 Great Russell Street London WC1B 3UB

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The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. These are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Structure, Governance and Management

Governing Document

The Gifted is the marketing name of the registered charity The Gifted Organisation Limited, which is governed by its memorandum and articles of association dated 29th January 2013. The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £10. It was registered as a charity on 21st March 2013.

Trustees and Management

The charity's articles of association require the appointment of not less than three trustees. New trustees are appointed for a term of three years by invitation of existing trustees. This is subject to election by existing trustees at a board meeting.

On the 18th of January, Glenn Stewart and Mark Seguna stepped down as trustees, Andrew Murphy, Janita Cashmore, Lousia Lawes and Felicity Dace were nominated for appointment as trustees and were voted in as trustees.

There are currently six trustees; Daniel Gordon, Chetna Murphy, Andrew Murphy, Janita Cashmore, Lousia Lawes and Felicity Dace.

The trustees previously delegated many day-to-day operational matters including finance, business development, staffing, project management and administration to the Management Team. The Management team comprises of 3 distinct pillars with clear defined accountabilities and responsibilities:
1) **Business and Strategy** – strategic vision and identification of growth opportunities
2) **Partnership and Development** - securing new and sustaining existing funding
3) **Operations** – smooth running of the operational and administration aspects whilst ensuring legal compliance and fulfilment of regulatory requirements

Over the last year due to the current economic situation and fundraising climate, The Gifted's trustees have taken on a larger role in the Charity by managing the day to day finances and becoming more involved in the hiring process in order to streamline costs. However, all major decisions are referred to the trustees by the Management Team . The Management Team reports to the board on The Gifted's activities, achievements and plans at regular board meetings.

Trustee, recruitment, induction and training

Those with relevant skills, experience and expertise are eligible to become trustees, subject to references and approval by the board. Potential trustees are invited to express their interest to the Operations Manager and Secretary who will invite them to meet the board before a decision of recruitment and appointment to the board is made. This is subject to election by existing trustees at a board meeting and subject to election by charity members at the subsequent annual general meeting.

All new trustees are provided with a trustee induction pack to assist them with the role they are to provide. They also undertake an enhanced DBS check.

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Risk Management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The following major risks have been identified, along with processes to mitigate them:

Risk	Mitigant
1. Safeguarding young people whilst in the care of The Gifted staff	▪ Maintaining appropriate insurance cover ▪ Having policies and procedures in place, including health and safety, safeguarding and equal opportunities ▪ Staff induction includes a walkthrough of the Safeguarding process ▪ All staff and adult volunteers undergo regular Disclosure and Barring Service Checks, ▪ Occasions when an adult is left alone with a child are minimised
2. Lack of consistent funding and core funding	▪ Grant applications submissions with stated target in action plan ▪ Pursuing additional income through Client work ▪ Widening sources of funding from commissioned work ▪ Online platform launched to diversify income generation sources
3. Reputational damage of accepting donations from an inappropriate source	▪Donation acceptance policy
4. Health and Safety of staff	▪Having appropriate policies and procedures in place ▪Carrying out risk assessments
5. Interruption of services due to an incident such as fire, flood or power failure	▪Staff equipped to work from home and all documents stored securely on a cloud based system

Vision, Mission and Values

Our Vision

The Gifted's vision is for children, young people and families to lead healthy and happy lives.

Our Mission

Using discovery based interactive workshops and creative projects The Gifted educates and empowers children and young people about health, lifestyle and wellbeing issues so that they are able to take ownership of their health and the choices that they make. These activities engage young people by harnessing their enthusiasm and delivering them real outcomes whilst equipping them with new skills and knowledge.

Our Values

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Education – providing access for all children, young people and their families to education about a range of issues
Aspirations – helping to raise aspirations through the projects delivered, encouraging them to fulfil their potential and believe in themselves.
Communication – enabling unheard voices to be heard
Diversity – enabling children and young people to fulfil their potential regardless of their backgrounds, free from prejudice and harm

Our Aims
The Gifted works with children, young people and their families, with focus on those who are disadvantaged and/or vulnerable and those who have been affected by disadvantage to educate and empower them about health and wellbeing.

The Gifted is able to work with participants to improve their resilience, confidence and skills, and to raise aspirations.

The Gifted has three core areas of focus: Improving Skills, Providing Accessible Education on Health Issues; and Raising Aspirations.

1. Improving Skills
   - Building participants transferable skills such as project planning, thinking creatively, applying information, communication and team working that can be used in education and employment
   - Give participants the opportunity to work towards recognised accreditations
     Provide participants with an experiential learning experience; to
   - enable learning through doing

2. Providing Accessible Education
   - Create peer education tools and resources that are relevant and informative for the hardest to reach groups
   - Provide participants with positive activities and valuable education, empowering them with knowledge about lifestyle issues to allow positive choices
   - Support participant's mental wellbeing, and help to prevent mental ill health
   - Provide a safe, confidential and non-judgmental place for participants to express themselves, discuss issues, and have their questions answered

3. Raising Aspirations
   - Encourage participants to be more ambitious, determined and conscientious members of their community by involving them in meaningful activities that improves their confidence and skills
   - Enable participants to have their voices and opinions heard, and provide support to help them to address difficulties and overcome barriers

The trustees are satisfied that the charitable company has achieved its objectives in the year under review.

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Achievements and performance

Over the past 12 months The Gifted has worked with 258 children and young people across its programmes. Whilst this is slightly lower than the previous year, it is a great achievement in light of COVID-19 and the difficult position the organisation faced in pivoting its programmes online, while furloughing some members of its core delivery team for a short time.

We provided a variety of programmes including; confidence building courses, 1-2-1 mentoring, craft and creative projects, online training for young women to start their own business. We deliver these unique programmes in schools, alternative education settings, women's refuges, online and anywhere else that needs us! We provide an outreach service that meets young people where they are most comfortable.

58% of the young people we work with have low educational attainment, 46% were not in education, training or employment, 32% had a mental health issue, 28% were known to be involved in substance misuse, 9% had been excluded from school. We work in areas in the top 20% most deprived in the Indices of Multiple Deprivation. The young people we work with often lack family support. They have extremely low self-esteem and do not have the skills they need to access opportunities in education or training.

The Gifted measures its impact by tracking the number of children and young people that gain an accredited award, take part in/complete our programmes and by using 'The Gifted Star' - a guided self-assessment tool that tracks impact and measures the progress of young people. They report on the impact the project has had on eight key aspects of their lives which include harm, health, relationships, coping with problems, their future, support, engaging, skills and experiences. Using Gifted Star the percentage of young people reporting improvements in key areas was as follows: future 82%, engaging 76%, relationships 76%, coping 71%, health 66%, support 61%, harm 60%, identity 58%.

Participants are asked for qualitative feedback either through interviews, conversations or forms to understand how the project has impacted them. We stay in contact with young people after they have completed programmes and they are offered the opportunity to volunteer or take part in work experience with us.

This year, through the Butterfly programme we have worked with 190 young women aged 11-25 who have personal and social complex needs. The Butterfly enables them to learn new skills, grow in confidence and raise their aspirations to support them in overcoming barriers and participate fully in society paving the way for them to become resilient, healthy and capable adults.

Our beneficiaries had experienced disadvantage in terms of poverty, poor health, crime, housing, employment and/or education, as a result they have low aspirations and are likely to have low educational attainment. They lacked the necessary self-esteem, self-confidence, communication skills and drive to get the most out of statutory education and conventional vocational training.

"I hated talking in front of people I didn't feel confident and I thought people would laugh at me but by working with mentor and then going to the group sessions I built up the confidence to present my work to the group, I'm going to train as a peer educator next because I really want to help other girls'

"The Butterfly has made me realise that I'm not to blame for the things that I did or happened in the past, I may not get my son back and that breaks my heart but I can only change my future. I am in charge of my destiny and the choices I make from now."

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The outcomes of the project were, 83% reported feeling more confident, 72% reported improved resilience, 82% felt more excited about their futures, 78% felt that they have a plan for their life 76% said they were less likely to engage in risky behaviour and 69% felt a sense of belonging/community.

Building on the success of the one-year project called 'Clothmakers Wings' previously funded by Heritage Lottery Fund, we have continued to engage vulnerable and disadvantaged girls by providing craft workshops in London, Essex and Hertfordshire with the support of UK Youth and Comic Relief funding. In doing so, we helped to build confidence and unlock talent among 48 young women, whilst giving them the space to effectively manage feelings of stress and anxiety.

48 girls have participated in the Butterfly Arts Project (also known as Gifted at Crafting), learning skills in embroidery, puppet making, stitching, plaiting and t-shirt designs over 6 to 12 weeks during curriculum time. 6 girls have expressed an interest in volunteering for The Gifted.

At an organisational level The Gifted has developed and secured a major partnership opportunity with Nexus enabling us to reach and engage eight secondary schools across Enfield. This had led to the appointment of an Operations Manager and two new Project Workers.

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Future Plans

The Gifted will focus on our core objective 'supporting children and young people to create bright futures for themselves' through the delivery of our programmes. It will concentrate on its online platform offering and ensuring this avenue is still offered as well as face to face.

Funded work
The Gifted will continue to make applications to trusts and foundations and grant funders.

Partnership work
In the forthcoming year The Gifted will focus on developing partnerships with schools and other social enterprises.

THANK YOU

The Gifted would like to thank all funders, clients, supporters, staff, members and volunteers for their continued support.

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Financial Review

Investment Policy

Aside from retaining a prudent amount in reserves each year most of the company's funds are to be spent in the short term so there are no funds for long term investment. The Gifted has a detailed reserves policy which includes a wind down action plan. This is to ensure we manage our resources responsibly, and that we act in the best interests of the organisation and the people we serve.

Financial Performance

Total incoming resources for the year amounted to £207,900 and after deducting total resources expended of £209,869 net incoming resources amounted to (£1,969).

At reporting date unrestricted funds amounted to £10,698, reserves amounted to £20,000 and restricted funds were £52,424.

The cash balance at the end of the year was £84,511.

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The Gifted Organisation Limited
Independent Examiners Report

Independent Examiner's Report to the trustees of The Gifted Organisation Limited

I report to the charity trustees on my examination of the accounts of The Gifted Organisation Limited for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet and the related notes.

Responsibilities and basis of report

As the trustees of the charity (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 charity 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

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

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements under 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
- the accounts have not been prepared in accordance with the Charities SORP (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.

5/10/21

JACQUELINE TETLEY,
FICB PM.dip, FMAAT, ATT, TEP, MSWLW

JT AccountS
PO Box 1327
Woodgrange Avenue
Enfield
Middlesex
EN1 9AE
31 March 2021

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The Gifted Organisation Limited
Statement of Financial Activities
for the year ended 31 March 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and grants	4	88,095	-	88,095	139,865
Charitable activities	5	-	119,788	119,788	100,730
Investments	6	17	-	17	110
Total		88,112	119,788	207,900	240,705
Expenditure on:					
Raising funds	7	1,044	-	1,044	3,879
Charitable activities	8	134,499	74,326	208,825	199,108
Total		135,543	74,326	209,869	202,987
Net gains on investments		-	-	-	-
Net (expenditure)/income		(47,431)	45,462	(1,969)	37,718
Transfers between funds		-	-	-	-
Net (expenditure)/income before other gains/(losses)		(47,431)	45,462	(1,969)	37,718
Other gains and losses					
Net movement in funds		(47,431)	45,462	(1,969)	37,718
Reconciliation of funds:					
Total funds brought forward		78,129	6,962	85,091	47,373
Total funds carried forward		30,698	52,424	83,122	85,091

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The Gifted Organisation Limited
Summary Income and Expenditure Account
for the year ended 31 March 2021

	2021 £	2020 £
Income	207,883	240,595
Net gains on investments	-	-
Interest and investment income	17	110
Gross income for the year	207,900	240,705
Expenditure	209,869	196,634
Depreciation and charges for impairment of fixed assets	-	6,353
Total expenditure for the year	209,869	202,987
Net (expenditure)/income before tax for the year	(1,969)	37,718
Net (expenditure)/income for the year	(1,969)	37,718

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The Gifted Organisation Limited
Balance Sheet

at 31 March 2021

Company No. 08380063	Notes	2021	2020
		£	£
Fixed assets			
Tangible assets	11	-	-
Current assets			
Debtors	12	1,200	400
Cash at bank and in hand		84,511	85,524
		85,711	85,924
Creditors: Amount falling due within one year	13	(2,589)	(833)
Net current assets		83,122	85,091
Total assets less current liabilities		83,122	85,091
Net assets excluding pension asset or liability		83,122	85,091
Total net assets		83,122	85,091
The funds of the charity			
Restricted funds	14		
Restricted income funds		52,424	6,962
		52,424	6,962
Unrestricted funds	14		
General funds		10,698	58,129
		10,698	58,129
Reserves		20,000	20,000
Total funds		83,122	85,091

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
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.

Approved by the board on 31 March 2021

And signed on its behalf by:

DocuSigned by:
Chetna Murphy 11/3/2021
CF38DCBA5633430...
Chetna Murphy

Trustee
31 March 2021

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The Gifted Organisation Limited
Statement of Cash flows

for the year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net (expenditure)/income per Statement of Financial Activities	(1,969)	37,718
Adjustments for:		
Dividends, interest and rents from investments	(17)	(110)
Increase in trade and other receivables	(800)	(200)
Increase in trade and other payables	1,756	833
Net cash (used in)/provided by operating activities	(1,030)	38,241
Cash flows from investing activities		
Dividends, interest and rents from investments	17	110
Net cash from investing activities	17	110
Net cash from financing activities	-	-
Net (decrease)/increase in cash and cash equivalents	(1,013)	38,351
Cash and cash equivalents at the beginning of the year	85,524	40,820
Cash and cash equivalents at the end of the year	84,511	79,171
Components of cash and cash equivalents		
Cash and bank balances	84,511	85,524
	84,511	85,524

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1 Accounting policies

Basis of preparation

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

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

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Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

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

Intangible fixed assets and amortisation

Intangible fixed assets (including purchased goodwill, patents and trademarks) are carried at cost less accumulated amortisation and impairment losses.

Trade and other 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 and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

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Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2 **Company status**

The company is a private company limited by guarantee and consequently does not have share capital.

3 **Statement of Financial Activities - prior year**

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020
	£	£	£
Income from:			
Donations and grants	139,865	-	139,865
Charitable activities	-	100,730	100,730
Investments	110	-	110
Total	139,975	100,730	240,705
Expenditure on:			
Raising funds	3,879	-	3,879
Charitable activities	150,559	48,549	199,108
Total	154,438	48,549	202,987
Net income	(14,463)	52,181	37,718
Net income before other gains/(losses)	(14,463)	52,181	37,718
Other gains and losses:			
Net movement in funds	(14,463)	52,181	37,718
Reconciliation of funds:			
Total funds brought forward	33,653	13,720	47,373
Total funds carried forward	19,190	65,901	85,091

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4 Income from donations and grants

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Donations < £5,000	12,435	-	12,435	77,418
Charities Aid foundation	7,261	-	7,261	-
Explore Grant	5,000	-	5,000	-
Grants < £5,000	10,690	-	10,690	62,447
Job Retention Scheme (HMRC)	16,909	-	16,909	-
Enfield Schools - Butterfly Programme	5,800	-	5,800	-
Essex Community	10,000	-	10,000	-
Garfield Weston Foundation	20,000	-	20,000	-
	88,095	-	88,095	139,865

5 Income from charitable activites

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Herritage Lottery Fund	-	40,570	40,570	22,642
Children in Need - Large Grant	-	37,300	37,300	42,210
Children in Need - Small Grant	-	12,692	12,692	-
People's Health Trust - Fatherhood	-	22,401	22,401	-
Groundwork UK - Comic Relief	-	1,888	1,888	-
Hertfordshire Community Foundation :				
COVID-19	-	4,937	4,937	-
Pilgrims Trust	-	-	-	10,000
Hertfordshire Community Foundation :				
Major Grant	-	-	-	9,143
Lawrence Atwell Charity	-	-	-	9,250
People's Health Trust - Girls Space	-	-	-	7,485
	-	119,788	119,788	100,730

6 Income from investments

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
Bank interest	17	-	-	110
	17	-	-	110

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7 Expenditure on raising funds

	Unrestricted	Restricted	Total 2021	Total 2020
	£	£	£	£
IT Software and Consumables	579	-	579	499
Printing/Stationary	465	-	465	3,380
	1,044	-	1,044	3,879

8 Expenditure on charitable activities

	Charitable Activities	Support & Governance	Total 2021	Total 2020
	£	£	£	£
Accountancy fees	-	2,160	2,160	2,670
Bank fees	-	228	228	147
Consulting	9,238	-	9,238	9,800
Depreciation	-	-	-	6,353
Freelancers	88,003	-	88,003	39,522
Insurance	-	1,367	1,367	1,298
Premises costs	-	3,461	3,461	8,235
Project Rescources	44,940	-	44,940	37,950
Staff costs (Note 10)	55,791	-	55,791	81,176
Subscriptions	-	179	179	78
Telephone	-	2,886	2,886	2,240
Training	72	-	72	394
Travel and subsistence	-	500	500	9,245
	198,044	10,781	208,825	199,108

9 Other expenditure

	Total 2021	Total 2020
	£	£
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	-	6,353
	-	6,353

10 Staff costs

	Total 2021	Total 2020
	£	£
Salaries and wages	**53,409**	**78,096**
Social security costs	**1,802**	**1,719**
Pensions costs	**580**	**1,361**
	55,791	**81,176**

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11 Tangible fixed assets

	£	£
Cost or revaluation		
At 1 April 2020	20,523	20,523
At 31 March 2021	20,523	20,523
Depreciation and impairment		
At 1 April 2020	20,523	20,523
At 31 March 2021	20,523	20,523
Net book value		
At 1 April 2020	-	-
At 31 March 2021	-	-

12 Debtors

	2021	2020
	£	£
Trade debtors	1200	400
	1200	400

13 Creditors

	2021	2020
	£	£
Trade crditors	1412	-
Other taxes and social security	1177	833
	2589	833

14 Movement in funds

	At 1 April 2020	Incoming resources (including other gains/losses)	Rescources expended	At 31 March 2021
	£	£	£	£
Restricted funds:	6,962	119,788	(74,326)	52,424
	6,962	119,788	(74,326)	52,424
Unrestricted funds:				
General funds	58,129	88,112	(135,543)	10,698
Reserves	20,000	-	-	20,000
	78,129	88,112	(135,543)	30,698

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15 Reconciliation of net debt

	At 1 April 2020	Cash flows	New HP/Finance leases	At 31 March 2021
	£	£	£	£
Cash and cash equivalents	85,524	(1,013)		84,511
	85,524	(1,013)	-	84,511
Net debt	85,524	(1,013)	-	84,511

16 Commitments

Pension commitments

	2021	2020
	£	£
The pension cost charge to the company amounted to:	580	1,361

17 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

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The Gifted Organisation Limited
Detailed Statement of Financial Activites
for the year ended 31 March 2021

Income from donations and grants	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Income from:				
Donations				
Donations < £5,000	12,435	-	12,435	77,418
Charities Aid foundation	7,261	-	7,261	-
Explore Grant	5,000	-	5,000	-
Grants				
Grants < £5,000	10,690	-	10,690	62,447
Job Retention Scheme (HMRC)	16,909	-	16,909	-
Enfield Schools - Butterfly Programme	5,800	-	5,800	-
Essex Community	10,000	-	10,000	-
Garfield Weston Foundation	20,000	-	20,000	-
	88,095	-	88,095	139,865
Charitable activities				
Herritage Lottery Fund	-	40,570	40,570	22,642
Children in Need - Large Grant	-	37,300	37,300	42,210
Children in Need - Small Grant	-	12,692	12,692	-
People's Health Trust - Fatherhood	-	22,401	22,401	-
Groundwork UK - Comic Relief	-	1,888	1,888	-
Hertfordshire Community Foundation : COVID-19	-	4,937	4,937	-
Pilgrims Trust	-	-	-	10,000
Hertfordshire Community Foundation : Major Grant	-	-	-	9,143
Lawrence Atwell Charity	-	-	-	9,250
People's Health Trust - Girls Space	-	-	-	7,485
	-	119,788	119,788	100,730
Bank interest	17	-	-	110
	17	-	-	110
Total income	**88,112**	**119,788**	**207,900**	**240,705**

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The Gifted Organisation Limited
Detailed Statement of Financial Activites
for the year ended 31 March 2021

Expenditure on:				
Children in Need - Large Grant	-	10,745	10,745	1,726
Children in Need - Small Grant	-	6,032	6,032	
Herritage Lottery Fund	-	38,111	38,111	35,140
Hertfordshire Community Foundation :				
Major Grant	-	-	-	20
Lawrence Atwell Charity	-	9,410	9,410	-
People's Health Trust - Girls Space	-	-	-	1,680
People's Health Trust - Fatherhood	-	7,120	7,120	-
Project Resources, Consulting and Freelancers	68,338	-	68,338	48,705
UK Youth	-	2,908	2,908	
	68,338	74,326	139,756	87,271
Governance costs:				
Accountancy fees	2,160	-	2,160	2,670
	2,160	-	2,160	2,670
Employee costs:				
Salaries and wages	53,409	-	53,409	78,096
Employers NIC	1,802	-	1,802	1,719
Pensions costs	580	-	580	1,361
Staff training	89	-	89	395
	55,880	-	55,880	81,571
Motor and travel costs				
Travel and subsistence	-	-	-	9,245
	-	-	-	9,245
General administrative costs, including depreciation and amortisation				
Bank fees	228	-	228	147
Depreciation	-	-	-	6,353
Insurance	1,367	-	1,367	1,298
IT Software and Consumables	579	-	579	499
Premises costs	3,461	-	3,461	8,235
Printing/Stationary	465	-	465	3,380
Subscriptions	179	-	179	78
Telephone	2,886	-	2,886	2,240
	9,165	-	9,165	22,230
Total expenditure	**135,543**	**74,326**	**209,869**	**202,987**

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The Gifted Organisation Limited
Detailed Statement of Financial Activites
for the year ended 31 March 2021

Net (expenditure)/income	(47,431)	45,462	(1,969)	37,718
Net (expenditure)/income before other gains/(losses)	(47,431)	45,462	(1,969)	37,718
Other Gains	-	-	-	-
Net movements in funds	**(47,431)**	**45,462**	**(1,969)**	**37,718**
Reconciliation of funds:				
Total funds bought forward	78,129	6,962	85,091	47,373
Total funds carried forward	**30,698**	**52,424**	**83,122**	**85,091**