

TEAM UP FOR SOCIAL MOBILITY LIMITED

England & Wales · Charity number 1151739

Details

Other names TEAM UP FOR SOCIAL MOBILITY, TEAM UP

Status Registered

Legal form Charitable company

Company number [08248054](#)

Registered 2013-04-23

Register [View on the Charity Commission register](#)

Contact

Address Ivy House Farm
Berrick Salome
Wallingford
OX10 6JP

Phone 01865400173

Email info@teamup.org.uk

Website www.teamup.org.uk

Activities

Objects: TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE IN SECONDARY AND PRIMARY EDUCATION THROUGH THE PROVISION OF SUPPORT AND ACTIVITIES INCLUDING BUT LIMITED TO TUTORING SESSIONS FROM TEAMS OF VOLUNTEER UNIVERSITY STUDENTS WHICH HELP THEM REACH THEIR ACADEMIC POTENTIAL, DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS

Activities: Team Up trains and co-ordinates volunteer tutors to provide tuition in English and Maths at primary and secondary school level.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- Southend-on-sea
- Thurrock
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£388,053	£365,155	-	-
2024-03-31	£324,474	£323,270	-	-
2023-03-31	£329,069	£316,295	-	-
2022-03-31	£403,873	£401,648	-	-
2021-04-01	£370,914	£356,813	-	-

Trustees

Name	Role	Appointed
Stewart Niblock	Chair	2018-01-29
Jenna Crittenden		2023-06-01
John Mullins		2018-03-05
Jonathan Goggs		2016-10-31
MICHAEL CONNOR		2020-05-29
PERELLA BRIDGLAND		2013-03-07
SHARLA DUNCAN		2013-03-07

TEAM UP FOR SOCIAL MOBILITY LIMITED

England & Wales - Charity number 1151739

Accounts



**TEAM UP FOR SOCIAL MOBILITY LIMITED
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

Prime Numbers
Chartered Accountants
1 Lochrin Square
92 Fountainbridge
Edinburgh
EH3 9QA

Team Up For Social Mobility Limited
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Team Up For Social Mobility Limited
Company No. 08248054
Trustees' Report For The Year Ended 31 March 2025

The trustees present their report and the financial statements for the year ended 31 March 2025.

Objectives and Activities

Aims and Objectives

Team Up works to reduce the widening attainment gap in education by helping underachieving disadvantaged pupils double their expected progress. We also build confidence and resilience to improve their future prospects. We do this through inspirational volunteer tutors, with the support of qualified teachers and facilitators.

Significant Activities

During 2024/25, Team Up remained committed to serving their beneficiaries by continuing to deliver tuition programmes to disadvantaged pupils. Our impact on the academic grades of our pupils is higher than ever and our satisfaction metrics from the schools and partners we work with is excellent with 100% of all delivery partners citing Team Up as making a difference to their pupils. We are proud to say we have increased the number of tuition hours we have delivered by 18% in the last year and we will build on this growth into future years.

Public Benefit

The charity's aims and activities stated above are in the public benefit as they help to reduce the attainment gap in education.

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Achievements and Performance

Main Achievements

Team Up works over an academic school year with approximately 42 partners (schools, other charities and universities) in three terms to deliver 12 week small group tuition programmes in maths and English. Our volunteer and communications manager recruits volunteers to tutor our pupils. Our programme managers (PMs) and facilitators, most of whom are qualified teachers, lead and support the volunteers and are responsible for managing each programme. The PMs attend each session with the volunteers and liaise with the partner to ensure the programme runs smoothly.

In the last school year of 2024/25, Team Up tutored over 900 disadvantaged pupils across London in maths and English, helping them achieve, on average, more than double their expected progress in just one term. This equates to 8 months of progress or 0.7 of a grade. This is above our target of double expected progress and truly is accelerated learning. To date, since Team Up's inception in 2012, over 12,000 disadvantaged pupils across London received Team Up tuition.

Team Up are dedicated to ensuring their offering genuinely makes a difference to their beneficiaries, and the evidence collected demonstrates the Team Up tuition programme is designed to do just that. Team Up beneficiaries are from low-income backgrounds, who have been identified as at risk of leaving school without meaningful qualifications and, who therefore, have little prospect of progressing onto further education or prosperous employment after formal schooling. Despite challenges faced across the charity and education sectors, Team Up have proven to be very resilient and our close links with our partner schools and other organisations have strengthened. We are also developing new relationships with schools, universities and charity partners across London. Our number of partners has increased by 20% in the last year. We also continue to build a platform for future growth outside of London and have developed many exciting opportunities in the South which have led to us delivering new programmes in Southampton, Hertfordshire and Cambridgeshire in Autumn 2025.

During 2024/25, Team Up delivered 42 programmes tutoring over 900 pupils across Key Stage 2, 3 and 4 (80% in stages 3 and 4) with school, university and charity partners, by recruiting and training nearly 200 volunteer tutors. The characteristics of the pupils Team Up tutor are:

- 75% of pupils are in receipt of pupil premium, indicating that they are among the most disadvantaged and many more exhibit indicators of disadvantage such as SEMH
- Pupil attendance has increased from 85% to 94%
- 75% of pupils were from BAME communities

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**Team Up For Social Mobility Limited
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Main Achievements - continued

Due to our proven model of using inspirational tutors from local schools and universities, Team Up pupils continue to make exceptional progress. In addition to our excellence attainment results in both maths and English, which are more than double the EEF benchmarks, we now also train and equip our tutors to help our pupils build confidence and resilience and this is implemented in all our programmes. With a solid base of existing partners and new relationships with Schools, universities and Charities across London and the South we are on track to grow the number of pupils we tutor in 2025/26 . Together we have achieved such impactful results and with plans for growth our focus in the coming years, including new programmes with children in care and the use of AI to help us scale, we look to the future with optimism.

Reference and Administrative Details

Trustees

Jaye Duncan
Perella Bridgland
Michael Connor
Jenna Crittenden
Jonathan Goggs
John Mullins
Stewart Niblock
Natasha Westover (resigned 15/01/2025)
Paidamoyo Mundora (resigned 15/01/2025)

Charity Number

1151739

Company Number

08248054

Independent Examiner


Audrey Souness FMAAT
58 Morrison Street
Edinburgh
EH3 8BP

**Team Up For Social Mobility Limited
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:

Signed by:

A0E5A76C988C4F1:---

Stewart Niblock

Trustee
Date 12/19/2025

Team Up For Social Mobility Limited
Independent Examiner's Report to the Trustees of Team Up For Social Mobility Limited
For The Year Ended 31 March 2025

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

Responsibilities and Basis of Report

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

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


Independent Examiner's Statement

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

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

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

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

DocuSigned by:

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Audrey Souness FMAAT
Date 12/19/2025
58 Morrison Street
Edinburgh
EH3 8BP

Team Up For Social Mobility Limited
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	115,001	125,157	240,158	172,945
Charitable activities	4	147,895	-	147,895	151,529
		<u>262,896</u>	<u>125,157</u>	<u>388,053</u>	<u>324,474</u>
EXPENDITURE ON:					
Raising funds	6	(18,644)	-	(18,644)	(19,623)
Charitable activities	6	(236,354)	(110,157)	(346,511)	(303,647)
		<u>(254,998)</u>	<u>(110,157)</u>	<u>(365,155)</u>	<u>(323,270)</u>
NET INCOME		7,898	15,000	22,898	1,204
		<u>7,898</u>	<u>15,000</u>	<u>22,898</u>	<u>1,204</u>
NET MOVEMENT IN FUNDS		7,898	15,000	22,898	1,204
RECONCILIATION OF FUNDS:					
Total funds brought forward		156,598	-	156,598	155,394
TOTAL FUNDS CARRIED FORWARD	18	<u><u>164,496</u></u>	<u><u>15,000</u></u>	<u><u>179,496</u></u>	<u><u>156,598</u></u>

The notes on pages 8 to 15 form part of these financial statements.

Team Up For Social Mobility Limited
Comparative Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	Notes	2024		
		Unrestricted funds	Restricted funds	Total funds
		£	£	£
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	3	112,845	60,100	172,945
Charitable activities	4	151,529	-	151,529
		<u>264,374</u>	<u>60,100</u>	<u>324,474</u>
EXPENDITURE ON:				
Raising funds	6	(19,623)	-	(19,623)
Charitable activities	6	(243,547)	(60,100)	(303,647)
		<u>(263,170)</u>	<u>(60,100)</u>	<u>(323,270)</u>
NET INCOME		1,204	-	1,204
		<u>1,204</u>	<u>-</u>	<u>1,204</u>
NET MOVEMENT IN FUNDS		1,204	-	1,204
RECONCILIATION OF FUNDS:				
Total funds brought forward		155,394	-	155,394
TOTAL FUNDS CARRIED FORWARD	18	<u>156,598</u>	<u>-</u>	<u>156,598</u>

The notes on pages 8 to 15 form part of these financial statements.

Team Up For Social Mobility Limited
Balance Sheet
As At 31 March 2025

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	11	6,965	-	6,965	1,716
		6,965	-	6,965	1,716
CURRENT ASSETS					
Debtors	12	37,664	-	37,664	51,577
Cash at bank and in hand		151,737	15,000	166,737	135,432
		189,401	15,000	204,401	187,009
Creditors: Amounts Falling Due Within One Year	13	(30,369)	-	(30,369)	(19,627)
NET CURRENT ASSETS (LIABILITIES)		159,032	15,000	174,032	167,382
TOTAL ASSETS LESS CURRENT LIABILITIES		165,997	15,000	180,997	169,098
Creditors: Amounts Falling Due After More Than One Year	14	(1,501)	-	(1,501)	(12,500)
NET ASSETS		164,496	15,000	179,496	156,598
FUNDS OF THE CHARITY					
Restricted Funds				15,000	-
Unrestricted Funds				164,496	156,598
TOTAL FUNDS	18			179,496	156,598

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

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

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

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

On behalf of the board

Signed by:

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Stewart Niblock

Trustee

Date 12/19/2025

The notes on pages 8 to 15 form part of these financial statements.

Team Up For Social Mobility Limited Notes to the Financial Statements For The Year Ended 31 March 2025

1. General Information

Team Up For Social Mobility Limited is a company limited by guarantee, incorporated in England & Wales, registered number 08248054 and registered charity number 1151739. The registered office is .

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. Incoming Resources

Voluntary income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when receivable and the Charity has entitlement. Corporate sponsorship income represents unrestricted income for the provision of access to the Charity's university students for recruitment and engagement and is accounted for when receivable. Income from schools in respect of tutoring services is charged on an annual per head basis when receivable. Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when reasonable. Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

2.3. Resources Expended

Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Expenses

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Liabilities are measured on recognition at historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

All expenditure is accounted for on an accruals basis.

Governance costs (which are included as a component of support costs in accordance with SORP) comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include those related to constitutional and statutory requirements, external scrutiny (audit or independent examination), strategic management, and other legal and professional fees.

2.4. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office Equipment	3 years on a straight line basis
Website	3 years on a straight line basis
Fixtures & Fittings	20% on a reducing balance basis
Computer Equipment	3 years on a straight line basis

2.5. Leasing and Hire Purchase Contracts

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities as incurred.

2.6. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

Team Up For Social Mobility Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

2.7. Taxation

The charity is exempt from tax as all its income is charitable and applied for charitable purposes.

2.8. Pensions

The charitable company operates a defined pension contribution scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

3. Income from Donations and Legacies

	Unrestricted	Restricted	2025	2024
	funds	funds	Total	Total
	£	£	funds	funds
			£	£
Donations and gifts:				
Donations and gifts	-	-	-	308
Grants:				
Grants	115,001	125,157	240,158	172,637
	<u>115,001</u>	<u>125,157</u>	<u>240,158</u>	<u>172,945</u>

Team Up For Social Mobility Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

The following grants are included within the total income from donations and legacies:

	2025	2024
	Restricted funds	Total funds
	£	£
Brian Murtagh Charitable Foundation	-	3,000
Buzzacott	-	2,000
Garfield Weston Foundation	27,000	3,000
Investec	-	2,000
Jane & Michael Davies Charitable Trust	-	12,000
Newcomen Collett Foundation	1,500	1,250
Schroders	-	3,000
St Olave's Foundation	-	1,000
The 29th May 1961 Charitable Trust	-	5,000
The Drapers Charitable Company	-	10,000
Tom Ap Rhys Pryce Trust	11,330	10,000
Worshipful Company of Actuaries	-	2,500
Worshipful Company of Arbitrators	-	1,750
Worshipful Company of Haberdashers	-	3,600
Quintessentially Foundation	8,327	-
Worshipful Company of Makers of Playing Cards	2,000	-
Institute of Chartered Accountants in England and Wales	3,000	-
Greenwood Charitable Foundation	30,000	-
The Patricia Routledge Foundatio	3,000	-
Worshipful Company of Chartered Secretaries and Administrators	1,000	-
Company of World Traders	4,000	-
The Stationers' Foundation	14,000	-
Worshipful Company of Launderers	1,000	-
Worshipful Company of Engineers	1,000	-
Worshipful Company of Carmen	3,000	-
	<u>110,157</u>	<u>60,100</u>

4. Income from Charitable Activities

	2025	2024
	Unrestricted funds	Total funds
	£	£
Charitable projects	<u>147,895</u>	<u>151,529</u>

5. Net Income/(Expenditure)

The net income is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets - owned	<u>3,097</u>	<u>3,282</u>

Team Up For Social Mobility Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

6. Analysis of Expenditure

			2025
	Activities undertaken directly	Support costs (see note 7)	Total
	£	£	£
Raising funds	18,644	-	18,644
Charitable projects	35,783	292,160	327,943
Core costs	-	18,568	18,568
	<u>54,427</u>	<u>310,728</u>	<u>365,155</u>
			2024
	Activities undertaken directly	Support costs (see note 7)	Total
	£	£	£
Raising funds	19,623	-	19,623
Charitable projects	30,408	258,921	289,329
Core costs	-	14,318	14,318
	<u>50,031</u>	<u>273,239</u>	<u>323,270</u>

7. Support Costs

			2025
	Charitable projects	Core costs	Total
	£	£	£
Employee costs	292,160	-	292,160
General administration	-	10,431	10,431
Depreciation	-	3,097	3,097
Interest payable	-	648	648
Governance costs	-	4,392	4,392
	<u>292,160</u>	<u>18,568</u>	<u>310,728</u>
			2024
	Charitable projects	Core costs	Total
	£	£	£
Employee costs	258,921	-	258,921
Premises expenses	-	361	361
General administration	-	3,917	3,917
Depreciation	-	3,282	3,282
Governance costs	-	6,758	6,758
	<u>258,921</u>	<u>14,318</u>	<u>273,239</u>

Team Up For Social Mobility Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

8. Independent Examiner's Remuneration

	2025	2024
	£	£
Independent examination of the financial statements	1,000	1,000
Other assurance services	-	-
Tax advisory services	-	-
Other financial services	-	1,366
	<u>1,000</u>	<u>2,366</u>

9. Staff Costs

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	279,921	246,100
Social security costs	18,587	21,965
Other pension costs	5,404	4,644
	<u>303,912</u>	<u>272,709</u>

The number of employees whose employee benefits (excluding employer pension costs) for the reporting period exceeded £60,000 was:

	2025	2024
£60,000 to £69,999	<u>1</u>	<u>1</u>

10. Average Number of Employees

Average number of employees during the year was as follows:

	2025	2024
Charitable Activities	7	8
Administration	1	1
	<u>8</u>	<u>9</u>

11. Tangible Assets

	Office Equipment	Website	Computer Equipment	Total
	£	£	£	£
Cost				
As at 1 April 2024	2,185	-	22,361	24,546
Additions	-	8,346	-	8,346
As at 31 March 2025	<u>2,185</u>	<u>8,346</u>	<u>22,361</u>	<u>32,892</u>
Depreciation				
As at 1 April 2024	1,619	-	21,211	22,830
Provided during the period	453	1,594	1,050	3,097
As at 31 March 2025	<u>2,072</u>	<u>1,594</u>	<u>22,261</u>	<u>25,927</u>
Net Book Value				
As at 31 March 2025	<u>113</u>	<u>6,752</u>	<u>100</u>	<u>6,965</u>
As at 1 April 2024	<u>566</u>	<u>-</u>	<u>1,150</u>	<u>1,716</u>

Team Up For Social Mobility Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

12. Debtors

	2025	2024
	£	£
Due within one year		
Trade debtors	32,255	5,000
Accrued income	1,504	40,405
Prepayments	3,905	6,172
	<u>37,664</u>	<u>51,577</u>

13. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	5,662	3,145
Bank loans and overdrafts	10,000	9,001
Other creditors	1,059	907
Taxation and social security	3,499	4,208
Accruals and deferred income	10,149	2,366
	<u>30,369</u>	<u>19,627</u>

14. Creditors: Amounts Falling Due After More Than One Year

	2025	2024
	£	£
Bank loans	<u>1,501</u>	<u>12,500</u>

15. Loans

An analysis of the maturity of loans is given below:

	2025	2024
	£	£
Amounts falling due within one year or on demand:		
Bank loans	<u>10,000</u>	<u>9,001</u>

	2025	2024
	£	£
Amounts falling due between one and five years:		
Bank loans	<u>1,501</u>	<u>12,500</u>

16. Deferred Income

Deferred income movements in the year were as follows:

	2025	2024
	£	£
Balance at the start of the period	-	-
Income deferred in the current period	9,149	-
Balance at the end of the period	<u>9,149</u>	<u>-</u>

Team Up For Social Mobility Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

17. Pension Commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

During the year the charge to the statement of financial activities in respect of defined contribution schemes was £5,404 (2024: £4,644).

At the balance sheet date contributions of £1,059 (2024: £907) were due to the fund and are included in creditors.

18. Movement in Funds

	As at 1 April 2024	Income	Expenditure	As at 31 March 2025
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	156,598	262,896	(254,998)	164,496
Restricted funds				
Newham Tuition	-	34,830	(34,830)	-
Southside Young Leaders' Academy	-	1,000	(1,000)	-
Future growth	-	8,327	(8,327)	-
Pupil enrichment	-	15,000	-	15,000
Schools	-	9,000	(9,000)	-
Regional Expansion	-	57,000	(57,000)	-
Total restricted funds	-	125,157	(110,157)	15,000
Total funds	156,598	388,053	(365,155)	179,496
	As at 1 April 2023	Income	Expenditure	As at 31 March 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	155,394	264,374	(263,170)	156,598
Restricted funds				
Hillingdon	-	5,000	(5,000)	-
Newham Tuition	-	16,000	(16,000)	-
Hammersmith Tuition	-	2,000	(2,000)	-
Tutors	-	2,000	(2,000)	-
Southside Young Leaders' Academy	-	10,100	(10,100)	-
Future growth	-	15,000	(15,000)	-
Pupil enrichment	-	10,000	(10,000)	-
Total restricted funds	-	60,100	(60,100)	-
Total funds	155,394	324,474	(323,270)	156,598

Team Up For Social Mobility Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

The general fund represents the general giving and expenditure of the charity.

The following funds were fully spent in the current year:

Newham Tuition: Funds were received to provide a tuition programme in Newham along with our charity partner.

Southside Young Leaders' Academy: Funds were received from various grant funders to support the work with Southside Young Leader's Academy.

Regional expansion: Grant funding was received to fund the geographic reach of the programmes.

In addition the following funds were fully spent during the prior year:

Hillingdon: Funds were received to provide a tuition programme in the Hillingdon Borough.

Tutors: Funds were received to contribute towards the costs associated with our team of volunteer tutors.

Future Growth: Grant funding was received to fund the future strategic development and growth of the charity.

Pupil Enrichment: Grant funding was received to facilitate the pupil enrichment programme.

19. Transactions with Trustees

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

20. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure.

21. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

Team Up For Social Mobility Limited
Detailed Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	2025	2024
	Total funds	Total funds
	£	£
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Donations and gifts	-	308
Grants	240,158	172,637
	<u>240,158</u>	<u>172,945</u>
Charitable Activities:		
Charitable projects		
Grants: school tutoring	65,520	85,632
Grants: university tutoring	44,397	48,437
Partnership income	37,978	17,460
	<u>147,895</u>	<u>151,529</u>
	388,053	324,474
EXPENDITURE ON:		
Raising funds		
Staging fundraising events	-	(648)
Wages and salaries	(18,644)	(18,975)
	<u>(18,644)</u>	<u>(19,623)</u>
Charitable Activities:		
Charitable projects		
Resources and materials	(21,721)	(20,722)
Marketing and advertising costs	(5,614)	-
Other direct costs	(8,448)	(9,686)
Wages and salaries	(261,277)	(227,125)
Employers NI	(18,587)	(21,965)
Employers pensions - defined contributions scheme	(5,404)	(4,644)
Travel expenses	(6,892)	(5,187)
	<u>(327,943)</u>	<u>(289,329)</u>
Core costs		
Other premises costs	-	(361)
Advertising and marketing costs	(2,050)	-
Other office costs	(8,381)	(3,917)
Depreciation	(3,097)	(3,282)
Bank interest payable	(648)	-
Independent examiner's fees	(1,000)	(2,366)
Accountancy fees	(3,392)	(4,392)
	<u>(18,568)</u>	<u>(14,318)</u>
	<u>(365,155)</u>	<u>(323,270)</u>
NET INCOME	<u>22,898</u>	<u>1,204</u>

TEAM UP FOR SOCIAL MOBILITY LIMITED

England & Wales - Charity number 1151739

Accounts

TEAM UP FOR SOCIAL MOBILITY LIMITED

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2024

Company Registration Number 08248054

Charity Number 1151739

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2024

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TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2024 TRUSTEES' REPORT

The Trustees are pleased to present their annual Trustees' report together with the financial statements of the charitable company for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 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).

The Charity's Objectives and Activities

The charity aims to increase social mobility by establishing teams of volunteers to empower pupils in primary and secondary education to reach their academic potential through regular tutoring sessions. Team Up works to reduce the widening attainment gap in education by helping underachieving disadvantaged pupils double their expected progress. We also build confidence and resilience to improve their future prospects. We do this through inspirational volunteer tutors, with the support of qualified teachers and facilitators.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

During 2023/24, Team Up remained committed to serving their beneficiaries by continuing to deliver tuition programmes to disadvantaged pupils. Our impact on the academic grades of our pupils is higher than ever and our satisfaction metrics from the schools and partners we work with is excellent with over 90% of all delivery partners citing Team Up as making a difference to their pupils. We also have delivered more enrichment and practical sessions for both our pupils and our tutors and we will build on this growth into future years.

Achievements and Performance

The UK continues to languish at the bottom of international league tables for social mobility and tackling inequality. We are also seeing a crisis in our schools from both the long-term impact of Covid and the increased cost of living. 30% of all pupils in UK schools now live in poverty and they are hit the hardest with lower attainment at GCSE and the higher likelihood of problems with their mental health. According to The Sutton Trust, the educational attainment gap has increased in recent years but government assistance, in the form of the National Tutoring Programme, has stopped. Data shows that being from a low-income family puts children and young people at a significant disadvantage in educational attainment and damages their life chances. Put simply, there has never been a greater need for Team Up and their services.

Team Up tutoring works. Pupils who receive Team Up tuition progress at a significantly faster pace when compared to their peers, gaining confidence and resilience.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2024 TRUSTEES' REPORT

Achievements and Performance (cont.)

Team Up works over an academic school year with approximately 15 partners (schools, other charities and universities) in each term to deliver 12 week small group tuition programmes in maths and English. Our volunteer and communications manager recruits volunteers to tutor our pupils. Our programme managers (PMs) and facilitators, most of whom are qualified teachers, lead and support the volunteers and are responsible for managing each programme. The PMs attend each session with the volunteers and liaise with the partner to ensure the programme runs smoothly.

In the last school year of 2023/24, Team Up tutored over 700 disadvantaged pupils across London in maths and English, helping them achieve, on average, nearly three times their expected progress in just one term. This equates to almost a whole grade. This is above our target of double expected progress and truly is accelerated learning. To date, since Team Up's inception in 2012, over 11,000 disadvantaged pupils across London received Team Up tuition.

Team Up are dedicated to ensuring their offering genuinely makes a difference to their beneficiaries, and the evidence collected demonstrates the Team Up tuition programme is designed to do just that. Team Up beneficiaries are from low-income backgrounds, who have been identified as at risk of leaving school without meaningful qualifications and, who therefore, have little prospect of progressing onto further education or prosperous employment after formal schooling. Despite challenges faced across the charity and education sectors, Team Up have proven to be very resilient and our close links with our partner schools and other organisations have strengthened. We are also developing new relationships with schools, universities and charity partners across London. Our number of tuition hours has increased by 3%. We also continue to build a platform for future growth outside of London and have developed many exciting opportunities in the South with funders and prospective partners.

During 2023/24, Team Up delivered 40 programmes tutoring over 700 pupils across Key Stage 2, 3 and 4 (87% in stages 3 and 4) with school, university and charity partners, by recruiting and training nearly 200 volunteer tutors. The characteristics of the pupils Team Up tutor are:

- 75% of pupils are in receipt of pupil premium, indicating that they are among the most disadvantaged and many more exhibit indicators of disadvantage such as SEMH
- Pupil attendance has increased from 79% to 84%
- 70% of pupils were from BAME communities

Due to our proven model of using inspirational tutors from local schools and universities, Team Up pupils continue to make exceptional progress. In addition to our excellence attainment results in both maths and English, which are more than double the EEF benchmarks, we have now trained and equipped our tutors to help our pupils build confidence and resilience and this has been implemented in the Autumn term of 2024. With a solid base of existing partners and new relationships with Schools, universities and Charities across London and the South we are on track to grow the number of pupils we tutor in 2024/25 by more than 15%. Together we have achieved such impactful results and with plans for growth our focus in the coming years, we look to the future with optimism.

We would like to thank Team Up pupils for remaining dedicated to their studies. We would also like to thank our volunteers, programme partners, School Coordinators and our staff for ensuring that Team Up continues to deliver vital tuition programmes to those pupils who need them most.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2024 TRUSTEES' REPORT

Financial Review

The results for the period are set out in the Statement of Financial Activities as detailed on page 7. Principal funding sources are donations and legacies and income from charitable activities: £172,945 (2023: £149,858) and £151,529 (2023: £179,211) respectively.

Total expenditure for the period amounted to £323,270 (2023: £316,295). Costs of charitable activities were £303,647 (2023: £305,627) and costs of fundraising were £19,623 (2023: £10,668). Overall, Team Up recorded a surplus on its activities of £1,204 (2023: £12,774), therefore increasing the closing reserves from £155,394 to £156,598. Team Up continued to meet the reserves policy throughout the year of three months expenditure to be held in unrestricted reserves.

We would like to thank our funders and partners for their continued support.

Reference and Administrative Information

Company Registration Number	08248054
Charity Number	1151739
Registered office	Ivy House Farm Berrick Salome Wallingford OX10 6JP
Trustees	Perella Bridgland Michael Connor Jenna Crittenden Sharla Duncan Jonathan Goggs Stewart Niblock, Chair John Mullins Paidamoyo Mundora Natasha Westover
Independent Examiner	Charlotte Tucker FCA Prime Numbers Accountancy Services One Lochrin Square 92 Fountainbridge Edinburgh EH3 9QA
Bankers	National Westminster Hornchurch, Essex RM12 4B
	Starling Bank 5 th Floor London Fruit & Wool Exchange Duval Square, London E1 6PW

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2024 TRUSTEES' REPORT

Trustees' Responsibilities in Relation to the Financial Statements

The charitable company Trustees, who are also Directors of Team Up For Social Mobility Limited for the purposes of Company Law, are responsible for preparing a Trustees annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the financial statements, the Trustees are required to:

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


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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under part VII of the Companies Act 2006.

Approved by the Trustees and signed on their behalf,

Stewart Niblock, Chair

Signed by:

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12/13/2024

TEAM UP FOR SOCIAL MOBILITY LIMITED

INDEPENDENT EXAMINERS' REPORT TO THE MEMBERS AND TRUSTEES FOR THE YEAR ENDED 31 March 2024

I report on the accounts of the charity for the year ended 31 March 2024, which are set out on pages 7 to 17.

Responsibilities and basis of report

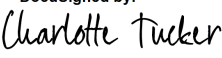
As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act"). Having satisfied myself that the accounts of the Company are not required to be audited for this year 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 confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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).

DocuSigned by:

30B087B612A642D...
Charlotte Tucker FCA
Independent Examiner

12/15/2024
.....

Prime Numbers
Chartered Accountants
92 Fountainbridge
Edinburgh
EH3 9QA

Team Up for Social Mobility Limited

Statement of Financial Activities including Income and Expenditure Account for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Income and endowments					
Grants and donations	2	112,845	60,100	172,945	149,858
Charitable activities	3	151,529	-	151,529	179,211
Total income and endowments		264,374	60,100	324,474	329,069
Expenditure					
Raising funds	6	19,623	-	19,623	10,668
Costs of charitable activities: Programme delivery	6	243,547	60,100	303,647	305,627
Total expenditure		263,170	60,100	323,270	316,295
Net income/(expenditure)		1,204	-	1,204	12,774
Transfers between funds		-	-	-	-
Net movement in funds		1,204	-	1,204	12,774
Total funds brought forward		155,394	-	155,394	142,620
Total funds carried forward		156,598	-	156,598	155,394

The charitable company has no recognised gains and losses other than the results for the year as set out above. All the results of the charitable company are classed as continuing.

The statement of financial activities also complies with the requirements for an income and expenditure account under Companies Act 2006.

The notes on pages 9 to 17 form an integral part of these financial statements.

Team Up for Social Mobility Limited

Balance Sheet as at 31 March 2024

	Note	Unrestricted Funds - General	Restricted Funds -	2024 Total funds £	2023 Total funds £
Fixed assets					
Tangible assets	10	1,716	-	1,716	4,998
Total fixed assets		1,716	-	1,716	4,998
Current assets					
Debtors	11	42,076	9,500	51,576	68,371
Cash at bank and in hand		135,432	-	135,432	128,963
Total current assets		177,508	9,500	187,008	197,334
Liabilities					
Creditors falling due within one year	12	10,126	9,500	19,626	24,438
Net current assets		167,382	-	167,382	172,896
Total assets less current liabilities		169,098	-	169,098	177,894
Creditors falling due after one year	13	(12,500)	-	(12,500)	(22,500)
Net assets		156,598	-	156,598	155,394
Funds of the charity					
Restricted income funds	14	-	-	-	-
Unrestricted funds - general	14	156,598	-	156,598	155,394
Total charity funds		156,598	-	156,598	155,394

For the year ended 31 December 2024 the company was entitled to exemption from the requirement to have an audit under section 477 of the Companies Act 2006. No members have required an audit of its accounts for the year in question in accordance with section 476. The directors acknowledge their responsibility for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for each financial year in accordance with the requirement of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

12/15/2024

Approved by the Trustees on and signed on their behalf by:



Perella Bridgland

Treasurer

Company number: 08248054

The notes on pages 9 to 17 form an integral part of these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities *for the year ended 31 March 2024*

1. Accounting Policies

Basis of preparation

The accounts (financial statements) have been prepared in accordance the Charities SORP (FRS102) and the Charities Act 2011, Companies Act 2006 and applicable regulations. The accounts have been prepared on a going concern basis and the trustees believe there to be no material uncertainties about the Charity's ability to continue as a going concern.

Fund Accounting

Funds are classified as either Restricted Funds or Unrestricted Funds, defined as follows:

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

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Company without further specified purpose and are available as general funds.

The nature and purpose of each fund is explained in note 14.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities for the year ended 31 March 2024

1. Accounting Policies (cont'd)

Judgements and Estimates

In preparing these financial statements, the Trustees are required to make estimates and assumptions which affect reported income, expenditure, assets and liabilities. Use of available information and judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable.

Income

Voluntary income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when receivable and the Charity has entitlement. Corporate sponsorship income represents unrestricted income for the provision of access to the Charity's university students for recruitment and engagement and is accounted for when receivable. Income from schools in respect of tutoring services is charged on an annual per head basis when receivable. Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when reasonable. Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Expenses

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Liabilities are measured on recognition at historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

All expenditure is accounted for on an accruals basis.

Governance costs (which are included as a component of support costs in accordance with SORP) comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include those related to constitutional and statutory requirements, external scrutiny (audit or independent examination), strategic management, and other legal and professional fees.

Activity based reporting

To comply fully with the Statement of Recommended Practice would require income and expenditure to be reported by activity. The Trustees are of the opinion that the charitable company's activities are inter-linked therefore this would be impractical to calculate and would provide no additional benefit to the users of these financial statements. Therefore, no further analysis of income and expenditure is provided within these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities for the year ended 31 March 2024

1. Accounting Policies (cont'd)

Fixed Assets and Depreciation

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Plant and machinery	-	33.3% straight line
Fixtures, fittings and equipment	-	20% reducing balance

Debtors

Debtors are measured at their recoverable amounts, being the amount the charitable company anticipates it will receive in settlement of the debt (net of any discounts offered and provision against bad debt). Prepayments are valued at the amount prepaid at the reporting date.

Bank and Cash

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

Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of economic benefit - generally in the form of a cash payment - to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due. If there is an unconditional right to defer payment for more than 12 months from reporting date then they are presented as non-current liabilities.

Leasing and hire purchase

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

Pension

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2024

2 Grants and donations

	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Donations and gifts	308	-	308	525
Grants receivable for core activities	112,537	-	112,537	70,500
Restricted grants received:				
<i>Brian Murtagh Charitable Foundation</i>	-	3,000	3,000	-
<i>Buzzacott</i>	-	2,000	2,000	-
<i>Charles S French Charitable Trust</i>	-	-	-	2,000
<i>ExPat</i>	-	-	-	42,200
<i>FSJ Trust</i>	-	-	-	1,100
<i>Garfield Weston Foundation</i>	-	3,000	3,000	-
<i>Investec</i>	-	2,000	2,000	-
<i>Jack Petchey</i>	-	-	-	8,033
<i>Jane & Michael Davies Charitable Trust</i>	-	12,000	12,000	15,500
<i>Newby Trust</i>	-	-	-	10,000
<i>Newcomen Collett Foundation</i>	-	1,250	1,250	-
<i>Schroders</i>	-	3,000	3,000	-
<i>St Olave's Foundation</i>	-	1,000	1,000	-
<i>The 29th May 1961 Charitable Trust</i>	-	5,000	5,000	-
<i>The Drapers Charitable Company</i>	-	10,000	10,000	-
<i>Tom Ap Rhys Pryce Trust</i>	-	10,000	10,000	-
<i>Worshipful Company of Actuaries</i>	-	2,500	2,500	-
<i>Worshipful Company of Arbitrators</i>	-	1,750	1,750	-
<i>Worshipful Company of Haberdashers</i>	-	3,600	3,600	-
	112,845	60,100	172,945	149,858

Income from grants and donations was £172,858 (2023: £149,858) of which £112,845 was unrestricted (2023: £71,024) and £60,100 was restricted (2023: £78,833).

3 Charitable activities

	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Grant income:				
School tutoring services	85,632	-	85,632	95,898
University tutoring services	48,437	-	48,437	52,711
Partnership income	17,460	-	17,460	30,602
CJRS funding	-	-	-	-
	151,529	-	151,529	179,211

Income from charitable activities was £151,529 (2023: £179,211) of which £151,529 was unrestricted (2023: £179,211) and £nil was restricted (2023: £nil).

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2024

4 Net income

This is stated after charging: -	2024	2023
	£	£
Independent examination fee	2,366	2,400
Operating lease costs	152	152
Depreciation	3,282	3,519

5 Trustees' remuneration and related party transactions

The directors, as trustees, received no remuneration nor reimbursement of expenses in the current or prior year. Natasha Westover was employed in an executive role and her remuneration is included in Note 8.

6 Analysis of expenditure

Costs of raising funds

	Unrestricted funds £	Restricted funds £	2024 Total £	2023 Total £
Costs of raising funds				
Staff costs	18,975	-	18,975	10,020
Other fundraising costs	648	-	648	648
	19,623	-	19,623	10,668

Costs of raising funds was £19,623 (2023: £10,668) of which £19,623 was unrestricted (2023: £10,668) and £nil was restricted (2023: £nil).

Costs of charitable activities

	Unrestricted funds £	Restricted funds £	2024 Total £	2023 Total £
Charitable expenditure				
Staff costs	195,634	58,100	253,734	249,340
Depreciation	3,282	-	3,282	3,519
Travel and volunteers	3,187	2,000	5,187	9,846
Office costs	3,917	-	3,917	7,243
Premises	361	-	361	153
Accountancy fees	4,392	-	4,392	4,392
Resources and materials	20,722	-	20,722	20,608
Other direct costs	9,686	-	9,686	8,126
<u>Governance costs:</u>				
Independent examination and statutory accounts	2,366	-	2,366	2,400
	243,547	60,100	303,647	305,627

Costs of charitable activities was £303,647 (2023: £305,627) of which £243,547 was unrestricted (2023: £226,794) and £60,100 was restricted (2023: £78,833).

7 Taxation

The charitable company is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2024

8 Staff costs

	2024	2023
	£	£
Staff costs comprise:		
Salaries and wages	246,099	232,865
Social security costs	21,965	22,021
Pension cost	4,644	4,473
	<u>272,709</u>	<u>259,360</u>

The total remuneration paid to key management during the year, including salary and employer's pension and national insurance contributions, was £70,810 (2023: £66,801).

The average monthly number of employees on a headcount basis during the period was:

	2024	2023
	Number	Number
Programme delivery	8	7
Support staff	1	1
	<u>9</u>	<u>8</u>

No individual staff member received more than £60,000 in either the current and prior year.

9 Pensions

The company operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £4,644 (2023: 4,473).

10 Tangible fixed assets

	Fixtures and equipment
	£
Cost/valuation	
As at 1 April 2023	24,546
Additions	-
Disposals	-
As at 31 March 2024	<u>24,546</u>
Depreciation	
As at 1 April 2023	19,548
Charge for the year	3,282
As at 31 March 2024	<u>22,830</u>
Net book value	
As at 31 March 2024	<u>1,716</u>
As at 31 March 2023	<u>4,998</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2024

11 Debtors

	2024	2023
	£	£
Trade debtors	5,000	55,651
Accrued income	40,404	10,000
Prepayments	6,172	2,720
	<u>51,576</u>	<u>68,371</u>

12 Creditors falling due within one year

	2024	2023
	£	£
Bank loan	9,001	10,000
Trade creditors	3,145	2,594
Other taxes and social security	4,210	5,596
Other creditors	907	1,312
Accruals	2,363	4,936
	<u>19,626</u>	<u>24,438</u>

13 Creditors falling due after one year

	2024	2023
	£	£
Bank loan	12,500	22,500
	<u>12,500</u>	<u>22,500</u>

14 Movement in funds

	As at				As at
	1 April 2023	Income	Expenditure	Transfers	31 March
	£	£	£	£	2024
					£
Unrestricted funds					
General fund	155,394	264,374	(263,170)	-	156,598
	<u>155,394</u>	<u>264,374</u>	<u>(263,170)</u>	<u>-</u>	<u>156,598</u>
Restricted funds					
Hillingdon	-	5,000	(5,000)	-	-
Newham Tuition	-	16,000	(16,000)	-	-
Southwark Tuition	-	-	-	-	-
Hammersmith Tuition	-	2,000	(2,000)	-	-
Tutors	-	2,000	(2,000)	-	-
Southside Young Leaders' Academy	-	10,100	(10,100)	-	-
Future growth	-	15,000	(15,000)	-	-
Pupil enrichment	-	10,000	(10,000)	-	-
	<u>-</u>	<u>60,100</u>	<u>(60,100)</u>	<u>-</u>	<u>-</u>
Total Funds	<u>155,394</u>	<u>324,474</u>	<u>(323,270)</u>	<u>-</u>	<u>156,598</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2024

14 Movement in funds (cont.)

	As at				As at
	1 April 2022	Income	Expenditure	Transfers	31 March 2023
	£	£	£	£	£
Unrestricted funds					
General fund	142,620	250,336	(237,562)	-	155,394
	142,620	250,336	(237,562)	-	155,394
Restricted funds					
Internship	-	8,033	(8,033)	-	-
Essex programme	-	3,000	(3,000)	-	-
Programme staff	-	42,200	(42,200)	-	-
West London Tuition	-	25,500	(25,500)	-	-
	-	78,733	(78,733)	-	-
Total Funds	142,620	329,069	(316,295)	-	155,394

Fund purposes:

Unrestricted funds:

General fund	Represents the general giving and expenditure of the charity.
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Restricted funds:

<i>Internship</i>	Funds were received in the prior year to finance two interns who supported delivery of the programmes. They were fully spent in the prior year.
<i>Essex programme</i>	Funds were received to provide a tuition programme in Essex. They were fully spent in the prior year.
<i>Programme staff</i>	Funds were received to fund the costs of new programme staff. They were fully spent in the prior year.
<i>West London Tuition</i>	Funds were received to provide a tuition programme in West London along with our charity partner. These have been fully spent in the year.
<i>Southside Young Leaders' Academy</i>	Funds were received from various grant funders to support the work with Southside Young Leader's Academy. They have been fully spent in the prior year.
<i>Newham Tuition</i>	Funds were received to provide a tuition programme in Newham along with our charity partner. They have been fully spent in the year.
<i>Tutors</i>	Funds were received to contribute towards the costs associated with our team of volunteer tutors. These were fully spent in the year.
<i>Hammersmith</i>	Funds were received to provide a tuition programme in the Hammersmith district. They were fully spent in the year.
<i>Hillingdon</i>	Funds were received to provide a tuition programme in the Hillingdon Borough. They were fully spent in the year.
<i>Pupil enrichment</i>	Grant funding was received to facilitate the pupil enrichment programme. These monies were fully spent in the year.
<i>Future growth</i>	Grant funding was received to fund the future strategic development and growth of the charity. These monies were fully spent in the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2024

15 Analysis of Net assets between funds

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	1,716	154,882	156,598
As at 31 March 2024	1,716	154,882	156,598

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	4,998	150,396	155,394
As at 31 March 2023	3,600	136,795	140,395

TEAM UP FOR SOCIAL MOBILITY LIMITED

England & Wales - Charity number 1151739

Accounts

TEAM UP FOR SOCIAL MOBILITY LIMITED

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2023

Company Registration Number 08248054

Charity Number 1151739

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2023

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TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2023 TRUSTEES' REPORT

The Trustees are pleased to present their annual Trustees' report together with the financial statements of the charitable company for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 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).

The Charity's Objectives and Activities

The charity's objectives are to advance in life and help young people in secondary and primary education through the provision of support and activities including but not limited to tutoring sessions from teams of volunteer tutors which help them reach their academic potential, develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

During 2022/23, Team Up remained committed to serving their beneficiaries by continuing to deliver tuition programmes to disadvantaged pupils. As planned, Team Up successfully adapted their tuition programme back to face to face delivery in the classroom after the end of Covid restrictions. Our impact on the academic grades of our pupils remains high and our satisfaction metrics from the schools and partners we work with is excellent. We also have delivered more enrichment and practical sessions for both our pupils and our tutors and we will build on this growth into future years.

Achievements and Performance

The UK continues to languish at the bottom of international league tables for social mobility and tackling inequality. The pandemic has worsened this issue and the educational attainment gap has increased in recent years, despite government initiatives like the National Tutoring Programme (NTP) which is soon to run down. Put simply, there has never been a greater need for Team Up and their services.

Data shows that being from a low-income family puts children and young people at a significant disadvantage in educational attainment and damages their life chances. Team Up works to reduce the widening attainment gap in education by helping underachieving disadvantaged pupils double their expected progress and improve their future prospects. Team Up does this through our carefully designed programme delivered by inspirational volunteer tutors, with the support of qualified teachers. Pupils who receive Team Up tuition progress at a significantly faster pace when compared to their peers.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2023 TRUSTEES' REPORT

Achievements and Performance (cont.)

Team Up places particular focus on education in the form of equalising opportunities and improving access for children from lower income households. All available evidence shows that while successful academic achievement can open doors to a prosperous career and fulfilling life, poor achievement is a key indicator of long-term poverty, deprivation, a criminal record and low waged employment in adulthood, even negatively affecting health outcomes in later life.

Team Up work over an academic school year with approximately 15 partners (schools, other charities and universities) in each term to deliver 12 week small group tuition programmes in maths and English. Our coordinator team recruits volunteers to tutor our pupils. Our programme managers (PMs), all of whom are qualified teachers, lead and support the volunteers and are responsible for managing each programme. The PMs attend each session with the volunteers and liaise with the partner to ensure the programme runs smoothly.

Over the last twelve months, Team Up tutored disadvantaged pupils across London in maths and English, helping them achieve double their expected progress in just one term. To date, since Team Up's inception in 2012, over 10,000 disadvantaged pupils across London received Team Up tuition.

Team Up are dedicated to ensuring their offering genuinely makes a difference to their beneficiaries, and the evidence collected demonstrates the Team Up tuition programme is designed to do just that. Team Up beneficiaries are from low-income backgrounds, who have been identified as at risk of leaving school without meaningful qualifications and, who therefore, have little prospect of progressing onto further education or prosperous employment after formal schooling. Despite challenges faced across the charity and education sectors, Team UP have proven to be very resilient and our close links with our partner schools and other organisations have strengthened.

During 2022/23, Team Up delivered 45 programmes tutoring almost 800 pupils across Key Stage 2, 3 and 4 with school, university and charity partners, by recruiting and training well over 200 volunteer tutors. The characteristics of the pupils Team Up tutor are:

- Nearly 2/3 of pupils are in receipt of pupil premium, indicating that they are among the most disadvantaged and many more exhibit indicators of disadvantage such as English as a second language and high mobility.
- 52% of pupils were female and 48% were male.
- 70% of pupils were from BAME communities
- 40% of pupils have English as an Additional Language (EAL) an increase from prior years

Due to our proven model of using inspirational tutors from local schools and universities, Team Up pupils continue to make exceptional progress. Pupils on our Maths programme in the last year, on average, make 8 months of progress in just 12-15 weeks. Over recent years and including English, our pupils, on average, make 6 months of progress in 12-15 weeks (double the EEF benchmark). Together we have achieved such impactful results and with plans for growth our focus in the coming years, we look to the future with optimism.

We would like to thank Team Up pupils for remaining dedicated to their studies. We would also like to thank our volunteers, programme partners, School Coordinators and our staff for ensuring that Team Up continues to deliver vital tuition programmes to those pupils who need them most.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2023 TRUSTEES' REPORT

Financial Review

The results for the period are set out in the Statement of Financial Activities as detailed on page 7. Principal funding sources are donations and legacies and income from charitable activities: £149,858 (2022: £138,950) and £179,211 (2022: £264,923) respectively.

Total expenditure for the period amounted to £316,295 (2022: £401,648). Costs of charitable activities were £305,627 (2022: £390,981) and costs of fundraising were £10,668 (2022: £10,667). Overall, Team Up recorded a surplus on its activities of £12,774 (2022: £2,225), therefore increasing the closing reserves from £142,620 to £155,394. Team Up continued to meet the reserves policy throughout the year of three months expenditure to be held in unrestricted reserves.

We would like to thank our funders and partners for their continued support.

Reference and Administrative Information

Company Registration Number	08248054
Charity Number	1151739
Registered office	Ivy House Farm Berrick Salome Wallingford OX10 6JP
Trustees	Perella Bridgland Michael Connor Sharla Duncan Jonathan Goggs Stewart Niblock, Chair John Mullins Paidamoyo Mundora Natasha Westover
Independent Examiner	Charlotte Tucker FCA Prime Numbers Accountancy Services One Lochrin Square 92 Fountainbridge Edinburgh EH3 9QA
Bankers	National Westminster Hornchurch, Essex RM12 4B Starling Bank 5 th Floor London Fruit & Wool Exchange Duval Square London E1 6PW

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2023 TRUSTEES' REPORT

Trustees' Responsibilities in Relation to the Financial Statements

The charitable company Trustees, who are also Directors of Team Up For Social Mobility Limited for the purposes of Company Law, are responsible for preparing a Trustees annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the financial statements, the Trustees are required to:

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

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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under part VII of the Companies Act 2006.

Approved by the Trustees and signed on their behalf,

DocuSigned by:


Stewart Mblock, Chair

15 December 2023

TEAM UP FOR SOCIAL MOBILITY LIMITED

INDEPENDENT EXAMINERS' REPORT TO THE MEMBERS AND TRUSTEES FOR THE YEAR ENDED 31 March 2023

I report on the accounts of the charity for the year ended 31 March 2023, which are set out on pages 9 to 17.

Respective responsibilities of trustees and examiner

The trustees, who are also the directors of Team Up For Social Mobility Limited for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011, the 2011 Act, and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention;

- a) which gives me reasonable cause to believe that in any material respect the requirements;
 - i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (FRSSE) effective 1 January 2015; have not been met; or
- b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

30B087B612A642D...
Charlotte Tucker FCA
Independent Examiner

15 December 2023

Prime Numbers
Chartered Accountants
92 Fountainbridge
Edinburgh
EH3 9QA

Team Up for Social Mobility Limited

Statement of Financial Activities including Income and Expenditure Account for the year ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Income and endowments					
Grants and donations	2	71,125	78,733	149,858	138,950
Charitable activities	3	179,211	-	179,211	264,923
Total income and endowments		250,336	78,733	329,069	403,873
Expenditure					
Raising funds	6	10,668	-	10,668	10,667
Costs of charitable activities: Programme delivery	6	226,894	78,733	305,627	390,981
Total expenditure		237,562	78,733	316,295	401,648
Net income/(expenditure)		12,774	-	12,774	2,225
Transfers between funds		-	-	-	-
Net movement in funds		12,774	-	12,774	2,225
Total funds brought forward		142,620	-	142,620	140,395
Total funds carried forward		155,394	-	155,394	142,620

The charitable company has no recognised gains and losses other than the results for the year as set out above. All the results of the charitable company are classed as continuing.

The statement of financial activities also complies with the requirements for an income and expenditure account under Companies Act 2006.

The notes on pages 9 to 17 form an integral part of these financial statements.

Team Up for Social Mobility Limited

Balance Sheet as at 31 March 2023

	Note	Unrestricted Funds - General	Restricted Funds -	2023 Total funds £	2022 Total funds £
Fixed assets					
Tangible assets	10	4,998	-	4,998	6,596
Total fixed assets		4,998	-	4,998	6,596
Current assets					
Debtors	11	58,371	10,000	68,371	92,941
Cash at bank and in hand		128,963	-	128,963	137,193
Total current assets		187,334	10,000	197,334	230,134
Liabilities					
Creditors falling due within one year	12	14,438	10,000	24,438	61,610
Net current assets		172,896	-	172,896	168,524
Total assets less current liabilities		177,894	-	177,894	175,120
Creditors falling due after one year	13	(22,500)	-	(22,500)	(32,500)
Net assets		155,394	-	155,394	142,620
Funds of the charity					
Restricted income funds	14	-	-	-	-
Unrestricted funds - general	14	155,394	-	155,394	142,620
Total charity funds		155,394	-	155,394	142,620

For the year ended 31 December 2023 the company was entitled to exemption from the requirement to have an audit under section 477 of the Companies Act 2006. No members have required an audit of its accounts for the year in question in accordance with section 476. The directors acknowledge their responsibility for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for each financial year in accordance with the requirement of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Trustees on 15 December 2023 and are signed on their behalf by:

Perella Bridgland

Perella Bridgland

Treasurer

Company number: 08248054

The notes on pages 9 to 17 form an integral part of these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities *for the year ended 31 March 2023*

Accounting Policies

Basis of preparation

The accounts (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 for Smaller Entities published on 16 July 2014, the Financial Reporting Standard For Smaller Entities (effective January 2015) and the Charities Act 2011, Companies Act 2006 and applicable regulations. The accounts have been prepared on a going concern basis and the trustees believe there to be no material uncertainties about the Charity's ability to continue as a going concern.

Fund Accounting

Funds are classified as either Restricted Funds or Unrestricted Funds, defined as follows:

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

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Company without further specified purpose and are available as general funds.

The nature and purpose of each fund is explained in note 14.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities for the year ended 31 March 2023

Accounting Policies (cont'd)

Judgements and Estimates

In preparing these financial statements, the Trustees are required to make estimates and assumptions which affect reported income, expenditure, assets and liabilities. Use of available information and judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable.

Income

Voluntary income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when receivable and the Charity has entitlement. Corporate sponsorship income represents unrestricted income for the provision of access to the Charity's university students for recruitment and engagement and is accounted for when receivable. Income from schools in respect of tutoring services is charged on an annual per head basis when receivable. Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when reasonable. Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Expenses

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Liabilities are measured on recognition at historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

All expenditure is accounted for on an accruals basis.

Governance costs (which are included as a component of support costs in accordance with SORP) comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include those related to constitutional and statutory requirements, external scrutiny (audit or independent examination), strategic management, and other legal and professional fees.

Activity based reporting

To comply fully with the Statement of Recommended Practice would require income and expenditure to be reported by activity. The Trustees are of the opinion that the charitable company's activities are inter-linked therefore this would be impractical to calculate and would provide no additional benefit to the users of these financial statements. Therefore, no further analysis of income and expenditure is provided within these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities for the year ended 31 March 2023

Accounting Policies (cont'd)

Fixed Assets and Depreciation

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Plant and machinery	-	33.3% straight line
Fixtures, fittings and equipment	-	20% reducing balance

Debtors

Debtors are measured at their recoverable amounts, being the amount the charitable company anticipates it will receive in settlement of the debt (net of any discounts offered and provision against bad debt). Prepayments are valued at the amount prepaid at the reporting date.

Bank and Cash

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

Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of economic benefit - generally in the form of a cash payment - to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due. If there is an unconditional right to defer payment for more than 12 months from reporting date then they are presented as non-current liabilities.

Leasing and hire purchase

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

Pension

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2023

2 Grants and donations

	Unrestricted funds	Restricted funds	2023 Total	2022 Total
	£	£	£	£
Donations and gifts	525	-	525	835
Grants receivable for core activities	70,600	(100)	70,500	60,971
Restricted grants received:				
<i>Jack Petchey</i>	-	8,033	8,033	33,141
<i>Newby Trust</i>	-	10,000	10,000	10,000
<i>Jane & Michael Davies Charitable Trust</i>	-	15,500	15,500	12,000
<i>FSJ Trust</i>	-	1,100	1,100	-
<i>ExPat</i>	-	42,200	42,200	-
<i>Charles S French Charitable Trust</i>	-	2,000	2,000	-
<i>St Olave's Foundation</i>	-	-	-	1,500
<i>Newcomen Collett Foundation</i>	-	-	-	1,000
<i>The Grocers Charity</i>	-	-	-	5,000
<i>Merchant Taylor Charitable Trust</i>	-	-	-	4,500
<i>Investec</i>	-	-	-	5,003
<i>Haberdashers</i>	-	-	-	2,000
<i>Invesco Cares</i>	-	-	-	3,000
	71,125	78,733	149,858	138,950

Income from grants and donations was £149,858 (2022: £138,950) of which £71,024 was unrestricted (2022: £61,806) and £78,833 was restricted (2022: £77,144).

3 Charitable activities

	Unrestricted funds	Restricted funds	2023 Total	2022 Total
	£	£	£	£
Grant income:				
School tutoring services	95,898	-	95,898	107,040
University tutoring services	52,711	-	52,711	107,337
Partnership income	30,602	-	30,602	47,200
CJRS funding	-	-	-	3,346
	179,211	-	179,211	264,923

Income from charitable activities was £179,211 (2022: £264,923) of which £179,211 was unrestricted (2022: £264,923) and £nil was restricted (2022: £nil).

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2023

4 Net income

This is stated after charging: -	2023	2022
	£	£
Independent examination fee	2,400	2,400
Operating lease costs	152	1,851
Depreciation	3,519	2,229

5 Trustees' remuneration and related party transactions

The directors, as trustees, received no remuneration nor reimbursement of expenses in the current or prior year. Natasha Westover is employed in an executive role and her remuneration is included in Note 8.

6 Analysis of expenditure

Costs of raising funds

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
Costs of raising funds				
Staff costs	10,020	-	10,020	9,900
Other fundraising costs	648	-	648	767
	10,668	-	10,668	10,667

Costs of raising funds was £10,668 (2022: £10,667) of which £10,668 was unrestricted (2022: £10,667) and £nil was restricted (2022: £nil).

Costs of charitable activities

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
Charitable expenditure				
Staff costs	170,607	78,733	249,340	307,165
Depreciation	3,519	-	3,519	2,229
Travel and volunteers	9,846	-	9,846	11,976
Office costs	7,243	-	7,243	5,690
Premises	153	-	153	580
Accountancy fees	4,392	-	4,392	4,848
Resources and materials	20,608	-	20,608	41,585
Other direct costs	8,126	-	8,126	14,508
<u>Governance costs:</u>				
Independent examination and statutory accounts	2,400	-	2,400	2,400
	226,894	78,733	305,627	390,981

Costs of charitable activities was £305,627 (2022: £390,981) of which £226,794 was unrestricted (2022: £313,837) and £78,833 was restricted (2022: £77,144).

7 Taxation

The charitable company is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2023

8 Staff costs

	2023 £	2022 £
Staff costs comprise:		
Salaries and wages	232,865	288,206
Social security costs	22,021	23,104
Pension cost	4,473	5,755
	<u>259,360</u>	<u>317,065</u>

The total remuneration paid to key management during the year, including salary and employer's pension and national insurance contributions, was £66,801 (2022: £50,955).

The average monthly number of employees on a headcount basis during the period was:

	2023 Number	2022 Number
Programme delivery	8	7
Support staff	-	1
	<u>8</u>	<u>8</u>

No individual staff member received more than £60,000 in either the current and prior year.

9 Pensions

The company operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £4,473 (2022: £5,755).

10 Tangible fixed assets

	Fixtures and equipment £
Cost/valuation	
As at 1 April 2022	22,625
Additions	1,921
Disposals	-
As at 31 March 2023	<u>24,546</u>
Depreciation	
As at 1 April 2022	16,029
Charge for the year	3,519
As at 31 March 2023	<u>19,548</u>
Net book value	
As at 31 March 2023	<u>4,998</u>
As at 31 March 2022	<u>6,596</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2023

11 Debtors

	2023	2022
	£	£
Trade debtors	55,651	56,751
Accrued income	10,000	35,431
Prepayments	2,720	759
	<u>68,371</u>	<u>92,941</u>

12 Creditors falling due within one year

	2023	2022
	£	£
Bank loan	10,000	10,000
Trade creditors	2,594	11,890
Other taxes and social security	5,596	6,442
Other creditors	1,312	1,406
Accruals	4,936	5,772
Deferred income	-	26,100
	<u>24,438</u>	<u>61,610</u>

13 Creditors falling due after one year

	2023	2022
	£	£
Bank loan	22,500	32,500
	<u>22,500</u>	<u>32,500</u>

14 Movement in funds

	As at				As at
	1 April 2021	Income	Expenditure	Transfers	31 March
	£	£	£	£	2022
					£
Unrestricted funds					
General fund	142,620	250,336	(237,562)	-	155,394
	<u>142,620</u>	<u>250,336</u>	<u>(237,562)</u>	<u>-</u>	<u>155,394</u>
Restricted funds					
Internship	-	8,033	(8,033)	-	-
Essex programme	-	3,000	(3,000)	-	-
Programme staff	-	42,200	(42,200)	-	-
West London Tuition	-	25,500	(25,500)	-	-
	<u>-</u>	<u>78,733</u>	<u>(78,733)</u>	<u>-</u>	<u>-</u>
Total Funds	<u>142,620</u>	<u>329,069</u>	<u>(316,295)</u>	<u>-</u>	<u>155,394</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2023

14 Movement in funds (cont.)

	As at				As at
	1 April 2021	Income	Expenditure	Transfers	31 March 2022
	£	£	£	£	£
Unrestricted funds					
General fund	140,395	326,729	(324,504)	-	142,620
	140,395	326,729	(324,504)	-	142,620
Restricted funds					
Internship	-	33,141	(33,141)	-	-
Newham Tuition	-	5,000	(5,000)	-	-
Southwark Tuition	-	9,000	(9,000)	-	-
Investec	-	5,003	(5,003)	-	-
West London Tuition	-	25,000	(25,000)	-	-
	-	77,144	(77,144)	-	-
Total Funds	140,395	403,873	(401,648)	-	142,620
Fund purposes:					

Unrestricted funds:

General fund	Represents the general giving and expenditure of the charity.
--------------	---

Restricted funds:

Internship	Funds were received from Jack Petchey to finance two interns who supported delivery of the programmes. They have been fully spent in the prior year.
Newham Tuition	Funds were received from The Grocer's Charity to provide a tuition programme in Newham along with our charity partner. They have been fully spent in the prior year.
Southwark Tuition	Funds were received from St Olave's Foundation, Newcomen Collet, Merchant Taylor Charitable Trust and Haberdashers to provide a tuition programme in Southwark along with our charity partner. They have been fully spent in the prior year.
West London Tuition	Funds were received from Newby Trust, Invesco Cares and Jane & Michael Davies Charitable Trust to provide a tuition programme in West London along with our charity partner. They were fully spent in the prior year.
Essex programme	Funds were received from FSJ Trust and Charles S French Charitable Trust to provide a tuition programme in Essex. They have been fully spent in the year.
Programme staff	Funds were received from ExPat to fund the costs of new programme staff. They have been fully spent in the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2023

15 Analysis of Net assets between funds

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	4,998	150,396	155,394
As at 31 March 2023	4,998	150,396	155,394

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	6,596	136,024	142,620
As at 31 March 2022	3,600	136,795	140,395

TEAM UP FOR SOCIAL MOBILITY LIMITED

England & Wales - Charity number 1151739

Accounts

TEAM UP FOR SOCIAL MOBILITY LIMITED

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2022

Company Registration Number 08248054

Charity Number 1151739

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2022

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TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2022 TRUSTEES' REPORT

The Trustees are pleased to present their annual Trustees' report together with the financial statements of the charitable company for the year ended 31 March 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 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).

The Charity's Objectives and Activities

The charity's objectives are to advance in life and help young people in secondary and primary education through the provision of support and activities including but not limited to tutoring sessions from teams of volunteer tutors which help them reach their academic potential, develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

During 2021/21, Team Up remain committed to serving their beneficiaries by continuing to deliver tuition programmes to disadvantaged pupils throughout the pandemic displaying resilience during uncertain times. As planned, Team Up adapted their tuition programme to be delivered online during the lockdown periods and to cater for those school partners who were unable to host the programme in person due to social distancing restrictions. Team Up sourced a secure virtual classroom and adopted an enhanced online safeguarding policy to ensure the pupils they tutor received support and feedback to help them continue their progress.

Team Up are now able to offer a fully flexible solution to tutoring which can be delivered by their inspirational volunteer tutors online (both pupil and tutor at home), remotely (tutor not present at the school but accessing the programme online), in-person, all with robust safeguarding, which can be delivered no matter what future social distancing measures occur.

Achievements and Performance

The UK continues to languish at the bottom of international league tables for social mobility and tackling inequality. The pandemic has worsened this issue and the educational attainment gap has increased in recent years. Put simply, there has never been a greater need for Team Up and their services.

Data shows that being from a low-income family puts children and young people at a significant disadvantage in educational attainment and damages their life chances. Team Up works to reduce the widening attainment gap in education by helping underachieving disadvantaged pupils double their expected progress and improve their future prospects. Team Up does this through inspirational volunteer tutors, with the support of qualified teachers. Pupils who receive Team Up tuition progress at a significantly faster pace when compared to their peers.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2022 TRUSTEES' REPORT

Achievements and Performance (cont.)

Team Up places particular focus on education in the form of equalising opportunities and improving access for children from lower income households. All available evidence shows that while successful academic achievement can open doors to a prosperous career and fulfilling life, poor achievement is a key indicator of long-term poverty, deprivation, a criminal record and low waged employment in adulthood, even negatively affecting health outcomes in later life.

Team Up work over an academic school year with approximately 15 partners (schools, other charities and universities) in each term to deliver a 12 week small group tuition programme in maths and English. Their coordinator team recruits volunteers to tutor our pupils. Their programme managers (PMs), all of whom are qualified teachers, train the volunteers and are responsible for managing each programme. The PMs attend each session with the volunteers and liaise with the partner to ensure the programme runs smoothly.

Over the last twelve months, Team Up tutored over 1,000 disadvantaged pupils in maths and English helping them achieve twice the amount of progress in just one term. To date, since Team Up's inception in 2012, over 10,000 disadvantaged pupils across London received Team Up tuition.

Team Up are dedicated to ensuring their offering genuinely makes a difference to their beneficiaries, and the evidence collected demonstrates the Team Up tuition programme is designed to do just that. Team Up beneficiaries are from low-income backgrounds, who have been identified as at risk of leaving school without meaningful qualifications and, who therefore, have little prospect of progressing onto further education or prosperous employment after formal schooling.

During 2021/22, Team Up delivered 56 programmes tutoring over 1,000 pupils across Key Stage 2, 3 and 4 with school, university and charity partners, by recruiting and training 250 volunteer tutors.

The characteristics of the pupils Team Up tutor are:

- Nearly 2/3 of pupils are in receipt of pupil premium, indicating that they are among the most disadvantaged and many more exhibit indicators of disadvantage such as English as a second language and high mobility.
- 52% of pupils were female and 48% were male.
- 70% of pupils were from BAME communities
- 40% of pupils have English as an Additional Language (EAL) an increase from prior years

Despite the challenges of operating during a pandemic, Team Up pupils continue to make double the expected progress with an average of +0.6 grades of progress over one term (the expected rate is +0.3 grades of progress per term from mainstream teaching alone).

We would like to thank Team Up pupils for remaining dedicated to their studies along with programme partners for ensuring Team Up could continue to deliver tuition programmes in a safe environment to achieve these impactful results.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2022 TRUSTEES' REPORT

Financial Review

The results for the period are set out in the Statement of Financial Activities as detailed on page 7. Principal funding sources are donations and legacies and income from charitable activities: £138,950 (2021: £157,053) and £264,923 (2021: £213,861) respectively.

Total expenditure for the period amounted to £401,648 (2021: £356,813). Costs of charitable activities were £390,981 (2021: £316,370) and costs of fundraising were £10,667 (2021: £40,443). Overall, Team Up recorded a surplus on its activities of £2,225 (2021: £14,101), therefore increasing the closing reserves from £140,395 to £142,620. Team Up continued to meet the reserves policy throughout the year of three months expenditure to be held in unrestricted reserves.

We would like to thank our funders and partners for their continued support.

Reference and Administrative Information

Company Registration Number	08248054
Charity Number	1151739
Registered office	423 Pill Box 115 Coventry Road London E2 6GG
Trustees	Perella Bridgland Michael Connor Sharla Duncan Jonathan Goggs Stewart Niblock, Chair John Mullins Paidamoyo Mundora (appointed 29 June 2021) Natasha Westover (appointed 3 February 2022)
Independent Examiner	Charlotte Tucker FCA Prime Numbers Accountancy Services 92 Fountainbridge Edinburgh EH3 9QA
Bankers	National Westminster Hornchurch, Essex RM12 4B

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 March 2022 TRUSTEES' REPORT

Trustees' Responsibilities in Relation to the Financial Statements

The charitable company Trustees, who are also Directors of Team Up For Social Mobility Limited for the purposes of Company Law, are responsible for preparing a Trustees annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the financial statements, the Trustees are required to:

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

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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under part VII of the Companies Act 2006.

Approved by the Trustees and signed on their behalf,

DocuSigned by:

Stewart Mblock

C8CE33E0CBA845B1
Stewart Mblock, Chair

23 December 2022

TEAM UP FOR SOCIAL MOBILITY LIMITED

INDEPENDENT EXAMINERS' REPORT TO THE MEMBERS AND TRUSTEES FOR THE YEAR ENDED 31 March 2022

I report on the accounts of the charity for the year ended 31 March 2022, which are set out on pages 9 to 17.

Respective responsibilities of trustees and examiner

The trustees, who are also the directors of Team Up For Social Mobility Limited for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011, the 2011 Act, and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention;

- a) which gives me reasonable cause to believe that in any material respect the requirements;
 - i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (FRSSE) effective 1 January 2015; have not been met; or
- b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

30B087B612A642D...
Charlotte Tucker FCA
Independent Examiner

23 December 2022

Prime Numbers
Chartered Accountants
92 Fountainbridge
Edinburgh
EH3 9QA

Team Up for Social Mobility Limited

Statement of Financial Activities including Income and Expenditure Account for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income and endowments					
Grants and donations	2	61,806	77,144	138,950	157,053
Charitable activities	3	264,923	-	264,923	213,861
Total income and endowments		326,729	77,144	403,873	370,914
Expenditure					
Raising funds	6	10,667	-	10,667	40,443
Programme delivery	6	313,837	77,144	390,981	316,370
Total expenditure		324,504	77,144	401,648	356,813
Net income/(expenditure)		2,225	-	2,225	14,101
Transfers between funds		-	-	-	-
Net movement in funds		2,225	-	2,225	14,101
Total funds brought forward		140,395	-	140,395	126,294
Total funds carried forward		142,620	-	142,620	140,395

The charitable company has no recognised gains and losses other than the results for the year as set out above. All the results of the charitable company are classed as continuing.

The statement of financial activities also complies with the requirements for an income and expenditure account under Companies Act 2006.

The notes on pages 9 to 17 form an integral part of these financial statements.

Team Up for Social Mobility Limited

Balance Sheet as at 31 March 2022

	Note	Unrestricted Funds - General	Restricted Funds -	2022 Total funds £	2021 Total funds £
Fixed assets					
Tangible assets	10	6,596	-	6,596	3,600
Total fixed assets		6,596	-	6,596	3,600
Current assets					
Debtors	11	84,941	8,000	92,941	34,649
Cash at bank and in hand		133,593	3,600	137,193	211,860
Total current assets		218,534	11,600	230,134	246,509
Liabilities					
Creditors falling due within one year	12	50,010	11,600	61,610	67,214
Net current assets		168,524	-	168,524	179,295
Total assets less current liabilities		175,120	-	175,120	182,895
Creditors falling due after one year	13	(32,500)	-	(32,500)	(42,500)
Net assets		142,620	-	142,620	140,395
Funds of the charity					
Restricted income funds	14	-	-	-	-
Unrestricted funds - general	14	142,620	-	142,620	140,395
Total charity funds		142,620	-	142,620	140,395

For the year ended 31 December 2022 the company was entitled to exemption from the requirement to have an audit under section 477 of the Companies Act 2006. No members have required an audit of its accounts for the year in question in accordance with section 476. The directors acknowledge their responsibility for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for each financial year in accordance with the requirement of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Trustees on 23 December 2022 and are signed on their behalf by:

DocuSigned by:

Penella Bridgland

Penella Bridgland

Treasurer

Company number: 08248054

The notes on pages 9 to 17 form an integral part of these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities *for the year ended 31 March 2022*

Accounting Policies

Basis of preparation

The accounts (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 for Smaller Entities published on 16 July 2014, the Financial Reporting Standard For Smaller Entities (effective January 2015) and the Charities Act 2011, Companies Act 2006 and applicable regulations. The accounts have been prepared on a going concern basis and the trustees believe there to be no material uncertainties about the Charity's ability to continue as a going concern.

Fund Accounting

Funds are classified as either Restricted Funds or Unrestricted Funds, defined as follows:

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

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Company without further specified purpose and are available as general funds.

The nature and purpose of each fund is explained in note 14.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities for the year ended 31 March 2022

Accounting Policies (cont'd)

Judgements and Estimates

In preparing these financial statements, the Trustees are required to make estimates and assumptions which affect reported income, expenditure, assets and liabilities. Use of available information and judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable.

Income

Voluntary income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when receivable and the Charity has entitlement. Corporate sponsorship income represents unrestricted income for the provision of access to the Charity's university students for recruitment and engagement and is accounted for when receivable. Income from schools in respect of tutoring services is charged on an annual per head basis when receivable. Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when reasonable. Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Expenses

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Liabilities are measured on recognition at historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

All expenditure is accounted for on an accruals basis.

Governance costs (which are included as a component of support costs in accordance with SORP) comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include those related to constitutional and statutory requirements, external scrutiny (audit or independent examination), strategic management, and other legal and professional fees.

Activity based reporting

To comply fully with the Statement of Recommended Practice would require income and expenditure to be reported by activity. The Trustees are of the opinion that the charitable company's activities are inter-linked therefore this would be impractical to calculate and would provide no additional benefit to the users of these financial statements. Therefore, no further analysis of income and expenditure is provided within these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities for the year ended 31 March 2022

Accounting Policies (cont'd)

Fixed Assets and Depreciation

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Plant and machinery	-	33.3% straight line
Fixtures, fittings and equipment	-	20% reducing balance

Debtors

Debtors are measured at their recoverable amounts, being the amount the charitable company anticipates it will receive in settlement of the debt (net of any discounts offered and provision against bad debt). Prepayments are valued at the amount prepaid at the reporting date.

Bank and Cash

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

Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of economic benefit - generally in the form of a cash payment - to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due. If there is an unconditional right to defer payment for more than 12 months from reporting date then they are presented as non-current liabilities.

Leasing and hire purchase

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

Pension

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2022

2 Grants and donations

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Donations and gifts	835	-	835	18
Grants receivable for core activities	60,971	-	60,971	42,000
<i>St Olave's Foundation</i>	-	1,500	1,500	-
<i>Newcomen Collett Foundation</i>	-	1,000	1,000	-
<i>Jack Petchey</i>	-	33,141	33,141	-
<i>The Grocers Charity</i>	-	5,000	5,000	-
<i>FSJ Trust</i>	-	-	-	-
<i>Newby Trust</i>	-	10,000	10,000	-
<i>Merchant Taylor Charitable Trust</i>	-	4,500	4,500	-
<i>Investec</i>	-	5,003	5,003	-
<i>Haberdashers</i>	-	2,000	2,000	-
<i>Invesco Cares</i>	-	3,000	3,000	-
<i>Jane & Michael Davies Charitable Tuust</i>	-	12,000	12,000	-
<i>Aviva Community Fund</i>	-	-	-	589
<i>Awards for All</i>	-	-	-	6,832
<i>Garfield Weston</i>	-	-	-	30,000
<i>LCF Joseph Levy Foundation</i>	-	-	-	6,800
<i>Kasuma Trust</i>	-	-	-	13,469
<i>NM Rothschild & Sons</i>	-	-	-	15,000
<i>RSA</i>	-	-	-	2,000
<i>The Emmanuel Kaye Foundation</i>	-	-	-	15,000
<i>Bulldog Trust</i>	-	-	-	5,000
<i>Awards for All</i>	-	-	-	-
<i>The Worshipful Company of Builders Mercha</i>	-	-	-	500
<i>SSE UnLtd</i>	-	-	-	19,845
	61,806	77,144	138,950	157,053

Income from grants and donations was £138,950 (2021: £157,053) of which £61,806 was unrestricted (2021: £32,018) and £77,144 was restricted (2021: £125,035).

3 Charitable activities

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Grant income:				
School tutoring services	107,040	-	107,040	116,067
University tutoring services	107,337	-	107,337	56,290
Partnership income	47,200	-	47,200	-
CJRS funding	3,346	-	3,346	41,504
	264,923	-	264,923	213,861

Income from charitable activities was £264,923 (2021: £213,861) of which £264,923 was unrestricted (2021: £213,861) and £nil was restricted (2021: £nil).

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2022

4 Net income

This is stated after charging: -	2022	2021
	£	£
Independent examination fee	2,400	2,280
Operating lease costs	1,851	1,851
Depreciation	2,229	3,453

5 Trustees' remuneration and related party transactions

The directors, as trustees, received no remuneration nor reimbursement of expenses in the current or prior year. Natasha Westover is employed in an executive role and her remuneration is included in Note 8.

6 Analysis of expenditure

Costs of raising funds

	Unrestricted funds £	Restricted funds £	2022 Total £	2021 Total £
Costs of raising funds				
Staff costs	9,900	-	9,900	39,600
Other fundraising costs	767	-	767	843
	10,667	-	10,667	40,443

Costs of raising funds was £10,667 (2020: £40,443) of which £10,667 was unrestricted (2021: £40,443) and £nil was restricted (2020: £nil).

Costs of charitable activities

	Unrestricted funds £	Restricted funds £	2022 Total £	2021 Total £
Charitable expenditure				
Staff costs	230,021	77,144	307,165	262,531
Depreciation	2,229	-	2,229	3,453
Travel and volunteers	11,976	-	11,976	1,267
Office costs	5,690	-	5,690	5,822
Premises	580	-	580	5,122
Accountancy fees	4,848	-	4,848	5,000
Resources and materials	41,585	-	41,585	18,745
Other direct costs	14,508	-	14,508	12,150
<u>Governance costs:</u>				
Independent examination and statutory accounts	2,400	-	2,400	2,280
	313,837	77,144	390,981	316,370

Costs of charitable activities was £390,981 (2020: £316,370) of which £313,837 was unrestricted (2021: £191,335) and £77,144 was restricted (2021: £125,035).

7 Taxation

The charitable company is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2022

8 Staff costs

	2022 £	2021 £
Staff costs comprise:		
Salaries and wages	288,206	280,126
Social security costs	23,104	17,669
Pension cost	5,755	4,336
	<u>317,065</u>	<u>302,131</u>

The total remuneration paid to key management during the year, including salary and employer's pension and national insurance contributions, was £50,955 (2021: £81,290).

The average monthly number of employees on a headcount basis during the period was:

	2022 Number	2021 Number
Programme delivery	7	6
Support staff	1	2
	<u>8</u>	<u>8</u>

No individual staff member received more than £60,000 in either the current and prior year.

9 Pensions

The company operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £5,755 (2021: £4,336).

10 Tangible fixed assets

	Fixtures and equipment £
Cost/valuation	
As at 1 April 2021	17,400
Additions	5,225
Disposals	-
As at 31 March 2022	<u>22,625</u>
Depreciation	
As at 1 April 2021	13,800
Charge for the year	2,229
As at 31 March 2022	<u>16,029</u>
Net book value	
As at 31 March 2022	<u>6,596</u>
As at 31 March 2021	<u>3,600</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2022

11 Debtors

	2022	2021
	£	£
Trade debtors	56,751	31,886
Accrued income	35,431	-
Prepayments	759	2,763
	<u>92,941</u>	<u>34,649</u>

12 Creditors falling due within one year

	2022	2021
	£	£
Bank loan	10,000	7,500
Trade creditors	11,890	-
Other taxes and social security	6,442	9,163
Other creditors	1,406	753
Accruals	5,772	15,769
Deferred income	26,100	34,029
	<u>61,610</u>	<u>67,214</u>

13 Creditors falling due after one year

	2022	2021
	£	£
Bank loan	32,500	42,500
	<u>32,500</u>	<u>42,500</u>

14 Movement in funds

	As at				As at
	1 April 2021	Income	Expenditure	Transfers	31 March
	£	£	£	£	2022
					£
Unrestricted funds					
General fund	140,395	326,729	(324,504)	-	142,620
	<u>140,395</u>	<u>326,729</u>	<u>(324,504)</u>	<u>-</u>	<u>142,620</u>
Restricted funds					
Internship	-	33,141	(33,141)	-	-
Newham Tuition	-	5,000	(5,000)	-	-
Southwark Tuition	-	9,000	(9,000)	-	-
Investec	-	5,003	(5,003)	-	-
West London Tuition	-	25,000	(25,000)	-	-
	<u>-</u>	<u>77,144</u>	<u>(77,144)</u>	<u>-</u>	<u>-</u>
Total Funds	<u>140,395</u>	<u>403,873</u>	<u>(401,648)</u>	<u>-</u>	<u>142,620</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2022

14 Movement in funds (cont.)

	As at				As at
	1 April 2020	Income	Expenditure	Transfers	31 March 2021
	£	£	£	£	£
Unrestricted funds					
General fund	126,294	245,879	(231,778)	-	140,395
	126,294	-	-	-	-
Restricted funds					
A&B Sainsburys	-	10,000	(10,000)	-	-
Aviva Community Fund	-	589	(589)	-	-
Awards for All	-	6,832	(6,832)	-	-
Garfield Weston	-	30,000	(30,000)	-	-
LCF Joseph Levy Foundation	-	6,800	(6,800)	-	-
Kasuma Trust	-	13,469	(13,469)	-	-
NM Rothschild & Sons	-	15,000	(15,000)	-	-
RSA	-	2,000	(2,000)	-	-
The Emmanuel Kaye Foundation	-	15,000	(15,000)	-	-
Bulldog Trust	-	5,000	(5,000)	-	-
The Worshipful Company of Builders Merchant	-	500	(500)	-	-
SSE UnLtd	-	19,845	(19,845)	-	-
	-	125,035	(125,035)	-	-
Total Funds	126,294	125,035	(125,035)	-	-

Fund purposes:

Unrestricted funds:

General fund	Represents the general giving and expenditure of the charity.
--------------	---

Restricted funds:

Internship	Funds were received from Jack Petchey to finance two interns who supported delivery of the programmes. They have been fully spent in the year.
Newham Tuition	Funds were received from The Grocer's Charity to provide a tuition programme in Newham along with our charity partner. They have been fully spent in the year.
Southwark Tuition	Funds were received from St Olave's Foundation, Newcomen Collet, Merchant Taylor Charitable Trust and Haberdashers to provide a tuition programme in Southwark along with our charity partner. They have been fully spent in the year.
Investec	Funds were received from Investec to help finance our Rising Leaders programme. They have been fully spent in the year.
West London Tuition	Funds were received from Newby Trust, Invesco Cares and Jane & Michael Davies Charitable Trust to provide a tuition programme in West London along with our charity partner. They have been fully spent in the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements for the year ended 31 March 2022

Fund purposes (cont.):

A&B Sainsburys	Funds were received from A&B Sainsbury to provide a tuition programme in Southwark. They have been fully spent in the prior year.
Aviva Community Fund	These funds were received to deliver an enrichment programme for disadvantaged pupils. They have been fully spent in the prior year.
Garfield Weston	Funds were received to assist with funding a new project manager with responsibility for activities in Kent, Essex and Luton. They have been fully spent in the prior year.
LCF Joseph Levy Foundation	These funds were received to help fund new technology for online delivery. They have been fully spent in the prior year.
Kasuma Trust	Funds were received to enable recruitment of volunteer tutors for the online programme. They have been fully spent in the prior year.
NM Rothschild & Sons	These funds were received to be enable the delivery of a London-wide tuition programme. They have been fully spent in the prior year.
RSA	These funds were received to be assist with the migration of the tuition programme to an online platform. They have been fully spent in the prior year.
The Emmanuel Kaye Foundation	Funds were received to enable recruitment of volunteer tutors for the tuition programme. They have been fully spent in the prior year.
Bulldog Trust	These funds were received to be assist with the migration of the tuition programme to an online platform. They have been fully spent in the prior year.
The Worshipful Company of Builders Merchant	These funds were received to be enable the delivery of the tuition programme. They have been fully spent in the prior year.
SSE UnLtd	These funds were received to be enable the recruitment of volunteer tutors for Kensington and Chelsea, SYLA and West London. They have been fully spent in the prior year.

15 Analysis of Net assets between funds

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	6,596	136,024	142,620
As at 31 March 2022	6,596	136,024	142,620

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	3,600	136,795	140,395
As at 31 March 2021	3,600	136,795	140,395

TEAM UP FOR SOCIAL MOBILITY LIMITED

England & Wales - Charity number 1151739

Accounts

TEAM UP FOR SOCIAL MOBILITY LIMITED

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2021

Company Registration Number 08248054

Charity Number 1151739

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 TRUSTEES' REPORT

The Trustees are pleased to present their annual Trustees' report together with the financial statements of the charitable company for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 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).

The Charity's Objectives and Activities

The charity's objectives are to advance in life and help young people in secondary and primary education through the provision of support and activities including but not limited to tutoring sessions from teams of volunteer tutors which help them reach their academic potential, develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

During 2020/21, Team Up remain committed to serving their beneficiaries by continuing to deliver tuition programmes to disadvantaged pupils throughout the pandemic displaying resilience during uncertain times. As planned, Team Up adapted their tuition programme to be delivered online during the lockdown periods and to cater for those school partners who were unable to host the programme in person due to social distancing restrictions. Team Up sourced a secure virtual classroom and adopted an enhanced online safeguarding policy to ensure the pupils they tutor received support and feedback to help them continue their progress.

Team Up are now able to offer a fully flexible solution to tutoring which can be delivered by their inspirational volunteer tutors online (both pupil and tutor at home), remotely (tutor not present at the school but accessing the programme online), in-person, all with robust safeguarding, which can be delivered no matter what future social distancing measures occur.

Achievements and Performance

We know that being from a low-income family puts children and young people at a significant disadvantage in educational attainment and damages their life chances. All available evidence shows that while successful academic achievement can open doors to a prosperous career and fulfilling life, poor achievement is a key indicator of long-term poverty, deprivation, a criminal record and low waged employment in adulthood, even negatively affecting health outcomes in later life. Team Up works to reduce the widening attainment gap in education by helping underachieving disadvantaged pupils double their expected progress and improve their future prospects. We do this through inspirational volunteer tutors, with the support of qualified teachers. Pupils who receive our tuition progress at a significantly faster pace when compared to their peers. In March of this year, we completed our ninth year of operating and have grown from supporting 200 pupils in 2011 to tutoring over 1,000 pupils each year, we have currently tutored over 9,000 pupils to date.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 TRUSTEES' REPORT

Achievements and Performance (cont.)

We are dedicated to ensuring our offering genuinely make a difference to those we work with, and the evidence we have collected demonstrates we have designed a programme that does just that. Our beneficiaries are from low-income backgrounds, who have been identified as at risk of leaving school without meaningful qualifications and, who therefore, have little prospect of progressing onto further education or prosperous employment after formal schooling.

During this year, we worked with 18 secondary, 5 primary schools, 1 youth charity and 3 university partners in London and the South East. We delivered over 8,000 hours of tuition to almost 1,000 pupils with a team of nearly 400 volunteer tutors filling 600 tutor places.

The characteristics of the pupils we tutor are:

- Two thirds of our pupils were in receipt of pupil premium, indicating that they are among the most disadvantaged and many more exhibit indicators of disadvantage such as English as a second language and high mobility.
- Two thirds of our pupils were from BAME communities
- A third of our pupils have English as an Additional Language (EAL)

Our pupils remained committed to their studies with the average **pupil attendance** at **82%**, despite the challenges of unsettling times for them, and an average effort score of 5 out of 6.

Two thirds of our pupils **agreed or strongly agreed** that they felt more confident after participating on our course.

Despite the challenges of operating during a pandemic, our pupils continued to make double the expected progress with an average of **+0.6 grades of progress** over one term (the expected rate is +0.3 grades of progress per term from mainstream teaching alone).

We would like to thank our pupils for remaining dedicated to their studies along with our programme partners for ensuring we could continue to deliver our programme in a safe environment to achieve these impactful results.

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 TRUSTEES' REPORT

Financial Review

The results for the period are set out in the Statement of Financial Activities as detailed on page 7. Principal funding sources are donations and legacies and income from charitable activities: £157,053 (2020: £173,598) and £213,861 (2020: £244,200) respectively.

Total expenditure for the period amounted to £356,813 (2020: £403,644). Costs of charitable activities were £316,370 (2020: £366,470) and costs of fundraising were £40,443 (2020: £37,174). Overall, Team Up recorded a surplus on its activities of £14,101 (2020: £14,154), therefore increasing the closing reserves from £126,294 to £140,395. Team Up continued to meet the reserves policy throughout the year of three months expenditure to be held in unrestricted reserves.

Due to our strong relationships with funders and partners, we were able to cover costs to move our programme online, when necessary, to offer continuous service throughout the pandemic. We raised funds for IT and technology to enable us to work remotely, along with funding for our tutor recruitment team as working online required an increase in volunteer tutors. We would like to thank our funders and partners for their continued support.

Reference and Administrative Information

Company Registration Number	08248054
Charity Number	1151739
Registered office	423 Pill Box 115 Coventry Road London E2 6GG
Trustees	Perella Bridgland Michael Connor (appointed 29 May 2020) Sharla Duncan Jonathan Goggs Stewart Niblock, Chair John Mullins Paidamoyo Mundora (appointed 29 June 2021)
Independent Examiner	Charlotte Tucker FCA Prime Numbers Accountancy Services 92 Fountainbridge Edinburgh EH3 9QA
Bankers	National Westminster Hornchurch, Essex RM12 4B

TEAM UP FOR SOCIAL MOBILITY LIMITED

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021 TRUSTEES' REPORT

Trustees' Responsibilities in Relation to the Financial Statements

The charitable company Trustees, who are also Directors of Team Up For Social Mobility Limited for the purposes of Company Law, are responsible for preparing a Trustees annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the financial statements, the Trustees are required to:

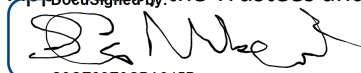
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures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

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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under part VII of the Companies Act 2006.

Approved by the Trustees and signed on their behalf,



C8CE33E9CBA345B...
Stewart Niblock, Chair

31 January 2022

TEAM UP FOR SOCIAL MOBILITY LIMITED

INDEPENDENT EXAMINERS' REPORT TO THE MEMBERS AND TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

I report on the accounts of the charity for the year ended 31 March 2021, which are set out on pages 9 to 17.

Respective responsibilities of trustees and examiner

The trustees, who are also the directors of Team Up For Social Mobility Limited for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011, the 2011 Act, and that an independent examination is needed. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention;

- a) which gives me reasonable cause to believe that in any material respect the requirements;
 - i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (FRSSE) effective 1 January 2015; have not been met; or
- b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

Charlotte Tucker

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Charlotte Tucker FCA
Independent Examiner

31 January 2022

Prime Numbers
Chartered Accountants
92 Fountainbridge
Edinburgh
EH3 9QA

Team Up for Social Mobility Limited

Statement of Financial Activities including Income and Expenditure Account for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Income and endowments					
Grants and donations	2	32,018	125,035	157,053	173,598
Charitable activities	3	213,861	-	213,861	244,200
Total income and endowments		245,879	125,035	370,914	417,798
Expenditure					
Raising funds	6	40,443	-	40,443	37,174
Programme delivery	6	191,335	125,035	316,370	366,470
Total expenditure		231,778	125,035	356,813	403,644
Net income/(expenditure)		14,101	-	14,101	14,154
Transfers between funds		-	-	-	-
Net movement in funds		14,101	-	14,101	14,154
Total funds brought forward		126,294	-	126,294	112,140
Total funds carried forward		140,395	-	140,395	126,294

The charitable company has no recognised gains and losses other than the results for the year as set out above. All the results of the charitable company are classed as continuing.

The statement of financial activities also complies with the requirements for an income and expenditure account under Companies Act 2006.

The notes on pages 9 to 17 form an integral part of these financial statements.

Team Up for Social Mobility Limited

Balance Sheet as at 31 March 2021

	Note	Unrestricted Funds - General	Restricted Funds -	2021 Total funds £	2020 Total funds £
Fixed assets					
Tangible assets	10	3,600	-	3,600	1,653
Total fixed assets		3,600	-	3,600	1,653
Current assets					
Debtors	11	34,649	-	34,649	16,130
Cash at bank and in hand		211,860	-	211,860	126,840
Total current assets		246,509	-	246,509	142,970
Liabilities					
Creditors falling due within one year	12	67,214	-	67,214	18,329
Net current assets		179,295	-	179,295	124,641
Total assets less current liabilities		182,895	-	182,895	126,294
Creditors falling due after one year	13	(42,500)	-	(42,500)	-
Net assets		140,395	-	140,395	126,294
Funds of the charity					
Restricted income funds	14	-	-	-	-
Unrestricted funds - general	14	140,395	-	140,395	126,294
Total charity funds		140,395	-	140,395	126,294

For the year ended 31 December 2021 the company was entitled to exemption from the requirement to have an audit under section 477 of the Companies Act 2006. No members have required an audit of its accounts for the year in question in accordance with section 476. The directors acknowledge their responsibility for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for each financial year in accordance with the requirement of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Trustees on 31 January 2022 and are signed on their behalf by:

Perella Bridgland

Perella Bridgland

Treasurer

Company number: 08248054

The notes on pages 9 to 17 form an integral part of these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities *for the year ended 31 March 2021*

Accounting Policies

Basis of preparation

The accounts (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 for Smaller Entities published on 16 July 2014, the Financial Reporting Standard For Smaller Entities (effective January 2015) and the Charities Act 2011, Companies Act 2006 and applicable regulations. The accounts have been prepared on a going concern basis and the trustees believe there to be no material uncertainties about the Charity's ability to continue as a going concern.

Fund Accounting

Funds are classified as either Restricted Funds or Unrestricted Funds, defined as follows:

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

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the Company without further specified purpose and are available as general funds.

The nature and purpose of each fund is explained in note 14.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities *for the year ended 31 March 2021*

Accounting Policies (cont'd)

Judgements and Estimates

In preparing these financial statements, the Trustees are required to make estimates and assumptions which affect reported income, expenditure, assets and liabilities. Use of available information and judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable.

Income

Voluntary income received by way of grants, donations and legacies is included in full in the Statement of Financial Activities when receivable and the Charity has entitlement. Corporate sponsorship income represents unrestricted income for the provision of access to the Charity's university students for recruitment and engagement and is accounted for when receivable. Income from schools in respect of tutoring services is charged on an annual per head basis when receivable. Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SoFA as incoming resources when reasonable. Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Expenses

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Liabilities are measured on recognition at historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

All expenditure is accounted for on an accruals basis.

Governance costs (which are included as a component of support costs in accordance with SORP) comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include those related to constitutional and statutory requirements, external scrutiny (audit or independent examination), strategic management, and other legal and professional fees.

Activity based reporting

To comply fully with the Statement of Recommended Practice would require income and expenditure to be reported by activity. The Trustees are of the opinion that the charitable company's activities are inter-linked therefore this would be impractical to calculate and would provide no additional benefit to the users of these financial statements. Therefore, no further analysis of income and expenditure is provided within these financial statements.

TEAM UP FOR SOCIAL MOBILITY LIMITED

Notes to the Financial Activities for the year ended 31 March 2021

Accounting Policies (cont'd)

Fixed Assets and Depreciation

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Plant and machinery	-	33.3% straight line
Fixtures, fittings and equipment	-	20% reducing balance

Debtors

Debtors are measured at their recoverable amounts, being the amount the charitable company anticipates it will receive in settlement of the debt (net of any discounts offered and provision against bad debt). Prepayments are valued at the amount prepaid at the reporting date.

Bank and Cash

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

Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of economic benefit - generally in the form of a cash payment - to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due. If there is an unconditional right to defer payment for more than 12 months from reporting date then they are presented as non-current liabilities.

Leasing and hire purchase

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

Pension

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements

2 Grants and donations

	Unrestricted funds	Restricted funds	2021 Total	2020 Total
	£	£	£	£
Donations and gifts	18	-	18	519
Grants receivable for core activities	32,000	125,035	157,035	173,079
	32,018	125,035	157,053	173,598

Income from grants and donations was £157,053 (2020: £173,598) of which £32,018 was unrestricted (2020: £63,519) and £125,035 was restricted (2020: £110,079).

3 Charitable activities

	Unrestricted funds	Restricted funds	2021 Total	2020 Total
	£	£	£	£
Grant income:				
School tutoring services	116,067	-	116,067	244,200
University tutoring services	56,290	-	56,290	-
CJRS funding	41,504	-	41,504	-
	213,861	-	213,861	244,200

Income from charitable activities was £213,861 (2020: £244,200) of which £213,861 was unrestricted (2020: £244,200) and £nil was restricted (2020: £nil).

4 Net income

This is stated after charging: -	2021	2020
	£	£
Independent examination fee	2,280	2,256
Operating lease costs	1,851	9,742
Depreciation	3,453	1,314

5 Trustees' remuneration and related party transactions

The directors, as trustees, received no remuneration nor reimbursement of expenses in the current or prior year. During the prior year one trustee, Nataslia Westover, undertook services for the charity. As agreed by the board of Trustees, she was employed part time while a new CEO was appointed. During this period Natasha stepped back from Trustee decisions. All services were conducted arms length and at a commercial rate. Natasha resigned from the Board at the end of the prior year.

Team Up for Social Mobility Limited

Notes to the Financial Statements

6 Analysis of expenditure

Costs of raising funds

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Costs of raising funds				
Staff costs	39,600	-	39,600	36,063
Other fundraising costs	843	-	843	1,111
	40,443	-	40,443	37,174

Costs of raising funds was £40,443 (2020: £37,174) of which £40,443 was unrestricted (2020: £37,174) and £nil was restricted (2020: £nil).

Costs of charitable activities

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Charitable expenditure				
Staff costs	144,885	117,646	262,531	260,503
Depreciation	3,453	-	3,453	1,693
Travel and volunteers	1,267	-	1,267	14,273
Office costs	5,822	-	5,822	5,173
Premises	5,122	-	5,122	23,937
Accountancy fees	5,000	-	5,000	3,758
Resources and materials	11,356	7,389	18,745	41,166
Other direct costs	12,150	-	12,150	13,711
<i>Governance costs:</i>				
Independent examination and statutory accounts	2,280	-	2,280	2,256
	191,335	125,035	316,370	366,470

Costs of charitable activities was £316,370 (2020: £366,470) of which £191,335 was unrestricted (2020: £256,391) and £125,035 was restricted (2020: £110,079).

7 Taxation

The charitable company is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

Team Up for Social Mobility Limited

Notes to the Financial Statements

8 Staff costs

	2021 £	2020 £
Staff costs comprise:		
Salaries and wages	280,126	271,622
Social security costs	17,669	19,717
Pension cost	4,336	5,227
	<u>302,131</u>	<u>296,566</u>

The total remuneration paid to key management during the year, including salary and employer's pension and national insurance contributions, was £81,290 (2020: £55,780).

The average monthly number of employees on a headcount basis during the period was:

	2021 Number	2020 Number
Programme delivery	6	5
Support staff	2	2
	<u>8</u>	<u>7</u>

No individual staff member received more than £60,000 in either the current and prior year.

9 Pensions

The company operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £4,336 (2020: £5,227).

10 Tangible fixed assets

	Fixtures and equipment £
Cost/valuation	
As at 1 April 2020	22,423
Additions	5,400
Disposals	(10,423)
As at 31 March 2021	<u>17,400</u>
Depreciation	
As at 1 April 2020	20,770
Charge for the year	3,453
Eliminated on Disposal	(10,423)
As at 31 March 2021	<u>13,800</u>
Net book value	
As at 31 March 2021	<u>3,600</u>
As at 31 March 2020	<u>1,653</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements

11 Debtors

	2021	2020
	£	£
Trade debtors	31,886	6,610
Prepayments	2,763	9,520
	<u>34,649</u>	<u>16,130</u>

12 Creditors falling due within one year

	2021	2020
	£	£
Bank loan	7,500	-
Trade creditors	-	2,134
Other taxes and social security	9,163	6,762
Other creditors	753	-
Accruals	15,769	2,601
Deferred income	34,029	6,832
	<u>67,214</u>	<u>18,329</u>

13 Creditors falling due after one year

	2021	2020
	£	£
Bank loan	42,500	-
	<u>42,500</u>	<u>-</u>

14 Movement in funds

	As at				As at
	1 April 2020	Income	Expenditure	Transfers	31 March 2021
	£	£	£	£	£
Unrestricted funds					
General fund	-			-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Restricted funds					
A&B Sainsburys	-	10,000	(10,000)	-	-
Aviva Community Fund	-	589	(589)	-	-
Awards for All	-	6,832	(6,832)	-	-
Garfield Weston	-	30,000	(30,000)	-	-
LCF Joseph Levy Foundation	-	6,800	(6,800)	-	-
Kasuma Trust	-	13,469	(13,469)	-	-
NM Rothschild & Sons	-	15,000	(15,000)	-	-
RSA	-	2,000	(2,000)	-	-
The Emmanuel Kaye Foundation	-	15,000	(15,000)	-	-
Bulldog Trust	-	5,000	(5,000)	-	-
The Worshipful Company of Builders Merchant	-	500	(500)	-	-
SSE UnLtd	-	19,845	(19,845)	-	-
	<u>-</u>	<u>125,035</u>	<u>(125,035)</u>	<u>-</u>	<u>-</u>
Total Funds	<u>-</u>	<u>125,035</u>	<u>(125,035)</u>	<u>-</u>	<u>-</u>

Team Up for Social Mobility Limited

Notes to the Financial Statements

14 Movement in funds (cont.)

	As at				As at
	1 April 2019	Income	Expenditure	Transfers	31 March 2020
	£	£	£	£	£
Unrestricted funds					
General fund	-	-	-	-	-
	-	-	-	-	-
Restricted funds					
Drapers Charitable Trust	-	10,000	(10,000)	-	-
Jack Petchey Foundation	-	8,572	(8,572)	-	-
Schroder Trust	-	3,000	(3,000)	-	-
The Peter Stebbings Memorial Charity	-	5,000	(5,000)	-	-
Leathersellers' Company Charitable Fund	-	1,300	(1,300)	-	-
The Grocers Charity	-	4,365	(4,365)	-	-
Hammersmith United Charities	-	9,368	(9,368)	-	-
John Lyons Charity	-	29,000	(29,000)	-	-
Vandervell Foundation	-	2,000	(2,000)	-	-
Invesco	-	2,000	(2,000)	-	-
Goldsmiths	-	15,474	(15,474)	-	-
A&B Sainsburys	-	10,000	(10,000)	-	-
Rhys Tryce Memorial Fund	-	5,000	(5,000)	-	-
The White Benevolent Fund	-	5,000	(5,000)	-	-
	-	110,079	(110,079)	-	-
Total Funds	-	110,079	(110,079)	-	-

Fund purposes:

Unrestricted funds:

General fund	Represents the general giving and expenditure of the charity.
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Restricted funds:

A&B Sainsburys	Funds were received from A&B Sainsbury to provide a tuition programme in Southwark. They have been fully spent in the year.
Aviva Community Fund	These funds were received to deliver an enrichment programme for disadvantaged pupils. They have been fully spent in the year.
Garfield Weston	Funds were received to assist with funding a new project manager with responsibility for activities in Kent, Essex and Luton. They have been fully spent in the year.
LCF Joseph Levy Foundation	These funds were received to help fund new technology for online delivery. They have been fully spent in the year.
Kasuma Trust	Funds were received to enable recruitment of volunteer tutors for the online programme. They have been fully spent in the year.
NM Rothschild & Sons	These funds were received to be enable the delivery of a London-wide tuition programme. They have been fully spent in the year.
RSA	These funds were received to be assist with the migration of the tuition programme to an online platform. They have been fully spent in the year.
The Emmanuel Kaye Foundation	Funds were received to enable recruitment of volunteer tutors for the tuition programme. They have been fully spent in the year.
Bulldog Trust	These funds were received to be assist with the migration of the tuition programme to an online platform. They have been fully spent in the year.
The Worshipful Company of Builders Merchant	These funds were received to be enable the delivery of the tuition programme. They have been fully spent in the year.
SSE UnLtd	These funds were received to be enable the recruitment of volunteer tutors for Kensington and Chelsea, SYLA and West London. They have been fully spent in the year.

Team Up for Social Mobility Limited

Notes to the Financial Statements

15 Analysis of Net assets between funds

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	3,600	136,795	140,395
As at 31 March 2021	3,600	136,795	140,395

	Fixed Assets £	Net current assets/ (liabilities) £	Total £
Restricted funds	-	-	-
Unrestricted funds			
<i>General</i>	1,653	124,641	126,294
As at 31 March 2020	1,653	124,641	126,294