FOOTBALL JOURNEYS

England & Wales · Charity number 1152450

Details

Other names	LONDON FOOTBALL JOURNEYS (LFJ)
Status	Registered
Legal form	Charitable company
Company number	08436638
Registered	2013-06-17
Register	View on the Charity Commission register

Contact

Address	20 Wenlock Road London N1 7GU
Phone	07901332905
Email	info@londonfootballjourneys.org
Website	www.footballjourneys.org

Activities

Objects: 1)THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY: PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS; AND CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY THROUGH USING SPORT ACTIVITIES AND PARTICIPATORY MEDIA; AND 2) TO ADVANCE IN LIFE AND HELP YOUNG PEOPLE FROM ALL BACKGROUNDS, PARTICULARLY THOSE WHO ARE AT RISK OF BEING INVOLVED IN GANG CULTURE, ANTI SOCIAL BEHAVIOUR AND DRUG ABUSE AND HAVE LITTLE OPPORTUNITY FOR POSITIVE SOCIAL ENGAGEMENT THROUGH: (A) THE PROVISION OF RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE; (B) PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS MATURE AND RESPONSIBLE INDIVIDUALS.

Activities: Football Journeys (FJ) is a UK charity that brings young people from diverse communities together to share new experiences, find common ground and break down prejudices. FJ uses football and participatory video as tools to facilitate leadership, skills development and integration.

Downloaded from opencharities.uk/ew/1152450

Classification

- **How:** Provides Services
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£193,671	£203,468	-	-
2024-07-31	£263,963	£269,099	-	-
2023-03-31	£150,184	£124,429	-	-
2022-03-31	£115,639	£110,241	-	-
2021-03-31	£113,656	£107,895	-	-
2020-03-31	£109,105	£107,027	-	-

Trustees

Name	Role	Appointed
Professor Ian Reeves	Chair	2024-11-08
Charlene Gravesande		2024-12-10
Christopher Paul Holmes		2021-10-13
Halema Hussain		2025-06-10
Mark McCormack		2024-12-10
Pablo Blackwood DL		2024-03-20
Rafael Alleyne		2023-08-30
Yasmin Amevor		2023-12-13

Downloaded from opencharities.uk/ew/1152450

FOOTBALL JOURNEYS

England & Wales - Charity number 1152450

Accounts

FOOTBALL JOURNEYS™

Report of the Trustees and Unaudited Financial Statements

for the year ended 31 July 2025

England and Wales

Charity number: 1152450 | Company number: 08436638

TABLE OF CONTENTS

Report of the Trustees

Objectives and Activities 04

Programmes 05

Achievements and Performance 07

Financial Review 10

Structure, Governance and Management 11

Independent Examiners Report to the Trustees 12

Financial Statements

Statement of Financial Activities 13

Balance Sheet 14

Notes to the Financial Statements 15

REPORT OF THE TRUSTEES

The trustees present their annual report and financial statements for the year ended 31 July 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Public benefit

With reference to the duty in section 17(5) of the Charities Act 2011, the trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning its current and future activities. The achievements and activities outlined in this report demonstrate the public benefit arising from the charity's activities.

OBJECTIVES AND ACTIVITIES

Football Journeys (FJ) is a charity dedicated to uniting young people from diverse backgrounds through shared experiences centred around filmmaking and football. We strive to foster understanding, break down prejudices, and discover commonalities.

London presents a stark contrast of realities. While some experience the city as a hub of opportunity and personal development, others find their world confined to a limited geographical area defined by social codes and restricted choices. Within London's landscape, areas of significant deprivation exist alongside pockets of considerable wealth. Our continuous research and engagement with young people reveal that those growing up in disadvantaged communities often feel restricted in their movements beyond their local area. They express anxieties about venturing into unfamiliar environments, and their perceptions of themselves and others from different backgrounds are negatively shaped by isolation and the prevalence of harmful stereotypes.

We deliver our provisions through two programmes, the schools and ambassadors programmes:

FJ Schools Programme

The 16-week program creates an inclusive space for young people to share stories, develop, practice, and improve practical and 'human' skills, increase social networks, and expand comfort zones. This, in turn, helps participants develop core emotional and social skills crucial for their personal and social growth. This holistic approach to young people's development introduces opportunities, responsibilities, and experiences that will benefit them later in life.

We partner with secondary schools to reach young people in targeted areas of need, and we collaborate with school pastoral staff to identify young people who would most benefit from taking part. Whether they are engaging in disruptive behaviour, struggling with low self-esteem, or facing challenges at home, our programme offers a chance for young people to change their narrative.

Upon successful completion, young people earn a nationally recognized Open College Network Level 1 qualification in 'Active Citizens & Leadership'.

FJ Ambassadors Programme

Young people who complete the Schools Programme are invited to join FJ Ambassadors, our ongoing legacy program open to all graduates aged 14-18.

This program fosters continued personal and professional growth through tailored skills sessions, community-building activities, and youth-led social action projects.

By connecting young people with industry professionals, we expand their horizons, create pathways to further education and careers, and cultivate lasting relationships with peers from across London.

Within this supportive environment, FJ Ambassadors develop their agency and autonomy, co-designing activities that align with their interests and aspirations.

Previous initiatives have included employability skills workshops, peer-to-peer mentoring, and impactful presentations to funding bodies.

ACHIEVEMENTS AND PERFORMANCE

After significant growth in the previous accounting period, 2024-25 was a year of consolidation for Football Journeys. Young people remain at the heart of our work, and we continue to explore new ways of funding it against a backdrop of an increasingly competitive Trusts and Foundations landscape across the charity sector.

This year we continued to demonstrate our commitment to innovation by launching new events and commercial partnerships, and took steps to improve funding diversification by expanding our networks of potential funders. We also prioritized building and strengthening partnerships with our current schools, and embarked on building additional corporate partnerships.

The Schools Programme saw young people participate from 4 schools across the boroughs of Kensington and Chelsea, Hammersmith, Harrow and Westminster: Kensington Aldridge Academy, Hammersmith Academy, Harrow High, and the City of London Academy. This impactful program fostered positive changes in young people's lives, enhancing their confidence, teamwork, communication, and leadership skills. Notably, 61 young people successfully achieved Level 1 National Open College Network qualifications in Active Citizens & Leadership.

The Ambassadors Programme continued its transformative journey, building on our first corporate relationship with tech company Equinix, which worked with our young people to help them develop ideas for an FJ app, and embarking on new corporate partnerships - most notably with tech company Academia.

Academia has supported Football Journeys on several of its initiatives in ways that not only bring positive experiences to our Young People, but also deliver tangible benefits to its own workforce in developing community awareness, and helping them to nurture and mentor the next generation in their journeys towards future employment.

In November 2024, the Football Journeys team was proud to host its first Showcase Event at the home of the Leathersellers Company HQ in London. This unique event is run by our Young People, who demonstrate the transformational effect that FJ has had on their lives through a series of games, tasks and challenges that they set for invited corporate guests and friends and supporters of the organisation. Their success in showcasing FJ's impact means that we have committed to making this an annual event.

May 2025 saw our first ever Family Fun Day and Corporate event hosted at Queens Park Rangers Football Club, in which our young people, their families, and a number of invited corporate organisations were given a once-in-a-lifetime opportunity to play on a top level football ground that is steeped in history. This was the largest-scale event in FJ's history and was huge success not just as a fundraiser, but also in deepening the ties between our young people, their families and our corporate partners. We are also committed to making this an annual event going forward.

We continue to work with the Association For Accredited Learning (AAL) as our new accreditation centre. This relationship has further innovated our approach and implemented much of the learning from our ambassador workshops. We are continuting to work with AAL on examining plans for a Level 2 qualification for our ambassadors programme.

The board of Football Journeys Trustees kicked off their ambitious '50 for 50' campaign in mid 2025, aiming to raise £50,000 outside of trusts and foundations - enough to put 50 Young People through our Schools Programme.

We also began preliminary work on forming a Youth Advisory Board, ensuring that the young people who have been through our programmes have a stronger voice in determining our future.

We continue to be fiercely proud of the significant positive impact our work has had on the lives of many across London. We extend our sincere gratitude to our funders, partners, staff, volunteers, and most importantly, the young people who inspire us every day to keep improving to make Football Journeys the best it can be.

Impact in numbers

Through collecting baseline data and feedback from young people who completed the programme and teachers from our partner schools we have found that on average over the past 5 years:

78%

Greater confidence to travel to other areas and meet peers from other communities

75%

Improved confidence and self-esteem

87%

Improved teamwork skills

84%

Improved communication skills

77%

Improved leadership skills

71%

Improved creative skills

75%

More considerate of other people's feelings

73%

More open-minded towards other people's views

FINANCIAL REVIEW

Football Journeys has experienced a period of consolidation in the year ending 31 July 2025, driven by our commitment to diversifying our income to provide a stable long-term basis of funding for our charitable programmes and impact.
The charity's total income for the financial year was £193,671 (compared to 2024's income of £263,963 for a 16-month reporting period). Income was boosted again by funding for The Safe Southwark Taskforce project, which ended during this reporting period.
Expenditure for the year was £203,468 (2024: £269,099).
As a result, there is a net deficit of £9,797 for the year ending 31 July 2025 compared to a net deficit of £5,136 in the 2023-24 reporting period.

Risks
The Trustees meet quarterly to discuss the risks facing the organisation. There is recognition that the organisation relies on grant funding as its primary source of income, and 2025 saw the start of a diversification push that looks to bring in income from a wider range of sources, including the corporate world.
Accounts are monitored every month to ensure that the organisation has sufficient cash flow and that all costs can be met. The organisation's cash flow is reviewed and discussed at each Trustee meeting.

Reserves Policy
The Trustees have set a free reserves target of 2 months' running costs, which is considered to provide sufficient flexibility to cover temporary shortfalls in income and allow the charity to cope and respond to unforeseen events whilst specific action plans are implemented.
Our unrestricted reserves of £9,236 at the end of the reporting period equate to less than 1 month of the organisation's average monthly expenditure. The Trustees have reviewed the current level of reserves in the context of the charity's size and operating model, and are satisfied that sufficient funds are available to meet the immediate running costs of the organisation. In particular, the Trustees are confident that adequate reserves are available to cover the costs of two key staff members together with any essential wind-up costs should the organisation cease to exist as a going concern. The Trustees continue to actively monitor reserve levels closely and seek to strengthen the position over time.

Going Concern
The trustees are confident that the charity and its funds are managed prudently, given the resources available, and have prepared the accounts based on the going concern basis.
We remain dedicated to our mission and believe that Football Journeys is well-positioned to make a positive and lasting impact on the lives of young people.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, the Articles of Association, and constitutes a company limited by guarantee, as defined by the Companies Act 2006.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Christopher Paul Holmes	
Emmanuel Akinmolodun	(Resigned 1 October 2024)
Matthew Paul Collins	(Resigned 11 December 2024)
Nicola Pollock	(Resigned 11 December 2024)
Rafael Alleyn	
Pablo Blackwood	
Ian Reeves	(Appointed 8 November 2024)
Yasmin Amevor	
Charlene Angelique Gravesande	(Appointed 10 December 2024)
Mark Anthony McCormack	(Appointed 10 December 2024)
Halema Hussain	(Appointed 10 June 2025)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The trustees' report was approved by the Board of Trustees.

Signed .....

Ian Reeves
Chair of Trustees

Date: ...28 April 2026...

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FOOTBALL JOURNEYS

I report to the trustees on my examination of the financial statements of Football Journeys (the charity) for the year ended 31 July 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or

4 the financial statements 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 financial statements 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 financial statements to be reached.

Signed..E. Houghton.....

Emma Houghton FCCA
Sedulo London Limited
Office 605 Albert House
256 - 260 Old Street
London
EC1V 9DD
United Kingdom

Date: 30 April 2026

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 July 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	2	46,171	118,000	164,171	98,366	84,750	183,116
Charitable activities	3	29,500	-	29,500	80,847	-	80,847
Total income		75,671	118,000	193,671	179,213	84,750	263,963
Expenditure on:							
Raising funds	4	4,750	25,515	30,265	11,071	9,304	20,375
Charitable activities	5	88,697	84,506	173,203	176,651	72,073	248,724
Total expenditure		93,447	110,021	203,468	187,722	81,377	269,099
Net income/(expenditure) and movement in funds		(17,776)	7,979	(9,797)	(8,509)	3,373	(5,136)
Reconciliation of funds:							
Fund balances at 1 August 2024		27,012	28,923	55,935	35,521	25,550	61,071
Fund balances at 31 July 2025		9,236	36,902	46,138	27,012	28,923	55,935

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

BALANCE SHEET

As at 31 July 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**11**		1,804		2,587
Current assets					
Debtors	**12**	1,269		7,488	
Cash at bank and in hand		45,605		47,360	
		46,874		54,848	
Creditors: amounts falling due within one year	**13**	(2,540)		(1,500)	
Net current assets			44,334		53,348
Total assets less current liabilities			46,138		55,935
The funds of the charity					
Restricted funds	**14**		36,902		28,923
Unrestricted funds	**15**		9,236		27,012
			46,138		55,935

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 July 2025.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.
The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.
These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 28 April 2026.....
.....
Ian Reeves
Chair
Company registration number 08436638 (England and Wales)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 July 2025

1 Accounting policies

Charity information

Football Journeys is a private company limited by guarantee incorporated in England and Wales. The registered office is 20 Wenlock Road, London, N1 7GU, United Kingdom.

1.1 Reporting period

The comparative period in these financial statements was prepared to cover a 16-month period. This was as a result of the charity moving its accounting reference date to 31 July from 31 March and consequently extending the period originally due to end on 31 March 2024 to 31 July 2024.
This change was been made in view of the fact that the charity works predominantly with young people and schools and will therefore benefit operationally from aligning its reporting periods to the school year.

1.2 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".
The charity is a Public Benefit Entity as defined by FRS 102.
The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.
The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.
The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.
Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1 Accounting policies (Continued)

Donated professional services and donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.
On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.
Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.
Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.
Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1 Accounting policies (Continued)

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.
Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.
Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.
Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Notes to the Financial Statements - continued

For the year ended 31 July 2025

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations	16,971	-	16,971	4,447	-	4,447
Grants	28,000	118,000	146,000	92,419	84,750	177,169
Donated goods and services	1,200	-	1,200	1,500	-	1,500
	46,171	118,000	164,171	98,366	84,750	183,116

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Programmes		
Contracts	21,500	73,347
School contributions	8,000	7,500
	29,500	80,847

4 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Raising funds						
Fundraising consultants	4,750	24,750	29,500	11,071	9,304	20,375
Other fundraising costs	-	765	765	-	-	-
	4,750	25,515	30,265	11,071	9,304	20,375

Notes to the Financial Statements - continued

For the year ended 31 July 2025

5 Expenditure on charitable activities

Event and activity expenses	6,031	18,222
Facilitators	70,146	141,919
Insurance	671	575
Online platforms and website	1,183	721
Sundries	184	685
Training	-	275
Telephone	100	-
Accreditation	18,672	3,852
	158,803	227,206
Share of support and governance costs (see note 6)		
Support	11,850	20,018
Governance	2,550	1,500
	173,203	248,724
Analysis by fund		
Unrestricted funds	88,697	176,651
Restricted funds	84,506	72,073
	173,203	248,724

6 Support costs allocated to activities

	2025 £	2024 £
Bank charges	175	45
Meeting costs	1,200	1,500
Administrative support	10,475	18,473
Governance costs	2,550	1,500
	14,400	21,518
Analysed between:		
Programmes	14,400	21,518

Notes to the Financial Statements - continued

For the year ended 31 July 2025

6 Support costs allocated to activities (continued)

Governance costs comprise:	2025 £	2024 £
Independent Examination	1,500	1,500
Accountancy	1,050	-
	2,550	1,500

7 Net movement in funds

The net movement in funds is stated after charging/(crediting):	£	£
Fees payable for the independent examination of the charity's financial statements	1,500	1,500
Depreciation of owned tangible fixed assets	1,033	1,294

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Total	-	-

There were no employees whose annual remuneration was more than £60,000.
The key management personnel of the charity consists of the trustees (who are not remunerated) and the Director (who is self-employed). The total remuneration paid to the key management personnel in the year was £50,250 (2024: £44,500).

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

Notes to the Financial Statements - continued

For the year ended 31 July 2025

11 Tangible fixed assets

	Equipment
	£
Cost	
At 1 August 2024	3,881
Additions	250
At 31 July 2025	4,131
Depreciation and impairment	
At 1 August 2024	1,294
Depreciation charged in the year	1,033
At 31 July 2025	2,327
Carrying amount	
At 31 July 2025	1,804
At 31 July 2024	2,587

12 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Other debtors	385	287
Prepayments and accrued income	884	7,201
	1,269	7,488

13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,040	-
Accruals and deferred income	1,500	1,500
	2,540	1,500

Notes to the Financial Statements - continued

For the year ended 31 July 2025

14 Restricted Funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 August 2024	Incoming resources	Resources expended	At 31 July 2025
	£	£	£	£
John Lyon's Charity 2024-26	12,225	50,000	(56,332)	5,893
City Bridge Foundation 2022-24	11,448	-	(11,448)	-
City Bridge Foundation 2025-27	-	50,000	(23,306)	26,694
Go London Fund 2024-26	5,250	18,000	(18,935)	4,315
	28,923	118,000	(110,021)	36,902

Previous period:	At 1 August 2023	Incoming resources	Resources expended	At 31 July 2024
	£	£	£	£
John Lyon's Charity 2020-23	1,035	-	(1,035)	-
John Lyon's Charity 2024-26	-	50,000	(37,775)	12,225
Peabody Community Foundation	1,983	-	(1,983)	-
The National Lottery Community Fund 2023	1,667	-	(1,667)	-
City Bridge Trust 2022-24	17,225	20,000	(25,777)	11,448
Royal Borough of Kensington and Chelsea	3,640	5,000	(8,640)	-
Go London Fund 2024-26	-	9,750	(4,500)	5,250
	25,550	84,750	(81,377)	28,923

15 Unrestricted Funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 August 2024	Incoming resources	Resources expended	At 31 July 2025
	£	£	£	£
General funds	27,012	75,671	(93,447)	9,236

Previous period:	At 1 August 2023	Incoming resources	Resources expended	At 31 July 2024
	£	£	£	£
General funds	35,521	179,213	(187,722)	27,012

Notes to the Financial Statements - continued

For the year ended 31 July 2025

16 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 July 2025:			
Tangible assets	1,804	-	1,804
Current assets/(liabilities)	7,432	36,902	44,334
	9,236	36,902	46,138

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 July 2024:			
Tangible assets	2,587	-	2,587
Current assets/(liabilities)	24,425	28,923	53,348
	27,012	28,923	55,935

17 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

FOOTBALL JOURNEYS

FOOTBALL JOURNEYS

England & Wales - Charity number 1152450

Accounts

FOOTBALL JOURNEYS™

Report of the Trustees and Unaudited Financial Statements

for the period ended 31st July 2024

England and Wales

Charity number: 1152450 | Company Number 08436638

Table of Contents

Report of the Trustees

- Objectives and activities 02
- Programmes 03
- Achievements and performance 05
- Governance and Trustees 11
- Reference and administrative details 12

Independent Examiner's Report to the Trustees of Football Journeys 14

Financial Statements

- Statements of Financial Activities 16
- Balance Sheet 17
- Notes to the Financial Statements 18

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period ended 31 July 2024.

This report covers a longer period than previous years as the Trustees voted to change our financial year end to align with school term dates. This change will enable more accurate projecting, forecasting, and monitoring of the charity's activities.

The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland 1 (FRS 102).

The charitable company was incorporated on 8 March 2013 and commenced trading on 16 October 2013.

Objectives and activities

Football Journeys (FJ) is a charity dedicated to uniting young people from diverse backgrounds through shared experiences centred around filmmaking and football. We strive to foster understanding, break down prejudices, and discover commonalities. London presents a stark contrast of realities. While some experience the city as a hub of opportunity and personal development, others find their world confined to a limited geographical area defined by social codes and restricted choices.

Within London's landscape, areas of significant deprivation exist alongside pockets of considerable wealth. Our continuous research and engagement with young people reveal that those growing up in disadvantaged communities often feel restricted in their movements beyond their local area.

They express anxieties about venturing into unfamiliar environments, and their perceptions of themselves and others from different backgrounds are negatively shaped by isolation and the prevalence of harmful stereotypes.

We deliver our provisions through two programmes, the schools and ambassadors programmes:

The trustees confirm that they have had regard to the Charity Commission's guidance on public benefit.

FJ Programme

FJ Schools: The 16-week programme creates an inclusive space for young people to share stories, develop, practice, and improve practical and 'human' skills, increase social networks, and expand comfort zones. This, in turn, helps participants develop core emotional and social skills crucial for their personal and social growth. This holistic approach to young people's development introduces opportunities, responsibilities, and experiences that will benefit them later in life. We partner with secondary schools to reach young people in targeted areas of need, and we collaborate with school pastoral staff to identify young people who would most benefit from taking part. Whether they are engaging in disruptive behaviour, struggling with low self-esteem, or facing challenges at home, our programme offers a chance for young people to change their narrative. Upon successful completion, young people earn a nationally recognized Open College Network Level 1 qualification in **'Active Citizens & Leadership'.**

FJ Ambassadors

Young people who complete the Schools Programme are invited to join FJ Ambassadors, our ongoing legacy programme open to all graduates aged 14-18. This programme fosters continued personal and professional growth through tailored skills sessions, community-building activities, and youth-led social action projects. By connecting young people with industry professionals, we expand their horizons, create pathways to further education and careers, and cultivate lasting relationships with peers from across London. Within this supportive environment, FJ Ambassadors develop their agency and autonomy, co-designing activities that align with their interests and aspirations. Previous initiatives have included employability skills workshops, peer-to-peer mentoring, and impactful presentations to funding bodies. This programme also provides opportunities to earn Level 2 OCN qualifications, further enhancing their skills and credentials.

Achievements and performance

The 2023-24 year witnessed significant growth and achievement for Football Journeys. We expanded our reach, deepened our impact, and forged strong partnerships, all while placing young people at the heart of our work. This year we demonstrated a strong commitment to innovation. We successfully integrated human-centred design and technology into programme delivery, ensuring our programmes remain relevant and impactful. We also prioritized building and strengthening partnerships with our current schools, expanded our presence in Southwark and embarked on building a corporate sponsor. The Schools Programme saw 173 young people participate across five boroughs.

We welcomed new partners, including St Thomas the Apostle School, Compass School, St Michael's Catholic College, and Ark Walworth through the SAFE Southwark Taskforce, while nurturing existing relationships with esteemed institutions like Hammersmith Academy, Kensington Aldridge Academy, and Hatch End High School. This impactful programme fostered positive changes in young people's lives, enhancing their confidence, teamwork, communication, and leadership skills.

Notably, 154 young people successfully achieved Level 1 National Open College Network qualifications in Active Citizens & Leadership. The Ambassadors Programme experienced a transformative year, marked by our first corporate relationship with tech company Equinix, born from a successful workshop, where our ambassadors workshopped and pitched an innovative product to a panel of industry experts. This led to the beginning of a pro-bono development of an FJ app, whilst also providing invaluable real-world industry experience for our young ambassadors. The relationship continues to grow, and to date Equinix has supported the organisation through its global foundation whilst Football Journeys is mutually offering its workforce real tangible experiences in developing community awareness, developing the next generation of the workforce as well as facilitating opportunities for Equinix to work towards its aim of bridging the digital divide.

Three Ambassador events were successfully hosted this year, each in partnership with a different corporate entity: Equinix, EE, and Queens Park Rangers. These collaborations not only diversified our funding streams, as outlined in our strategic plan, but also provided invaluable opportunities for participants to gain real-world industry experience and expand their professional networks. We have also started working with Association For Accredited Learning (AAL) as our new accreditation centre, filling the gap from our previous partners Peabody. This relationship has further innovated our approach and implemented much of the learning from our ambassador workshops. AAL is working primarily with us on the schools programme, with plans over the next year to create a new, more relevant Level 2 qualification that better reflects the evolving needs and programme development and aspirations of our ambassadors programme. Looking ahead, we aim to further expand our reach and impact by exploring new opportunities to serve young people in underserved communities. We will continue to cultivate strong school partnerships, ensuring the sustainability of our programmes. In conclusion, the April 2023 - July 2024 period has been a resounding success for Football Journeys.

Through innovative programmes, strong partnerships, and an unwavering commitment to young people, we have made a significant positive impact on the lives of many across London. We extend our sincere gratitude to our funders, partners, staff, volunteers, and most importantly, the young people who make our work possible.

Schools Testimonials

When I heard we were going to Bermondsey in South London I thought it would be a scary place, but it was actually just like where I live. We have similarities despite being from different places. If I didn't do FJ, I would've been more closed off and reluctant to go to different places and meet different people.

They [FJ Coaches] just get us. It's not awkward like other adults. It was surprising how quickly the coaches became a trusted adult for us and we could speak to them about anything.

There is a certain reputation around our area - gang violence and knife crime - but it's not like that...I liked meeting people from other areas and seeing how different other areas are...FJ has given me a more positive mindset.

Ambassadors Testimonials

I'm working on a new prototype for the FJ qualification booklet. I'm really enjoying working and collaborating with friends - some old and some new from FJ. It's increasing my confidence and expanding my perspectives by hearing from other people and adding to mine.

We learnt about how to pitch - how to do an introduction, use inclusive language, persuasive tools and visual image - I now know how to talk in interviews and to new people. I gained more confidence in myself and interacting with other people. Confidence starts with yourself - once you have confidence in yourself other people will start seeing it as well.

In numbers

In 2023-24, 173 young people took part in FJ activities, 154 completed the FJ Schools programme, with 24 participants engaging as our Ambassadors. Through collecting baseline data and feedback from young people who completed the programme and teachers from our partner schools we found:

72%

of young people demonstrated improved confidence.

88%

of young people demonstrated improved team working skills.

85%

of young people demonstrated improved communication skills.

75%

of young people demonstrated improved leadership skills.

65%

of young people said they felt more positive about their community.

70%

of young people said they were more open-minded to views of people different to them.

71%

of young people said they now considered the feelings of others more.

70%

of young people said they improved their creative skills (film-making, photography, storytelling).

Financial Review

Football Journeys experienced a period of growth in the period ending 31 July 2024, with a corresponding increase in expenditure, driven by our commitment to expand our charitable programmes and impact. The charity's total income increased significantly to £263,963 (2023: £150,184). This was mainly due to a rise in grant funding and income from our charitable activities towards the Safe Southwark Taskforce project. Expenditure also rose to £269,099 (2023: £124,429), reflecting the increased investment required in our core programmes as a result of the Safe Southwark Taskforce grant. This includes a substantial increase in staffing costs for delivering our programmes.

The Trustees also decided to change the accounting period to July 2024 to align with the end of the school year. As a result, there is a net deficit of £5,136 for the period ending 31 July 2024 compared to a net surplus of £25,755 in 2023. This will help with our planning and fundraising efforts in future periods. The 2023 comparatives therefore relate to a shorter period of 12 months compared to 16 in the period under review.

Risks: The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Safeguarding is a major consideration when working with young people. As part of FJ's online programme design, we developed a new set of safeguarding policies and procedures, online risk assessment, digital parent/carer consent form, a student online behaviour policy and code of conduct for digital engagement, all of which align appropriately with the varying policies of our school partners. The policies and procedures have been signed off by each of our school partners and are reviewed on an ongoing basis and adapted as necessary to ensure they remain appropriate and effective, as well as being shared with parents/carers. Sobia Sultana, a safeguarding specialist, stepped down from FJ's Board of Trustees in August 2023, and we have appointed Rafael Alleyne as our safeguarding trustee. Raf is reviewing our safeguarding policies and procedures on an ongoing basis to ensure they are in line with best practice standards.

Reserves Policy: The Trustees have set a free reserves target of 2 months' running costs, which amounts to £18,000 and is considered to provide sufficient flexibility to cover temporary shortfalls in income and allow the charity to cope and respond to unforeseen events whilst specific action plans are implemented. Our current unrestricted reserves are £27,012 which equates to 1.5 months of the organisation's average monthly expenditure. Trustees monitor the reserves and cash flow monthly to ensure the charity remains a going concern.

Going Concern: The trustees are confident that the charity and its funds are managed prudently, given the resources available, and have prepared the accounts based on the going concern basis. We remain dedicated to our mission and believe that Football Journeys is well-positioned to make a positive and lasting impact on the lives of young people.

Structure, Governance and Management

The charity is controlled by its governing document, the Articles of Association, and constitutes a company limited by guarantee, as defined by the Companies Act 2006. The charity is also a registered charity with the Charities Commission.

The trustees , who are also directors for the purpose of company law, and who served during the period and up to the date of signature of the financial statements were:

Trustees	Dates appointed
Ian Reeves (Chair)	8th November 2024
Christopher Holmes, ACCA (Treasurer)	13th October 2021
Rafael Alleyne	13th August 2023
Pablo Blackwood	20th March 2024
Yasmin Amevor	13th December 2023
Mark McCormack	10th December 2024
Charlene Gavesande	10th December 2024

Trustees	Dates resigned
Emmanuel Akinmolodun	6th October 2024
Nicola Pollock	11th December 2024
Matthew Collins	13th August 2024
Sobia Soltana	13th August 2023

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Reference and administrative details

Registered Company no.
08436638 (England and Wales)

Registered Charity no.
1152450

Independent examiner:
Sedulo London Limited
605 Albert House 256-260
Old St London EC1V 9DD

Registered office
20 Wenlock Rd, London N1 7GU

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

Ian Reeves (Chair of Trustees).

16/04/25

Date

FOOTBALL JOURNEYS™

Independent Examiner's Report to the Trustees of Football Journeys

England and Wales

Charity number: 1152450 | Company Number 08436638

I report to the trustees on my examination of the financial statements of Football Journeys (the charity) for the period ended 31 July 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006. Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, 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 that in any material respect:

- accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- the financial statements 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 financial statements 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 financial statements to be reached.

Sedulo London Limited
Office 605 Albert House
256 - 260 Old Street
London
EC1V 9DD
United Kingdom

Emma Houghton FCCA

Date: 29/04/2025

FOOTBALL JOURNEYS™

Financial Statements

England and Wales

Charity number: 1152450 | Company Number 08436638

Statement of Financial Activities Including Income and Expenditure Account for the Period Ended 31 July 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	2	98,366	84,750	183,116	66,004	67,930	133,934
Charitable activities	3	80,847	-	80,847	16,250	-	16,250
Total income		**179,213**	**84,750**	**263,963**	**82,254**	**67,930**	**150,184**
Expenditure on:							
Raising funds	4	11,071	9,304	20,375	2,625	525	3,150
Charitable activities	5	176,651	72,073	248,724	74,561	46,718	121,279
Total expenditure		**187,722**	**81,377**	**269,099**	**77,186**	**47,243**	**124,429**
Net income/(expenditure) and movement in funds		(8,509)	3,373	(5,136)	5,068	20,687	25,755
Reconciliation of funds:		**35,521**	**25,550**	**61,071**	**30,453**	**4,863**	**35,316**
Fund balances at 1 April 2023							
Fund balances at 31 July 2024		**27,012**	**28,923**	**55,935**	**35,521**	**25,550**	**61,071**

The statement of financial activities includes all gains and losses recognised in the period. All income and expenditure derive from continuing activities.

Balance Sheet As at 31 July 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	11		2,587		-
Current assets					
Debtors	12	7,488		810	
Cash at bank and in hand		47,360		61,681	
		54,848		**62,491**	
Creditors: amounts falling due within one year	13	**(1,500)**		**(1,420)**	
Net current assets			53,348		61,071
Total assets less current liabilities			**55,935**		**61,071**
The funds of the charity					
Restricted funds	14		28,923		25,550
Unrestricted funds	15		27,012		35,521
			55,935		**61,071**

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 31 July 2024.

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

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

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

The financial statements were approved by the trustees on 16/04/25

Ian Reeves
Chair

Christopher Holmes, ACCA

Christopher Holmes ACCA
Treasurer

Company registration number 08436638 (England and Wales)

Notes to the Financial Statements for the Period Ended 31 July 2024

1 Accounting policies

Charity information

Football Journeys is a private company limited by guarantee incorporated in England and Wales. The registered office is 20 Wenlock Road, London, N1 7GU, United Kingdom.

1.1 Reporting period

The financial statements have been prepared to cover a 16-month period. This is as a result of the charity moving its accounting reference date to 31 July from 31 March and consequently extending the period originally due to end on 31 March 2024 to 31 July 2024. This change has been made in view of the fact that the charity works predominantly with young people and schools and will therefore benefit operationally from aligning its reporting periods to the school year.

1.2 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.
The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Notes to the Financial Statements (Continued) for the Period Ended 31 July 2024

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Donated professional services and donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.
On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1.6 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Notes to the Financial Statements (Continued) for the Period Ended 31 July 2024

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Equipment	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method. Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations	4,447	-	4,447	14,148	-	14,148
Gift aid	-	-	-	156	-	156
Grants	92,419	84,750	177,169	50,500	67,930	118,430
Donated goods and services	1,500	-	1,500	1,200	-	1,200
	98,366	**84,750**	**183,116**	**66,004**	**67,930**	**133,934**

Notes to the Financial Statements (Continued) for the Period Ended 31 July 2024

3 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Programmes		
Contracts	73,347	10,000
School contributions	7,500	6,250
	80,847	**16,250**

4 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Raising funds						
Fundraising consultants	**11,071**	**9,304**	**20,375**	**2,625**	**525**	**3,150**

5 Expenditure on charitable activities

	Programmes 2024 £	Programmes 2023 £
Direct costs		
Staff costs	-	13,543
Depreciation and impairment	1,294	-
Communications and digital marketing	9,849	4,678
Freelance staff	49,814	6,940
Event and activity expenses	18,222	3,463
Facilitators	141,919	86,915
Insurance	575	412
Online platforms and website	721	881
Sundries	685	864
Training	275	503
Telephone	-	632
Travel	-	56
Accreditation	3,852	-
	227,206	**118,887**

Share of support and governance costs (see note 6)

	Programmes 2024 £	Programmes 2023 £
Support	20,018	30
Governance	1,500	2,362
	248,724	**121,279**
Analysis by fund		
Unrestricted funds	176,651	74,561
Restricted funds	72,073	46,718
	248,724	**121,279**

6 Support costs allocated to activities

	2024 £	2023 £
Bank charges	45	30
Meeting costs	1,500	1,220
Administrative support	18,473	-
Governance costs	1,500	1,142
	21,518	**2,392**
Analysed between:		
Programmes	**21,518**	**2,392**

	2024 £	2023 £
Governance costs comprise		
Independent Examination	1,500	1,070
Accountancy	-	72
	1,500	**1,142**

Notes to the Financial Statements (Continued) for the Period Ended 31 July 2024

7 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,500	1,070
Depreciation of owned tangible fixed assets	1,294	-

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

9 Employees

The average monthly number of employees during the period was:

	2024 Number	2023 Number
Operations	-	1

Employment costs

	2024 £	2023 £
Wages and salaries	-	13,330
Other pension costs	-	213
	-	**13,543**

There were no employees whose annual remuneration was more than £60,000.

The key management personnel of the charity consists of the trustees and the director. The total remuneration received by key management personnel in the year was £44,500.

Notes to the Financial Statements (Continued) for the Period Ended 31 July 2024

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Tangible fixed assets

	Equipment £
Cost	
At 1 April 2023	5,487
Additions	3,881
Disposals	(5,487)
At 31 July 2024	**3,881**
Depreciation and impairment	
At 1 April 2023	5,487
Depreciation charged in the period	1,294
Eliminated in respect of disposals	(5,487)
At 31 July 2024	**1,294**
Carrying amount	
At 31 July 2024	**2,587**

12 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	287	287
Prepayments and accrued income	7,201	523
	7,488	**810**

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	**1,500**	**1,420**

Notes to the Financial Statements (Continued) for the Period Ended 31 July 2024

14 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 July 2024 £
John Lyon's Charity 2020-23	1,035	-	(1,035)	-
John Lyon's Charity 2024-26	-	50,000	(37,775)	12,225
Peabody Community Foundation	1,983	-	(1,983)	-
The National Lottery Community Fund 2023	1,667	-	(1,667)	-
City Bridge Trust 2022-24	17,225	20,000	(25,777)	11,448
Royal Borough of Kensington and Chelsea	3,640	5,000	(8,640)	-
Go London Fund 2024-26	-	9,750	(4,500)	5,250
	22,550	**84,750**	**(81,377)**	**28,923**

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
The Hilden Charitable Fund	1,185	-	(1,185)	-
John Lyon's Charity 2020-23	889	25,000	(24,854)	1,035
Peabody Community Foundation	2,789	8,000	(8,806)	1,983
The National Lottery Community Fund 2023	-	9,930	(8,263)	1,667
City Bridge Trust 2022-24	-	20,000	(2,775)	17,225
Royal Borough of Kensington and Chelsea	-	5,000	(1,360)	3,640
	4,863	**67,930**	**(47,243)**	**25,550**

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 July 2024 £
General funds	**35,521**	**179,213**	**(187,722)**	**27,012**

Notes to the Financial Statements (Continued) for the Period Ended 31 July 2024

15 Unrestricted funds (Continued)

Previous year:	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
General funds	30,453	82,254	(77,186)	35,521

16 Analysis of net assets between funds

At 31 July 2024:	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Tangible assets	2,587	-	2,587
Current assets/(liabilities)	24,425	28,923	53,348
	27,012	**28,923**	**55,935**

At 31 March 2023:	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Current assets/(liabilities)	35,521	25,550	61,071
	35,521	**25,550**	**61,071**

17 Related party transactions

There were no disclosable related party transactions during the period (2023 - none).

FOOTBALL JOURNEYS™

FOOTBALL JOURNEYS

England & Wales - Charity number 1152450

Accounts

Report of the trustees and unaudited financial statements for the year ended 31 March 2023 for

FOOTBALL JOURNEYS™

Registered company number: 08436638 (England and Wales) . Registered charity number: 1152450

Contents

Report of the Trustees 01

About Football Journeys 02

FJ Programmes 03

2022-2023 Activities 05

Strategic Objectives over the next 3 years 12

Governance and Trustees 14

Independent Examiner's Report to the Trustees of Football Journeys 17

Financial Statements 19

Statement of Financial Activities 20

Balance Sheet 21

Notes to the Financial Statements 23

Football Journeys (FJ) Report of the Trustees for the Year Ended 31 March 2023

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

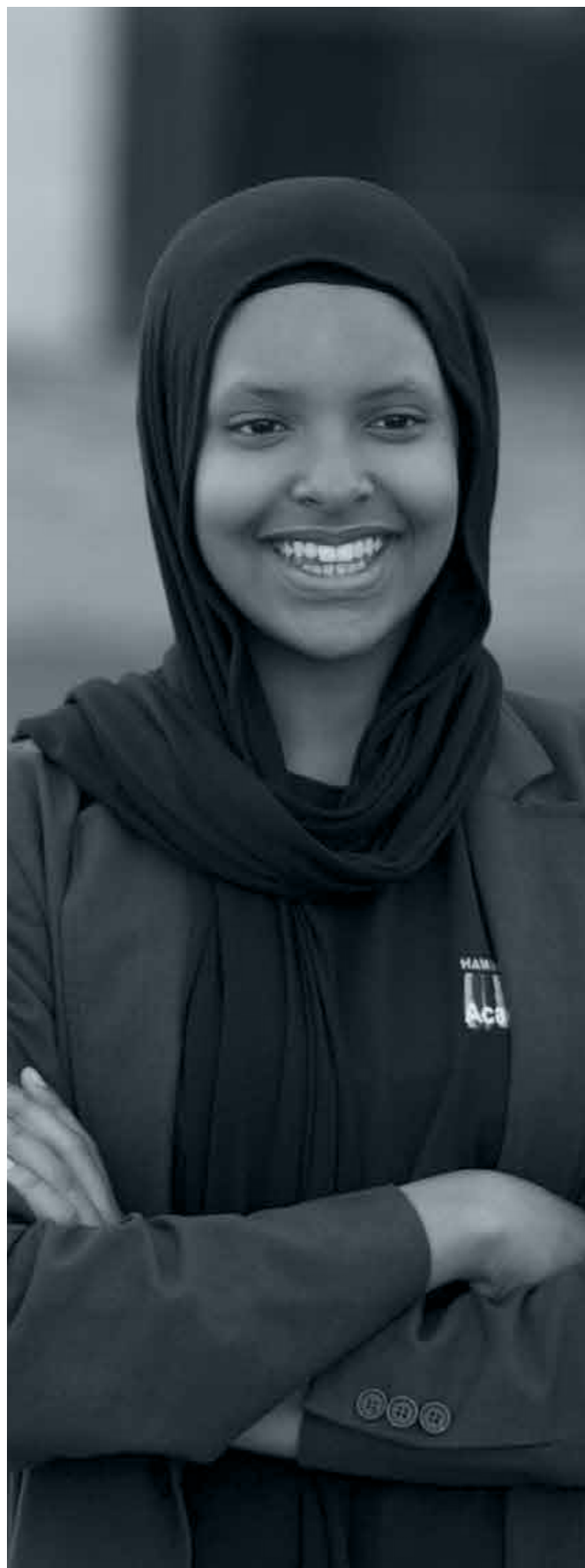
The charitable company was incorporated on 8 March 2013 and commenced trading on 16 October 2013.

About Football Journeys

Football Journeys (FJ) is a charity that brings young people from different communities together to share new experiences, find common ground and overcome stereotypes through the language of film and the love of football.

London is a city of two sides. For some, it's a vast place full of growth and opportunity; for others it's a single postcode with unspoken rules and limited options. The city is home to some of the UK's most impoverished wards, which sit surrounded by wealth and affluence. We know from our ongoing research and consultation that young people growing up in these areas feel inhibited from moving beyond their immediate locality, they are fearful of travelling to new places, and their perceptions of themselves and people from other areas and backgrounds is negatively influenced by isolation and multiple stereotypes.

Since 2012 FJ has tackled mistrust and prejudice by taking participants to other parts of the city to build positive links with their peers. These inter-community exchanges are the culmination of a 16-week, structured programme of skills development, confidence building and activities which lay the ground for young people's participation. We work to break down barriers between young people based on evidence that meaningful interaction makes you more likely to view different groups positively. We believe this will inspire our next generation of leaders to build a stronger and more connected society.



Our programmes are developed in collaboration with young people, using human-centred design thinking processes that centre young people and their evolving needs, and complemented by our team's lived experience of the challenges young people face. We take an asset-based approach, emphasising positive potential and mutual respect, and we intentionally aim for depth rather than breadth, keeping groups small so that every individual can make the most of their time with us. Our work is the antithesis to short-term projects that helicopter into a place then disappear. Through our Ambassadors programme we build long term relationships that continue to add value to young people's lives, year after year.

FJ Programmes

FJ Schools offers a holistic approach to young people's development, introducing opportunities, responsibilities and experiences that will benefit them later in life. The 16-week programme creates an inclusive space for young people to share stories, develop, practice and improve practical and 'human' skills, increase social networks and expand comfort zones.

We partner with secondary schools to reach young people in targeted areas of need, and we collaborate with school pastoral staff to identify young people who would most benefit from taking part. Whether they are engaging in disruptive behaviour, struggling with low self-esteem, or facing challenges at home, our programme offers a chance for young people to change their narrative.

Successfully completing the programme earns young people a nationally recognised Open College Network Level 1 qualification in 'Active Citizens & Leadership'. For some, this may be the only formal qualification a young person leaves school with. The programme is delivered with new cohorts every year and consists of:

- 16 weekly 90-minute after school sessions for a cohort of 15-20 young people at each partner school;
- Community interviews and filming trips, supporting each cohort of young people to gather content which is edited into a short film about their community;
- Screenings of all the short films at each partner school;
- Inter-community football exchanges where the groups from different schools meet each other to play football together and build new relationships;
- National Open College Network Level 1 Leadership qualifications;
- Annual Celebration Event to acknowledge the young people's achievements.

FJ Ambassadors – our legacy programme gives young people the opportunity to continue working with us, through regular ongoing skills and leadership development sessions and social action projects which explore issues that are important to them. FJ Ambassadors provides a supportive environment where young people can develop their agency and autonomy, and co-design our activities according to their needs and desires. Examples of previous activities include employability skills sessions, designing and delivering workshops for younger peers, and pitching their ideas to a panel of funders. The young people can also complete Level 2 OCN qualifications. FJ Ambassadors provides ongoing opportunities for personal development and forges lasting relationships between young people right across the city.

2022-23 Activities

Schools Programme

From February to July 2022, we returned to deliver our Schools Programme at Hammersmith Academy (Hammersmith & Fulham), Kensington Aldridge Academy (Kensington & Chelsea), Hatch End High School (Harrow), and City of London Academy Southwark (Southwark), working with a total of 59 young people.

This year saw us introduce our new and improved programme qualification and programme structure, which was developed in collaboration with our young people, using Human Centred Design (HCD) processes in planning, design, and feedback sessions. HCD is a problem-solving approach that puts people and beneficiaries at the centre of the development and design process, enabling them to create programmes and services that resonate and are responsive to their needs. The new programme format was very well received, and we feel confident that it will help us continue to grow our impact over the coming year.

The impact and fallout of the Covid-19 pandemic is still clear to see in the lives of the young people we work with and our evolving approach in the schools. FJ had to change how we worked with young people and schools during the pandemic, and it has taken time to reintegrate programmes in all our partner schools. The full effects of the pandemic on young people is only just surfacing, schools report difficulty in their reintegration into mainstream education, in socialising and ability to calibrate appropriate behaviour. The issues faced and brought by the young people has in some schools made our sessions more challenging to deliver. However this has also made our programme even more needed, and feedback from schools and teachers has been more positive than ever before.

Through our Schools Programme, our creative session topics covered: Camera training & skills; Introduction to filming; Film Planning; Portraits & Interviews; Community & School Filming; Screenings. Our football session topics covered: Building relationships, Respect & Trust; Communication; Introduction to leadership; Discrimination In Practice; Resilience; Emotional Self-regulation; Problem Solving; Inter-community Exchange Days.

A key ingredient of FJ's new model is delivery by a team of coaches, who are trained in the FJ ethos and closer in age to the young people we work with. One of our coaches has a specialism in psychologically informed youth work approaches and with their support we have run training sessions with the whole team on how to use the PACE model (playfulness, acceptance, curiosity, empathy) which is particularly good for supporting young people who are neurodiverse. Training like this forms a core part of how we continually evolve our approach to enable our facilitators to build trusting, meaningful and safe relationships with young people, and ensure their needs are always at the centre of our delivery.

In January 2023 we kicked off another year of the Schools Programme with Hammersmith Academy (Hammersmith & Fulham), Kensington Aldridge Academy (Kensington & Chelsea), and City of London Academy Southwark (Southwark), and were delighted to return to Oaklands School (Tower Hamlets), after they paused all their after-school activities last year to focus on post-pandemic catch-up sessions. We worked with 62 young people across these schools through to July 2023. We also returned to deliver the programme with School 21 (Newham), however we experienced major challenges here. Due to the school's timetable, they could only programme FJ sessions on Fridays after school; we know from experience that working with young people consistently at the weekend is a very difficult ask, especially for those already disengaged from school life. The timetable meant that most of the cohort were not turning up to sessions, and so after discussion with the school we agreed to cancel the rest of the term. A review was completed to learn from the experience and inform future successful partnerships.

Ambassadors Programme

A big focus for the Ambassadors this year was helping us evaluate our new Level 1 accreditation – Active Citizens & Leadership. 20 Ambassadors took part in a two-day design workshop where they learnt how to ideate, create a prototype and pitch their idea to a panel of professionals. In the workshops, the Ambassadors prototyped new versions of the accreditation for future young people to take part in. The sessions used human centred design (HCD) approaches which created opportunities for the young people to build self-confidence and trust in their teammates; learn communication skills, understanding of body language and interviewing techniques; practice sharing opinions, public speaking, problem solving and active listening; test assumptions and moving beyond judgement; learn about distilling stories and making meaning from different perspectives; and exploring constructive feedback and evaluation techniques. Their insights ensured that the accreditation, which is delivered through our Schools Programme, was fully tested with young people in order for the most number of participants to be able to benefit from it, find it engaging and ultimately achieve the certification.

Our main challenge this year was the news that our partner Peabody will no longer be offering the Level 2 leadership qualification we have been using. This means we must now develop an alternative offer, and we feel there needs to be a level of reflection and ideation similar to what we did with the Level 1 qualification, to ensure that our Ambassadors are receiving the best possible opportunity for development. This is an exciting opportunity, as it means we can work with the Ambassadors to redesign their qualification and create something that fits their needs and fully reflects the skills and experiences they want to leave with. This process will take time to do properly, and we will need to work it into our delivery plans for the coming year.

"I'm working on a new prototype for the FJ qualification booklet. I'm really enjoying working and collaborating with friends – some old and some new from FJ. It's increasing my confidence and expanding my perspectives by hearing from other people and adding to mine."

FJ Ambassador, age 15, Kensington & Chelsea

"We learnt about how to pitch – how to do an introduction, use inclusive language, persuasive tools and visual image - I now know how to talk in interviews and to new people. I gained more confidence in myself and interacting with other people - confidence starts with yourself - once you have confidence in yourself other people will start seeing it as well."

FJ Ambassador, age 15, Hammersmith & Fulham

Achievements and Performance

Through collaboration with our partner schools we identify young people who would most benefit from our work, including those who are: at risk of exclusion; under-performing academically; living below the poverty line; and experiencing low confidence and self-esteem.

In 2022-23, 138 young people took part in FJ activities, 115 completed the FJ Schools programme, with 21 participants going on to become Ambassadors. Through collecting baseline data and feedback from young people who completed the programme and teachers from our partner schools we found:

72%
of young people improved in confidence and self-esteem

88%
of young people demonstrated improved team working skills

83%
of young people demonstrated improved communication skills

75%
of young people demonstrated improved leadership skills

65%
of young people said they felt more positive about their community

70%
of young people said they were more open minded to views of people different to them

71%
of young people said they now considered the feelings of others more

70%
of young people said they improved their creative skills (film-making, photography, storytelling)

111
of young people achieved Level 1 National Open College Network qualifications in Active Citizens & Leadership (equivalent to half a GCSE)

Schools Programme

> *"When I heard we were going to Bermondsey in South London I thought it would be a scary place but it was actually just like where I live. We have similarities despite being from different places. If I didn't do FJ, I would've been more closed off and reluctant to go to different places and meet different people."*

Young person at Kensington Aldridge Academy

> *"I socialised with people I've never met before and stepped out of my comfort zone."*

Young person at Kensington Aldridge Academy

> *"They (FJ coaches) just get us. It's not awkward like other adults. It was surprising how quickly the coaches become a trusted adult for us and we could speak to them about anything."*

Young person at Hammersmith Academy

> *"There is a certain reputation around our area - gang violence and knife crime - but it's not like that...I liked meeting people from other areas and seeing how different other areas are....FJ has given me a more positive mindset."*

Young person at COLA Southwark

Organisational development and plans for the Future

FJ's key programmes demonstrate significant and long-lasting impact for young people, so we focus on refining this ongoing work, rather than taking on short-term projects. We use design-thinking processes with our young people, centering them as our key stakeholders, and integrating their feedback into our programme development. Over the past 12 months, spurred on by the enormous changes and challenges of the pandemic, we used these processes to review and refine our offer. We're now in our strongest ever position in terms of programme design and impact, with a precise understanding of the ways in which the pandemic has affected young people's relationships, communication skills, and mental health. Over the coming year we will further embed our programmes and build deeper relationships with young people at our current partner schools.

This year we secured our first government tender for work, being awarded funds from the Southwark SAFE Taskforce to expand our work in the London Borough of Southwark, specifically to improve emotional self-regulation and communication skills, with the aim of reducing the number of young people being excluded from school and reducing the potential for them to become involved in unsafe situations. This opportunity came out of our growing relationship with City of London Academy Southwark, and the impact our work is having there in supporting young people who are at risk of exclusion. This funding has meant we have been able to introduce a new administrative role to our core staff team, to reduce the time spent on admin by our Programme Manager and senior leadership. This opportunity has seen us explore this new funding avenue for the first time, and is something we hope to grow in future, reducing our reliance on trust funding. We are aware however, that to secure these kinds of tenders, especially at a larger scale, or in areas where our work is less known, our evaluation and impact data needs to be extremely robust, and we must be ahead of the curve with developments in impact measurement. The work required in submitting and negotiating a bid is a challenge for a small charity such as FJ, and can be a risk.

Future Staffing

After 10 years of tireless work, our wonderful founder and Director Alex Baine advised the trustees that he had decided to move on from the charity to pursue new challenges. It is characteristic of his values and commitment to FJ that he both gave a lot of notice of his intentions and offered to be flexible about the practicalities to ensure the best possible transition. We were therefore hugely grateful for his willingness to wind down his involvement over the following year, providing invaluable support to the new team and trustees to the end of August 2023. Alex will be much missed, but we are delighted that FJ's former Director of Strategy and Communications, Carlos Salvador, will be taking over as Director to lead the charity into its next stage.

Carlos has been with us since 2019 and has already contributed a great deal in developing our strategic direction and business model. He brings a wealth of knowledge and experience of FJ's programme, delivery model, and funding approach, as well as skills and experience in marketing, communication and working with young people from minoritised backgrounds. Additionally, Carlos brings a love of football and, having grown up in London, has a deep appreciation of the experience of the young people we work with and the challenges they face. This will help to ensure that FJ continues to offer meaningful and effective interventions for young people. Carlos officially took on the role of Director from September 2023.

Strategic objectives over the next 3 years

Having revisited and developed our programme and the model for its delivery we now seek to build on this by:

1. Updating and expanding our offer to deepen its impact.

Spurred on by recent corporate collaboration, we want to expand our Ambassadors programme and forge new pathways to industry by building a corporate partnership proposal that unites what our young people need with the needs of industry. For example, Equinix wants to address the digital divide and has an intern programme which aims to diversify their sector. These internships are offered to 19+ year olds, but there is a crucial gap between 14-18 where young people set their aspirations - if industry doesn't make connections with young people earlier, those accessing internship opportunities will remain limited.

We have already made significant improvements to our Schools programme structure and content, and are now working with coaches who are closer in age to the young people, which is proving extremely successful. We want to build on the young people's work to redesign the qualification, creating the accreditation app they imagined and pitched as part of our recent Ambassadors project.

2. Diversifying our income and stakeholders, and developing new tradeable products/services.

Our current business model is heavily based on grants from trusts and foundations and we need to develop additional income streams.

We are in conversation with Equinix's Head of CSR to understand how we can position ourselves within their CSR strategic objectives, and how to package up the programme so it can be replicated with other companies. This is the first time we've been able to talk to senior industry people in this way.

Building on our recent successful tender, and recent grants from Royal Borough of Kensington and Chelsea we have a greater understanding of how to position what we do in terms of reducing youth violence, and want to pursue this in more boroughs.

To date, individual giving has grown organically and we think this area has potential. We have a brilliant collection of content, and with more time to work with our communications adviser, we will utilise it to create new donor communications to involve our current supporters more closely with our work and encourage new donors.

3. Developing new and improved organisational structure to build capacity, support wellbeing, and ensure the continuity of our services.

The impact of the past few years cannot be overstated. Everyone in our small team has taken on more than normal, undertaking multiple roles which is simply not sustainable in the long-term. This strategic objective will put in place a structure that will better define roles with reviewed remits. Our staff structure will need to change in order to increase the time available for existing roles, and introduce proper admin and co-ordination support. These changes will guarantee our ability to continue, providing our school partners with reassurance that we'll be there year on year, and eventually that we will be able to meet their requests to work with more year groups and to be in school all year round.

FJ Board of Trustees

Football Journeys' Trustees have a diverse range of skill sets covering youth work, youth policy, charities, safeguarding, fundraising, law, governance, finance, social enterprise, project management and coaching.

Football Journeys' budget is managed by the Director, Treasurer and Chair of Trustees to ensure it is monitored regularly and runs according to projections. The Board also advises on the recruitment of new staff and trustees and identifies any risks that may be involved in the budget and running of activities.

Charitable Objectives
Football Journeys' objectives are as follows:

- The promotion of equality and diversity for the public benefit by: promoting activities to foster understanding between people from diverse backgrounds; and cultivating a sentiment in favour of equality and diversity through using sport activities and participatory media.
- To help young people from all backgrounds advance in life, particularly those who are at risk of being involved in gang culture, anti-social behaviour and drug abuse and have little opportunity for positive social engagement through: (a) the provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life; (b) providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

Public Benefit
The Trustees manage the business of the Charity and may exercise all the powers of the Charity in accordance with the requirements of charity law and the constitution (the Articles). The Trustees confirm that they have referred to the Charity Commission's public benefit guidance and taken it into account when setting our objectives and activities, reviewing our achievements and performance, and making all relevant decisions. Our objectives and activities of the charity are summarised in this report.

Financial Review

Income is derived predominantly from grants from institutions, £150,184 (2022: £116,135), with all schools making a financial contribution, which we aim to increase in future years. Staff costs make up the largest proportion of the charity's expenditure with a relatively low level of non-staff overhead costs.

The charity has total reserves at the balance sheet date of £61,071 (2022: £35,316) of which £25,550 (2022: £4,863) are restricted. The charity has positive free reserves of £35,521 (2022: £30,453), the increase can be attributed to a higher proportion of our income being linked to unrestricted grants.

We would like to say a huge thank you to all our wonderful funders and partners who have supported our work: John Lyon's Charity; City Bridge Foundation; Drapers' Charitable Fund; Royal Borough of Kensington & Chelsea; Garfield Weston Foundation; The Leathersellers' Foundation; Goldsmiths' Company Charity; The National Lottery Community Fund; Peabody Community Foundation; The Hilden Charitable Fund; London Community Foundation; and School for Social Entrepreneurs.

Reserves Policy

The Trustees have set a free reserves target of 2 months' running costs. This is considered to provide sufficient flexibility to cover temporary shortfalls in income and allow the charity to cope and respond to unforeseen events whilst specific action plans are implemented.

We are confident that the current level of reserves (£35,521) are sufficient to meet 2 months' running costs and will look to maintain and develop the current reserve levels. Trustees monitor the reserves and cashflow on a monthly basis to ensure the charity remains a going concern.

Fundraising

To date FJ has been reliant on grants from trusts and foundations. To secure these we are supported by one freelance fundraiser, but are responsible for submitting applications and dealing with grants made. During the year we made our first venture into attracting individual donors with the relevant privacy policies in place. This is an income stream we want to develop and improve over the coming years.

Structure, Governance and Management

Governing document

The charity is controlled by its governing document, the Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Safeguarding is a major consideration when working online with young people. As part of FJ's online programme design we developed a new set of safeguarding policies and procedures, online risk assessment, digital parent/carer consent form, a student online behaviour policy and code of conduct for digital engagement, all of which align appropriately with the varying policies of our school partners. The policies and procedures have been signed off by each of our school partners and will be reviewed on an ongoing basis and adapted as necessary to ensure they remain appropriate and effective, as well as being shared with parents/carers. Sobia Sultana, a safeguarding specialist, stepped down from FJ's Board of Trustees in August 2023, and we have appointed Rafael Alleyne as our safeguarding trustee. Raf is reviewing our safeguarding policies and procedures on an ongoing basis to ensure they are in line with best practice standards.

Reference and administrative details

Registered Company no.
08436638 (England and Wales)

Registered Charity no.
1152450

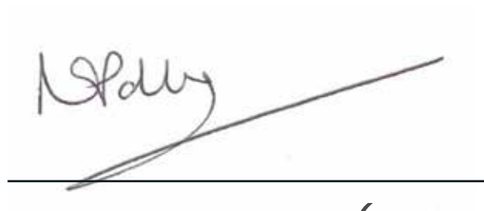
Registered office
24 Stanmore Road
London, N15 3PS

Reference and administrative details

Trustees	**Dates appointed/Resigned**
Keshinda Gage	15 June 2018
Nicola Pollock (Chair from October 2021)	29 May 2018
Zoe Parrott	17 May 2022
Emmanuel Akinmolodun	6 October 2020
Christopher Holmes, ACCA	13 October 2021
Sobia Sultana	17 May 2022/13 October 2023
Matthew Collins	26 April 2022
Rafael Alleyne	13 October 2023

Independent examiner
Sedulo London Limited
605 Albert House
256-260 Old St
London
EC1V 9DD

Approved by order of the board of trustees on 13/12/23 and signed on its behalf by:



Nicola Pollock (Chair of Trustees)

Section 2

Independent Examiner's Report to the Trustees of Football Journeys

Independent examiner's report to the trustees of Football Journeys ('the Company')

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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.

Emma Houghton
ACCA
Sedulo London Limited
605 Albert House
256-260 Old St
London
EC1V 9DD

Emma Houghton ACCA

Date: 13/12/23

Section 3

Financial Statements

Statement of financial activities for the year ended 31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	31.3.23 Total funds £	Restated 31.3.22 Total funds £
Income and endowments from					
Donations and legacies		66,004	67,930	133,934	110,614
Charitable activities					
Programmes		16,250	-	16,250	5,521
Total		**82,254**	**67,930**	**150,184**	**116,135**
Expenditure on					
Raising funds		2,625	525	3,150	3,366
Charitable activities					
Programmes		74,561	46,718	121,279	107,371
Total		**77,186**	**47,243**	**124,429**	**110,737**
NET income/(expenditure)		5,068	20,687	25,755	5,398
Reconciliation of funds					
Total funds brought forward		30,453	4,863	35,316	29,918
Total funds carried forward		**35,521**	**25,550**	**61,071**	**35,316**

Balance sheet at 31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	31.3.23 Total funds £	Restated 31.3.22 Total funds £
Current assets					
Debtors	7	810	-	810	121
Cash at bank		36,131	25,550	61,681	36,893
		36,941	**25,550**	**62,491**	**37,014**
Creditors					
Amounts falling due within one year	8	(1,420)	-	(1,420)	(1,698)
NET Current Assets		35,521	25,550	61,071	35,316
Total assets less current liabilities		35,521	25,550	61,071	35,316
NET Assets		**35,521**	**25,550**	**61,071**	**35,316**
Funds	9				
Unrestricted funds				35,521	30,453
Restricted funds				25,550	4,863
Total funds				**61,071**	**35,316**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year
ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements 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 charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13/12/23 and were signed on its behalf by:

Nicola Pollock -Trustee

Christopher Holmes ACCA - Trustee

1. Accounting policies

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

The financial statements have been prepared under the historical cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

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

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

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Equipment - 25% on cost

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities

2. Net income/(expenditure)

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

	31.3.23 £	Restated 31.3.22 £
Depreciation - owned assets	-	270

3. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

4. Staff costs

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

	31.3.23	31.3.22
Operations	1	1

No employees received emoluments in excess of £60,000.

5. Comparatives for the statement of financial activities

	Unrestricted fund £	Restricted fund £	Total funds £
Income and endowments from			
Donations and legacies	58,465	52,150	110,615
Charitable activities			
Programmes	5,520	-	5,520
Total	**63,985**	**52,150**	**116,135**
Expenditure on			
Raising funds	2,685	681	3,366
Charitable activities			
Programmes	44,827	62,544	107,371
Total	**47,512**	**63,225**	**110,737**
NET Income/(Expenditure)	16,473	(11,075)	5,398
Transfers between funds	266	(266)	-
Net movement in funds	16,739	(11,341)	5,398
Reconciliation of funds			
Total funds brought forward	13,714	16,204	29,918
Total funds carried forward	**30,453**	**4,863**	**35,316**

6. Tangible fixed assets

	Equipment £
Cost	
At 1 April 2022 and 31 March 2023	5,487
Depreciation	
At 1 April 2022 and 31 March 2023	5,487
NET Book value	
At 31 March 2023	-
At 31 March 2022	-

7. Debtors: amounts falling due within one year

	31.3.23 £	Restated 31.3.22 £
Other debtors	287	-
Prepayments and accrued income	523	121
	810	**121**

8. Creditors: amounts falling due within one year

	31.3.23 £	Restated 31.3.22 £
Other creditors	-	533
Accruals and deferred income	1,420	1,165
	1,420	**1,698**

9. Movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	30,453	5,068	35,521
Restricted funds			
The Hilden Charitable Fund	1,185	(1,185)	-
John Lyon's Charity	889	146	1,035
Peabody Community Foundation	2,789	(806)	1,983
The National Lottery Community Fund	-	1,667	1,667
City Bridge Trust	-	17,225	17,225
Royal Borough of Kensington & Chelsea	-	3,640	3,640
	4,863	20,687	25,550
Total Funds	**35,316**	**25,755**	**61,071**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	82,254	(77,186)	5,068
Restricted funds			
The Hilden Charitable Fund	-	(1,185)	(1,185)
John Lyon's Charity	25,000	(24,854)	146
Peabody Community Foundation	8,000	(8,806)	(806)
The National Lottery Community Fund	9,930	(8,263)	1,667
City Bridge Trust	20,000	(2,775)	17,225
Royal Borough of Kensington & Chelsea	5,000	(1,360)	3,640
	67,930	(47,243)	20,687
Total Funds	**150,184**	**(124,929)**	**25,755**

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	13,714	16,473	266	30,453
Restricted funds				
City Bridge Trust (LCRF)	4,658	(4,658)	-	-
Comic Relief	178	78	(256)	-
John Lyon's Charity	10,924	(10,035)	-	889
Peabody Community Foundation	434	2,354	-	2,788
Wembley National Stadium Trust	10	-	(10)	-
The Hilden Charitable Fund	-	1,186	-	1,186
	16,204	(11,075)	(266)	4,863
Total Funds	**29,918**	**5,398**	**-**	**35,316**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	63,985	(47,512)	16,473
Restricted funds			
City Bridge Trust (LCRF)	-	(4,658)	(4,658)
Comic Relief	-	78	78
John Lyon's Charity	34,090	(44,125)	(10,035)
Peabody Community Foundation	14,060	(11,706)	2,354
The Hilden Charitable Fund	4,000	(2,814)	1,186
	52,150	(63,225)	(11,075)
Total Funds	**116,135**	**(110,737)**	**5,398**

10. Related party disclosures

There were no related party transactions for the year ended 31 March 2023.

11. Prior year adjustment

The amounts for the prior year have been adjusted for the reallocation of income and expenditure between restricted and unrestricted funds.

The prior year has also been adjusted to recognise transfers from restricted to unrestricted funds and the release of deferred income totalling £496 that was previously credited against expenditure.

The adjustments constitute a net movement of £2,900 of funds from restricted to unrestricted funds as at 31 March 2022. Total funds carried forward at 31 March 2022 remain unchanged.

	Previous 31.3.22 £	Restated 31.3.22 £	Adjustment £
Income			
Unrestricted fund	61,240	63,985	2,745
Restricted fund	54,399	52,150	(2,249)
	115,639	**116,135**	**496**
Expenditure			
Unrestricted fund	47,401	47,512	111
Restricted fund	62,840	63,225	385
	110,241	**110,737**	**496**
Net income/Expenditure	**5,398**	**5,398**	**-**

FOOTBALL JOURNEYS

England & Wales - Charity number 1152450

Accounts

Report of the trustees and unaudited financial statements for the year ended 31 March 2022 for

FOOTBALL JOURNEYS™

Registered company number: 08436638 (England and Wales) . Registered charity number: 1152450

Contents

Report of the Trustees

Objectives and Aims of FJ	02
FJ Schools 2021-22	05
FJ Ambassadors 2021-22	07
Achievements and performance	09
Organisational development and plans for the Future	10
Governance and Trustees	12

Accounts

Independent Examiner's Report	16
Statement of Financial Activities	17
Balance Sheet	18-19
Notes to the Financial Statements	20-25

Football Journeys (FJ) Report of the Trustees for the Year Ended 31 March 2022

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

The charitable company was incorporated on 8 March 2013 and commenced trading on 16 October 2013.

Objectives and Aims of FJ

Football Journeys (FJ) was formed to create positive and life-changing experiences for young people affected by increasing community division in London. We work with around 110 young people aged 13 to 18 every year, supporting them to discover their potential on a journey of personal development. Using the common language of football and the medium of film-making, young people are inspired to learn about themselves and each other, building relationships, skills and understanding in the process. We work in partnership with schools and youth organisations across London, in some of the UK's most deprived wards.

Most of the young people we work with experience economic and racial marginalisation, putting them at higher risk of experiencing youth violence and meaning they are much more likely to face barriers to reaching their potential than those from more affluent and/or secure backgrounds.

We work in collaboration with school staff to identify young people who are particularly struggling or isolated and would most benefit from the experiences we offer. We take an asset-based approach to our work, emphasising positive potential and creating space for good choices at every opportunity. We aim for depth (rather than breadth) in the relationships we build with young people, choosing to work with smaller groups over time so that each individual has the opportunity to make the most of their time with us. FJ programmes are the antithesis to short-term participation projects, which 'helicopter' into an area and then disappear, leaving young people disappointed; we seek to build meaningful relationships that continue to add value to young people's lives year after year.

Activities

The past 12 months continued to bring challenges as we worked hard to rebuild while weathering the second year of the pandemic. However it also brought opportunities to use our experiences to revise and develop our work in response to the changing needs of our young people. Alongside enhancing young people's employment and education prospects, and actively building their skills, we adapted our programme activities to create space for our young participants to connect and express themselves – the pandemic has had a huge impact on all young people, with those already marginalised feeling the effects most acutely, and we wanted to ensure that we were supporting their mental health and resilience during this challenging time. This flexible response demonstrates how the needs and potential of our young people are always central to our approach.

After wrapping up our 2021 Schools Programme cohorts from School 21 in Newham, Kensington Aldridge Academy in Kensington and Chelsea, and Hammersmith Academy in Hammersmith and Fulham in July 2021, we were informed that two of our other partner schools were suspending all their after-school activities to implement additional study sessions for the young people to catch up on missed schooling. This was somewhat anticipated as we knew both schools had struggled with adapting to remote learning, but it was disappointing not to be able to continue to work with their young people, particularly after all the challenges of the pandemic restrictions. We are staying in touch with both schools and hope to return, but our link teachers at both schools have left which does make maintaining our relationships more difficult.

Although these circumstances meant we couldn't deliver the Autumn term of our Schools Programme as planned, we were able to use the time to focus on implementing positive changes to the Ambassadors programme and working on FJ's organisational development - with additional targeted support from a Peabody Innovation Fellowship grant, we took some focused time to reflect on our programme design and particularly on the qualification and workbook elements, which we had found didn't fully capture the nuance of our programmes and outcomes.

This process involved interviewing young participants and teachers about FJ, finding out how they see the organisation and asking them where they thought we could improve. With the information we gathered, we were able to redesign the accredited qualifications for both the Schools Programme and the Ambassadors Programme, so that they fit more closely with the practical elements of our work and relate more directly to the experience of our young people. Drawing on their insights, we also completed a rebranding process which has resulted in a more relevant look-and-feel for FJ's website and direction, which should make us more appealing to brand and corporate partnerships.

FJ Schools offers a holistic approach to young people's development, introducing opportunities, responsibilities and experiences that will benefit them later in life. The 16-week programme creates an inclusive space for young people to share stories, to develop, practice and improve practical and 'human' skills, increase social networks and expand comfort zones. Successfully completing the programme earns young people a nationally recognised NOCN Youth Leadership Level 1 qualification, equivalent to half a GCSE. In some cases, this may be the only formal qualification a young person leaves school with. The programme is delivered with a new cohort every term and consists of:

- 16 weekly 90-minute after school sessions for a cohort of 15 young people at each partner school;
- Community interviews and filming trips, supporting each cohort of young people to gather content which is edited into a short film about their community;
- Screenings of all the short films at each partner school;
- Inter-community football exchanges where the groups from different schools meet each other to play football together and build new relationships;
- National Open College Network Level 1 Youth Leadership qualification;
- Annual Celebration Event to acknowledge the young people's achievements.

"I am calmer now and relating to other people more. I try not to get so angry and understand others."

Young person at Hammersmith Academy

"FJ has made me more confident and better at communicating with different people."

Young person at Hatch End High School

"FJ has helped me build relationships with people I wouldn't have wanted to."

Young person at Kensington Aldridge Academy

"FJ has helped me realise how important equality is."

Young person at Kensington Aldridge Academy

"I learned how to communicate with people inside and outside my community. I try to understand people more and look at their point of view."

Young person at Hammersmith Academy

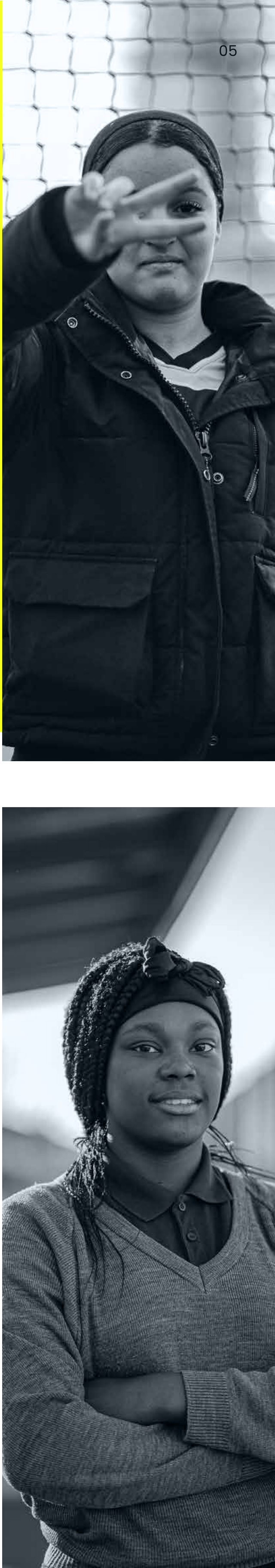
FJ Schools 2021-22

We began this year working online with 45 young people from School 21, Kensington Aldridge Academy (KAA) and Hammersmith Academy (HA) and were able to transition back into face-to-face sessions when restrictions lifted, which was a positive shift for everyone.

39 of the 45 participants completed the 16-week Schools Programme, attending 48 sessions (72 hours total) which focused on building their self-esteem, confidence, leadership, communication, and teamwork skills, and creating connections within each group and their wider community. Across the groups 84% improved in confidence and self-esteem, 97% improved their team working skills, 87% improved their communication skills and 92% improved their leadership skills.

As the effects of pandemic did not permit the different groups to mix, they created videos about themselves and their area, with conversations centred around their local and school communities, we delivered modified active football and sports elements, and they completed their Level 1 OCN Youth Leadership qualification.

In January 2022 we kicked off in-person sessions with 65 young people at Hammersmith Academy, Kensington Aldridge Academy, Hatch End High School, and City of London Academy Southwark. City of London Academy Southwark is a new school partnership which we've been developing over the past year; the school is situated in an area of contrasts, where pockets of extreme deprivation are locked in by affluent built-up areas, causing tensions and putting young people at risk of involvement with crime and violence. Young b lack students are regularly subject to racism and stereotyping from police, which causes significant and long-lasting challenges by distorting their self-image and undermining their trust in authority.



This year's School Programme workshops have seen us continuing our successful partnerships with schools and, as a result of the newly updated format and accreditation and the introduction of new coaches who've been fully trained up and inducted into our way of working, we're seeing just how impactful the programme can be for young people.

"I use FJ as a gauge for behaviour and attendance and as an incentive. Detentions are improving – we have less so than before. The FJ Coaches have been role models for the kids – it's helped them with behaviour and showed them the right way to act. It's showed them how to deal with certain situations and how to regulate their reactions. FJ has provided the space to have conversations or dialogue and helped them deal with emotional wellbeing and how to act in challenging situations. It's felt like family to students and made them feel wanted and appreciated – it's like they're saying at least I've got FJ if other things are difficult. The programme has helped skills development for students with behavioural challenges and those who struggle to regulate their emotions – FJ puts them in situations where they might be away from friendship groups and encouraged them to reflect on their behaviour and what the consequences are."

Link Teacher, Kensington Aldridge Academy, Hammersmith & Fulham

"The Coaches won the students' respect within the first few sessions. I didn't have to track them down to go to the programme – they were preparing themselves and aware of the expectations the Coaches set for them. Normally with most externals we need a dedicated member of staff, whereas with FJ we didn't need it because of the relationships the Coaches built with the students. FJ is building their confidence and communication and they are building new friendships and relationships in the year group – positive ones where they call each other out when others are doing something wrong. They are not shying away from saying to their friends that they are doing wrong – it's not an ability they had before taking part in FJ. Someone like H finding himself communicating well with his peers and not getting emotional and angry, he now uses his words to express himself. A few of the boys on the programme had suspensions at the beginning of the academic year but since taking part in FJ they haven't had any, which is great. A key focal point for a lot of the boys was regular suspensions – since FJ none of them have been suspended. The FJ programme has been a huge influence for them individually – for some of them it could be behaviour and for others it could be confidence and not being able to build relationships. Some of it you can't track with data, you see it with your eyes."*

Link Teacher & Pastoral Intervention Lead, City of London Academy Southwark

FJ Ambassadors 2021-22

FJ Ambassadors is our legacy programme building deeper relationships with and between young people who have completed our Schools Programme, featuring year-round monthly workshops that provide ongoing personal development opportunities. We worked with the Ambassadors themselves to design a structure that reflected the direction they wanted to take and the types of support and experiences that they find most useful. This youth-led process resulted in four key themes:

- **Comfort Zone** – providing experiences for personal growth;
- **Up-skilling** – leadership and skill-building workshops;
- **Team builders** – strengthening relationships;
- **FJ Champions** – opportunities to represent FJ in a public forum.

This year we welcomed 12 new Ambassadors and worked with them to collaboratively shape the programme to reflect what they wanted to get from it. This process resulted in us co-designing a new social action project as part of our OCN Level 2 youth leadership qualification, which launched in July 2021. We worked with 14 young people in a week-long intensive social action 'bootcamp' (28 hours in total) – using our design-thinking approach; the Ambassadors came up with the idea to create a workshop for Year 8 students to raise awareness of gang-grooming and negative peer pressure – a problem they were passionate about addressing. The group pitched their idea to a panel from Peabody and were awarded £1,000 to make it happen. After their initial ideation sessions, and with their funding successfully secured, from August to November the Ambassadors worked on their Level 2 qualification workbooks and spent time planning and refining their school workshop, testing out different ways that they might engage their audience of younger peers, practising their delivery and troubleshooting potential challenges.

In December 2021 the Ambassadors delivered their workshop at Hammersmith Academy to a group of 30 Year 8 students. Feedback from the workshop participants was overwhelmingly positive, and it was noted that because the session was delivered by people their age and from their own community, the young participants listened very actively and were highly engaged.

The social action project was truly a highlight of this year, and it gave us a great opportunity to widen our indirect impact and begin to root the FJs ethos across the young people's communities. The workshop would not have been possible without the depth of relationships we have built with our school partners – having worked with Hammersmith Academy for the past 3 years, we can now see the cumulative impacts of working with a school year on year. Working in this way makes the journey from Schools Programme to Ambassadors visible across the school and highlights the value of creating relationships between the older and younger year groups.

Feedback from the Ambassadors participating in the Social Action project:

> ***"We created the workshop to engage an audience to make them aware of issues in the world. It was about how easy it is for them to get manipulated into doing things by older people. Grooming was a big part of the discussion. We chose Year 8s because they've very vulnerable and we thought Year 7s might not understand the concept. The Year 8s understood it and took it on board for the real world. It was good to work in a team to get ideas together – a good opportunity to work with people we didn't know and to hear everyone's opinions."***

> ***"In design thinking sessions we did different activities to discuss what we wanted to do. For example what age group to deliver it to, which school needs it and who needed it the most. We used role play to show how peer pressure works and how young people can be drawn into drugs and knife crime. We delivered a practice session to Year 11s who gave feedback and then delivered it to Year 8s. We knew they were younger in the group and we had to be the role models during the workshop. It was important to make emotional connections with them. If they see you not taking it serious they won't listen to you. It was fun and interesting to do. It was a new experience for me and not something we had done before".***

Achievements and performance

Through collaboration with our partner schools we identify young people who would most benefit from our work, including those who are: at risk of exclusion; under-performing academically; living below the poverty line; and experiencing low confidence and self-esteem.

FJ programmes build connections between different communities and support young people to develop leadership skills. In 2021-22, 124 young people directly took part in FJ activities. Through collecting baseline data and feedback from young people who completed the programme and teachers from our partner schools we found:

76%
of young people improved in confidence and self-esteem

61%
of young people said they felt more positive about their community

95
young people achieved Level 1 National Open College Network qualifications in Active Citizens & Leadership (equivalent to half a GCSE)

79%
of young people demonstrated improved leadership skills

72%
of young people said they improved their creative skills (film-making, photography, storytelling)

14
young people achieved Level 2 National Open College Network qualifications in Youth Leadership (equivalent to a full GCSE)

82%
of young people said they now considered the feelings of others more

84%
of young people demonstrated improved communication skills

87%
of young people demonstrated improved team working skills

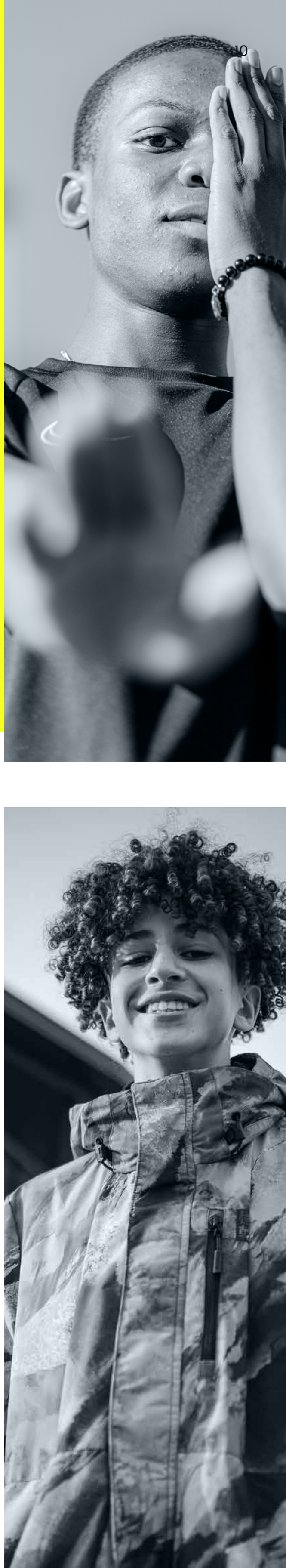
78%
of young people said they were more open minded to views of people different to them

Organisational development and plans for the Future

FJ's key programmes demonstrate significant and long-lasting impact for young people, so we focus on refining this ongoing work, rather than taking on short-term projects. We use design-thinking processes with our young people, centering them as our key stakeholders, and integrating their feedback into our programme development. Over the past 12 months, spurred on by the enormous changes and challenges of the pandemic, we used these processes to review and refine our offer. We're now in our strongest ever position in terms of programme design and impact, with a precise understanding of the ways in which the pandemic has affected young people's relationships, communication skills, and mental health. Over the coming year we will further embed our programmes and build deeper relationships with young people at our current partner schools.

A significant organisational development over the past year was the introduction of a new organisational model. We were fortunate in securing pro bono support from Jonathan Saverimuttu to undertake a strategic review of our programmes and approach, which led to the board agreeing a new approach with two strands:

- a restructuring of our core staff team, which included the promotion of our lead Creative Facilitator to a new Programme Manager role with responsibility for the day-to-day running of both the Schools and Ambassadors programmes – we accommodated this by reducing the Director role from full time to 0.8 FTE, which freed up funds without compromising operations.
- The introduction of four new coaches to deliver our Schools Programme, who introduce a powerful dynamic in being closer in age to the young people we work with.



This model will also enable us to expand the number of schools served around the core team. The changes led to an increase to our 2022-23 budget, which the Board considers necessary in order to keep delivering to a really high standard, with sufficient capacity for staff to not be overstretched and providing a platform for growth. We are fundraising accordingly to meet this increase with a key strategic priority being the diversification of income streams beyond grants from trusts and foundations.

Our Board of Trustees has had some changes. We said goodbye to our founding chair Don MacDonald and long-serving treasurer Greg Stylski; both had completed their seven year terms, and we are hugely grateful to them. Existing Trustee Nicola Pollock (previously of John Ellerman and Esmee Fairbairn Foundation) has been appointed Chair, and Chris Holmes (Calouste Gulbenkian Foundation) is our new Treasurer; both have in-depth experience of charity management and governance. We have also recruited two new Trustees in areas of communications, digital and Safeguarding. Matthew Collins specialises in Comms & Digital and has already become a source of great support and guidance to increase awareness of our programmes and develop income generation strategies, and Sobia Sultana is a qualified social worker who brings a wealth of experience and knowledge in Safeguarding having worked with young people and families as a social worker over the past 10 years.

Governance and Trustees

FJ Trustees have a diverse range of skill sets covering youth work, youth policy, charities, safeguarding, fundraising, law, governance, finance, social enterprise, project management and coaching.

FJ budget is managed by the Director, Treasurer and Chair of Trustees to ensure it is monitored regularly and runs according to projections. The Board also advises on the recruitment of new staff members at FJ and identifies any risks that may be involved in the budget and running of activities.

Charitable Objectives
Football Journeys' objectives are as follows:

- The promotion of equality and diversity for the public benefit by: promoting activities to foster understanding between people from diverse backgrounds; and cultivating a sentiment in favour of equality and diversity through using sport activities and participatory media.
- To help young people from all backgrounds advance in life, particularly those who are at risk of being involved in gang culture, anti-social behaviour and drug abuse and have little opportunity for positive social engagement through: (a) the provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life; (b) providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

Public Benefit
The Trustees manage the business of the Charity and may exercise all the powers of the Charity in accordance with the requirements of charity law and the constitution (the Articles). The Trustees confirm that they have referred to the Charity Commission's public benefit guidance and taken it into account when setting our objectives and activities, reviewing our achievements and performance, and making all relevant decisions. Our objectives and activities of the charity are summarised in this report.

Financial Review

Income is derived predominantly from grants from institutions, £115,638 (2021: £113,656), with all schools making a financial contribution, which we aim to increase in future years. Staff costs make up the largest proportion of the charity's expenditure with a relatively low level of non-staff overhead costs.

The charity has total reserves at the balance sheet date of £35,316 (2021: £29,918) of which £7,763 (2021: £16,204) are restricted. The charity has positive free reserves of £27,553 (2021: £13,714), the increase can be attributed to a higher proportion of our income being linked to unrestricted grants.

We would like to say a huge thank you to all our wonderful funders and partners who have supported our work: John Lyon's Charity; Tudor Trust; The Hilden Charitable Fund; The Fore Trust; Garfield Weston Foundation; The Leathersellers' Foundation; Goldsmiths' Company Charity; Peabody Community Foundation; London Community Foundation; Drapers' Charitable Fund; and CAF Resilience Fund.

Reserves Policy

The Trustees have set a free reserves target of 2 months' running costs. This is considered to provide sufficient flexibility to cover temporary shortfalls in income and allow the charity to cope and respond to unforeseen events whilst specific action plans are implemented.

We are confident that the current level of reserves are sufficient to meet 2 months' running costs and will look to maintain and develop the current reserve levels. Trustees monitor the reserves and cashflow on a monthly basis to ensure the charity remains a going concern.

Fundraising

To date FJ has been reliant on grants from trusts and foundations. To secure these we are supported by one freelance fundraiser, but are responsible for submitting applications and dealing with grants made. We have not fundraised directly from the public.

Structure, Governance and Management

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Safeguarding is a major consideration when working in person and online with young people. As part of FJ's online programme design we developed a new set of safeguarding policies and procedures, online risk assessment, digital parent/carer consent form, a student online behaviour policy and code of conduct for digital engagement, all of which align appropriately with the varying policies of our school partners. The policies and procedures have been signed off by each of our school partners and will be reviewed on an ongoing basis and adapted as necessary to ensure they remain appropriate and effective, as well as being shared with parents/carers. FJ recruited Sobia Sultana, a safeguarding specialist, to the Board of Trustees who is reviewing our safeguarding policies and procedures on an ongoing basis to ensure they are in line with best practice standards.

Reference and administrative details

Registered Company no.
08436638 (England and Wales)

Registered Charity no.
1152450

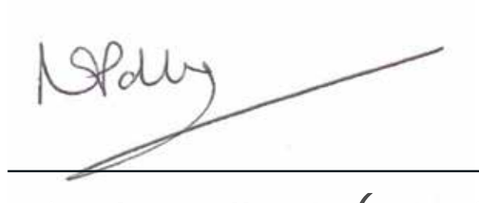
Registered office
24 Stanmore Road
London, N15 3PS

Reference and administrative details

Trustees	**Dates appointed/Resigned**
Keshinda Gage	15 June 2018
Nicola Pollock (Chair)	29 May 2018
Zoe Parrott	17 May 2022
Emmanuel Akin	6 October 2020
Christopher Holmes, ACCA	13 October 2021
Donald John Macdonald (previous Chair)	13 October 2021
Gregory Stylski	13 October 2021
Sobia Sultana	26 April 2022
Matthew Collins	26 April 2022

Independent examiner
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

Approved by order of the board of trustees on 13/12/22 and signed on its behalf by:



Nicola Pollock (Chair of Trustees)

Section 2

Independent examiner's report to the trustees of Football Journeys

Independent examiner's report to the trustees of Football Journeys ('the Company')

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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.

Daniel Wilson
FCCA
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2E

Daniel Wilson FCCA

Date: 13/12/22

Statement of financial activities for the year ended 31 March 2022

	Notes	Unrestricted fund £	Restricted fund £	31.3.22 Total funds £	31.3.21 Total funds £
Income and endowments from					
Donations and legacies		61,240	54,399	115,639	113,656
Expenditure on Charitable activities					
Charitable activity costs		47,401	62,840	110,241	106,255
Other		-	-	-	1,640
Total		**47,401**	**62,840**	**110,241**	**107,895**
NET income/(expenditure)		13,839	(8,441)	5,398	5,761
Reconciliation of funds					
Total funds brought forward		13,714	16,204	29,918	24,157
Total funds carried forward		**27,553**	**7,763**	**35,316**	**29,918**

Balance sheet at 31 March 2022

	Notes	Unrestricted fund £	Restricted fund £	31.3.22 Total funds £	31.3.21 Total funds £
Fixed assets					
Tangible assets	8	-	-	-	270
Current Assets					
Debtors	7	121	-	121	121
Cash at bank		28,735	8,158	36,893	41,062
		28,856	8,158	37,014	41,183
Creditors					
Amounts falling due within one year	8	(1,303)	(395)	(1,698)	(11,535)
NET Current Assets		27,553	27,553	35,316	29,648
total assets less current liabilities		27,553	7,763	35,316	29,918
NET Assets		27,553	7,763	35,316	29,918
Funds	9				
Unrestricted funds				27,553	13,714
Restricted funds				7,763	16,204
Total funds				35,316	35,316

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

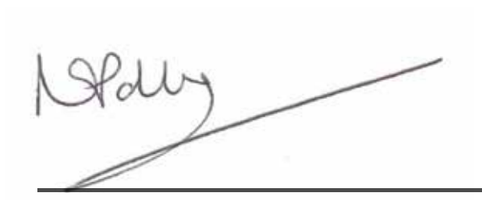
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements 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 charitable company.

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

The financial statements were approved by the Board of Trustees on 13/12/22 and were signed on its behalf by:



Nicola Pollock (Chair) -Trustee

Christopher Holmes ACCA (Treasurer) - Trustee

1. Accounting policies

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions
The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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

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

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.
Equipment - 25% on cost

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. Net income/(expenditure)

	31.3.22 £	31.3.21 £
Depreciation - owned assets	270	740

3. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

4. Staff costs

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

	31.3.22 £	31.3.21 £
Operations	1	1

No employees received emoluments in excess of £60,000.

5. Comparatives for the statement of financial activities

	Unrestricted fund £	Restricted fund £	Total funds £
Income and endowments from			
Donations and legacies	27,168	86,488	113,656
Expenditure on Charitable activities			
Charitable activity costs	28,650	77,605	106,255
Other	931	709	1,640
Total	**29,581**	**78,314**	**107,895**
NET Income/(Expenditure)	(2,413)	8,174	5,761
Reconciliation of funds			
Total funds brought forward	16,127	8,030	24,157
Total funds carried forward	**13,714**	**16,204**	**29,918**

6. Tangible fixed assets

	Equipment £
Cost	
At 1 April 2020 and 31 March 2022	5,487
Depreciation	
At 1 April 2021	5,217
Charge for year	270
At 31 March 2022	5,487
NET Book value	
At 31 March 2022	-
At 31 March 2021	270

7. Debtors: amounts falling due within one year

	31.3.22 £	31.3.21 £
Prepayments and accrued income	121	121

8. Creditors: amounts falling Due within one year

	31.3.22 £	31.3.21 £
Other creditors	533	-
Accruals and deferred income	1,165	11,535
	1,698	**11,535**

9. Movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	13,714	13,839	27,553
Restricted funds			
Restricted fund	16,204	(8,441)	7,763
Total Funds	**29,918**	**5,398**	**35,316**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	61,240	(47,401)	13,839
Restricted funds			
Restricted fund	54,399	(62,840)	(8,441)
Total Funds	**115,639**	**(110,241)**	**5,398**

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	16,127	(2,413)	13,714
Restricted funds			
Restricted fund	8,030	8,174	16,204
Total Funds	**24,157**	**5,761**	**29,918**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	27,168	(29,581)	(2,413)
Restricted funds			
Restricted fund	86,488	(78,314)	8,174
Total Funds	**113,656**	**(107,895)**	**5,761**

Detailed restricted fund movement

	At 31.03.21	Incoming resources	Resources expended	At 31.03.22
The Fore Trust	-	5,000	5,000	-
The Peabody Trust	103	1,382	1,050	434
National Lottery - Awards 4 All	-	7,037	7,037	-
WNST	10	-	-	10
Comic Relief	-	3,020	2,842	178
The Hilden Charitable Fund	7,917	-	7,917	-
School Contributions	-	153	153	-
Sport England	-	6,050	6,050	-
John Lyon's Charity	-	15,909	4,987	10,922
National Lottery - Covid Response Fund	-	14,160	14,160	-
CAF Resilience Fund	-	10,120	10,120	-
City Bridge Trust (through the London Community Response Fund)	-	23,656	18,998	4,658
	8,030	**86,487**	**78,314**	**16,203**

10. Related party disclosures

There were no related party transactions for the year ended 31 March 2022.

Income and endowments

	31.3.22 £	31.3.21 £
Donations and legacies		
Donations	365	335
Grants	115,274	113,321
Total incoming resources	**115,639**	**113,656**

Expenditure

Charitable activities		
Wages	31,331	33,997
Pensions	1,253	1,360
Insurance	363	293
Facilitators	55,127	48,316
Telephone	182	228
Postage and stationery	-	202
Travel	93	-
Sundries	898	131
Online platforms and website	1,696	5,474
Event and conference expenses	14,333	12,719
Office rent	-	
Communications and digital marketing	3,818	3,535
	109,094	**106,255**
Support costs		
Governance costs	877	900
Accountancy fees	270	740
Depreciation of tangible fixed assets	1,147	1,640
Total resources expended	**110,241**	**107,895**
Net (expenditure)/income	**5,398**	**5,761**

FOOTBALL JOURNEYS

England & Wales - Charity number 1152450

Accounts

Report of the trustees and unaudited financial statements for the year ended 31 March 2021 for

FOOTBALL JOURNEYS™

Registered company number: 08436638 (England and Wales) . Registered charity number: 1152450

CONTENTS

Report of the Trustees	1-12
Independent Examiner's Report	13-14
Statement of Financial Activities	15
Balance Sheet	16-17
Notes to the Financial Statements	18-22
Detailed Statement of Financial Activities	23

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

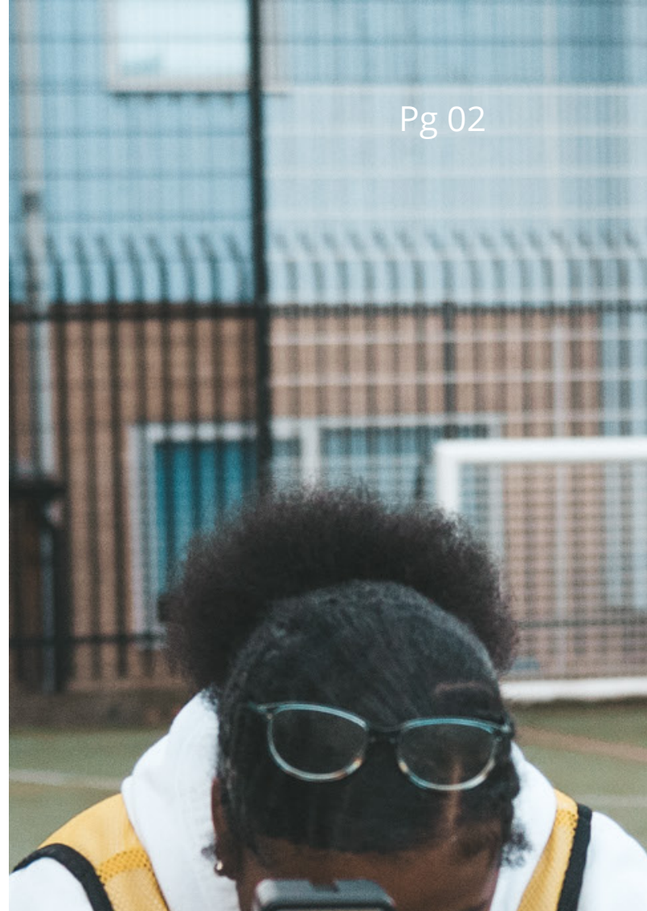
The charitable company was incorporated on 8 March 2013 and commenced trading on 16 October 2013.

OBJECTIVES AND AIMS/ABOUT FJ

Football Journeys (FJ) was formed to create positive and life-changing experiences for young people affected by increasing community division in London. We work with around 110 young people aged 13 to 18 every year, supporting them to discover their potential on a journey of personal development. Using the common language of football and the medium of film-making, young people are inspired to learn about themselves and each other, building relationships, skills and understanding in the process. We work in partnership with schools and youth organisations across London, in some of the UK's most deprived wards.

Many of the young people we work with experience economic and racial marginalisation, putting them at higher risk of experiencing youth violence and meaning they are much more likely to face barriers to reaching their potential than those from more affluent backgrounds.

We work in collaboration with school staff to identify young people who are particularly struggling or isolated and would most benefit from the experiences we offer. We take an asset-based approach to our work, emphasising positive potential and creating space for good choices at every opportunity. We aim for depth (rather than breadth) in the relationships we build with young people, choosing to work with smaller groups so that each individual has the opportunity to make the most of their time with us. FJ programmes are the antithesis to short-term participation projects, which 'helicopter' into an area and then disappear, leaving young people disappointed; we seek to build meaningful relationships that continue to add value to young people's lives year after year.



Activities

Our activities are created by people with lived experience of the challenges young people face and delivered through two key programmes: FJ Schools and FJ Ambassadors. Over the past 18 months and particularly in response to Covid, we adapted and evolved the programme, adopting a strengthened focus on mental health, wellbeing and building resilience, to ensure they have all the tools they need to fulfil their potential.

FJ Schools offers a holistic approach to young people's development, introducing opportunities, responsibilities and experiences that will benefit them later in life. The 16-week programme creates an inclusive space for young people to share stories, to develop, practice and improve practical and 'human' skills, increase social networks and expand comfort zones. Successfully completing the programme earns young people a nationally recognized NOCN Youth Leadership Level 1 qualification, equivalent to half a GCSE. In some cases, this may be the only formal qualification a young person leaves school with. The programme is delivered with a new cohort every term and consists of:

- 16 weekly 90-minute after school sessions for a cohort of 15 young people at each partner school;
- Community interviews and filming trips, supporting each cohort of young people to gather content which is edited into a short film about their community;
- Screenings of all the short films at each partner school;
- Inter-community football exchanges where the groups meet each other and play football together;
- National Open College Network Level 1 Youth Leadership qualification;
- Annual Celebration Event to acknowledge the young people's achievements.

FJ Ambassadors is our legacy programme building deeper relationships with and between young people, featuring year-round monthly workshops that provide ongoing personal development opportunities. We work with the Ambassadors themselves to design a structure that reflects the direction they want to take and the types of support and experiences that they find most useful. This youth-led process resulted in four key themes:

- Comfort Zone – providing experiences for personal growth;
- Up-Skilling – leadership and skill-building workshops;
- Team Builders – strengthening relationships;
- FJ Champions – opportunities to represent FJ in a public forum.

Sessions are delivered by our Director, Head of Programmes and facilitators and we also bring in external specialists where appropriate. For example, trainers from St John's Ambulance have run first aid sessions, and sessions on CV-writing and interview skills have been delivered which have contributed towards the group's aspirations and possibility models. Alongside the monthly sessions we support the Ambassadors to achieve the Level 2 and 3 NOCN Youth Leadership qualifications.

Both the Schools and Ambassadors programmes encompass themes of:

- Values
- Creativity
- Communication
- Visual Content
- Media
- Identity
- Individuality
- Culture
- Family
- Community
- Respect & Tolerance
- Diversity
- Leadership
- Role Models
- Discrimination
- Representation
- Empowerment
- Resilience
- Reflection

ACHIEVEMENTS AND PERFORMANCE

Since our first pilot project in 2012, we've worked with nearly 1,000 young people from 40 youth groups and schools across 19 London boroughs. Through collecting baseline data and ongoing feedback from young people, school staff and youth practitioners, we know that of these young people:

76%

demonstrated greater confidence to travel to other areas and meet peers from other communities

77%

demonstrated improved confidence and self-esteem in themselves

79%

demonstrated improved teamwork skills

82%

demonstrated improved communication skills

77%

demonstrated improved leadership skills

248

participants achieved Level 1 National Open College Network qualifications in Youth Leadership (equivalent to half a GSCE)

8

participants achieved Level 2 National Open College Network qualifications in Leadership (equivalent to a full GSCE)

Case Study

S first took part in FJ in 2016 as a 14-year old participant:

"I've become an Ambassador and completed Level 1 and Level 2 leadership qualifications, helped deliver football exchanges between different youth groups, been part of the FJ team of Ambassadors to run a girls football tournament bringing teams across London together, been part of the team to feedback on the FJ logo and branding and have been one of the speakers at FJ's annual Celebration Events at Wembley Stadium.

Outside [of FJ] I'm trying to work on different projects at my youth club to change young people's lives. I'm working with young girls that have just come out of prison and crime and gangs. My role is to talk to them about their experiences and to help them make positive decisions and helping them get the education they didn't receive. I can relate to them through my personal experiences with difficult times with gangs. For me it was about you couldn't fit into certain areas and there was a lot of territorial bullying. Crime is getting younger and younger. It's now more 14/15 year olds when it used to be 17/18 year olds. As I got older I knew it wasn't me, I wanted to be helpful, everyone said I was helpful, I fell into the wrong crowd, that was not who I am.

Since becoming a FJ Ambassador it has helped me learn different views, step out of my comfort zone and made me want to help other young people. I'm now looking at my community, wanting to become more helpful. FJ helped my life choices for example a few years ago I would say I wanted to work in retail but now I want to work as a youth worker and help young people make the right choice."

FJ SCHOOLS

This year we partnered with six London schools in areas that rank highly on the Indices of Multiple Deprivation Index, to deliver our youth leadership and integration programmes:

- Oaklands School, St Peter's ward of London Borough of Tower Hamlets
- Kensington Aldridge Academy, Notting Dale ward of London Borough of Kensington & Chelsea
- Frederick Bremer School, Chapel End ward of London Borough of Waltham Forest
- Hammersmith Academy, Askew ward of London Borough of Hammersmith & Fulham
- School 21, Stratford & New Town ward of London Borough of Newham
- Hatch End High School, Hatch End ward of London Borough of Harrow

We identified and recruited 90 young participants and were able to deliver the programme as planned until the pandemic struck in March 2020, when it became clear we would not be able to continue delivering in the usual way.

After emergency consultation with our facilitators and key school contacts, we swiftly pivoted to design and deliver a new online programme, so that we could continue working with the cohort of young people who had just begun the February 2020 round of the Schools Programme. Our activities were originally designed to physically bring young people together, but social distancing measures meant adapting and redesigning everything for remote delivery via online video-conferencing platforms. This was a completely new approach for us, but we made decisions with insights from our school contacts and an understanding of the specific needs of their young people.

Despite the massive changes and challenges they were experiencing, 55 young people completed the full programme, which we delivered through a mix of online and in-person activities:

13

personal development sessions with themes including storyboarding, budgeting, resilience, effective communication & reflection.

18

NOCN qualification catch up and completion sessions working with FJ staff online and face to face.

42

‘virtual’ sessions facilitated by the FJ team online during and in between lockdowns due to the COVID-19 pandemic. Themes focused on wellbeing, leadership & event planning.

9

team building & football sessions with our coaches, learning communication skills and working as teams.

1

FJ online Celebration and Ambassadors sign up Event.

The programme redesign has been a challenging process, particularly because there are significant differences between the partner schools – some were already prepared for online learning, but others lacked experience and confidence and needed additional support, reassurance and guidance. Maintaining an ongoing open dialogue with teachers and school staff has been vital, and we are delighted that the process has been a success. This huge piece of work was delivered under extreme circumstances, but it showed us how to run an innovative online programme with young people, and importantly how to effectively reach young people considered ‘hard to engage’ by school.

FJ AMBASSADORS PROGRAMME

We worked with 15 young Ambassadors from across London, who took part in their own tailored activities and also played a vital role in informing our activities and responses to the Covid-19 pandemic.

Prior to the first lockdown, Ambassadors at one of our partner schools supported the delivery of sessions with the younger cohorts to share the skills and knowledge they had gained from their time on the programme, from the perspective of peer-mentors. Our Ambassadors also supported the delivery of the inter-community football exchanges and were very much a part of the delivery team, encouraging the young people and sharing their experiences of transitioning from the Schools Programme to the Ambassadors.

The Ambassadors also took part in planning for FJ's Annual Celebration Event, which was due to take place on 23rd March 2020 at Wembley Stadium. Unfortunately, due to the Covid-19 restrictions this could not go ahead. While this was disappointing, the Ambassadors galvanized to plan an alternative online Celebration and Ambassadors Sign up event, which was delivered in March 2021, where they and the FJ staff team acknowledged participants' achievements over the past year and encouraged them to join the Ambassadors Programme going forward. Through the event the Ambassadors also presented the benefits of the Level 2 OCN Youth Leadership qualification (equivalent to a full GCSE), drawing on their own experiences of how it has contributed to their employment prospects, to encourage the Schools Programme graduates to take up the opportunity.

Following the outbreak of Covid-19 the main focus of our work was to maintain engagement with the Ambassadors and we held regular online check in sessions with them, seeing how individuals were faring through lockdown and finding out what activities they would find useful or want to take part in. We delivered mental health and wellbeing sessions focusing on stress management, and sign posted activities through our partner Peabody, with topics including public speaking, starting your own business, productivity, journalism, storytelling and podcasting. When lockdown restrictions were eased, we were also able to deliver a fun teambuilding Go Karting day out, which provided a much-needed opportunity for the Ambassadors to properly check in and blow off some steam!

PLANS FOR THE FUTURE

Our plans for the future span three areas of focus: Organisational (Purpose, People & Culture, Finances & Funding), Schools Programme and Ambassadors Programme.

Organisational aims include completing a review of Football Journey's Theory Of Change, ensuring it remains current and clearly articulates our purpose; updating training and development plans for staff; developing our capabilities for attracting new funds, with a particular focus on brand partnerships and sponsorship; and updating our monitoring and evaluation frameworks and outcomes in-line with the latest Theory of Change.

Plans for the Schools and Ambassadors Programmes include introducing a new qualification accreditation, documenting our processes in detail to create replicable structures for future scaling; and developing a new sales and marketing strategy and pricing model for schools.

Through participants' feedback on our first online programme (piloted between April-October 2020) we have been able to develop and deliver activities and workshops which have responded directly to the changing needs of vulnerable young people during an incredibly difficult time. The new structure allows for flexibility (with both online and in-person options) and will allow us to give future school partners more choice in incorporating our activities into their extracurricular programmes. Themes across the programme were refined and a greater focus on resilience and wellbeing was introduced, strengthening our offer for young people in the future.

FOOTBALL JOURNEYS' BOARD OF TRUSTEES

Football Journeys' Trustees have a diverse range of skill sets covering youth work, youth policy, charities, safeguarding, fundraising, law, governance, finance, social enterprise, project management and coaching.

Football Journeys' budget is managed by the Director, Chair of Trustees and Treasurer to ensure it is monitored regularly and runs according to projections. The Board also advises on the recruitment of new staff members at FJ and identify any risks that may be involved in the budget and running of activities.

Charitable Objectives
Football Journeys' objectives are as follows:

- The promotion of equality and diversity for the public benefit by: promoting activities to foster understanding between people from diverse backgrounds; and cultivating a sentiment in favour of equality and diversity through using sport activities and participatory media.
- To help young people from all backgrounds advance in life, particularly those who are at risk of being involved in gang culture, anti-social behaviour and drug abuse and have little opportunity for positive social engagement through: (a) the provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life; (b) providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

Public Benefit
The Trustees manage the business of the Charity and may exercise all the powers of the Charity in accordance with the requirements of charity law and the constitution (the Articles). The Trustees confirm that they have referred to the Charity Commission's public benefit guidance and taken it into account when setting our objectives and activities, reviewing our achievements and performance, and making all relevant decisions. Our objectives and activities of the charity are summarised in this report.

Financial Review

Income is derived predominantly from grants from institutions, £113,656 (2020: £109,105). Staff costs make up the largest proportion of the charity's expenditure with a relatively low level of non-staff overhead costs.

The charity has total reserves at the balance sheet date of £29,918 (2020: £24,157) of which £16,204 (2020: £8,030) are restricted. The charity has positive free reserves of £13,714 (2020: £16,127) the decrease in which can be attributed to a higher proportion of our income being linked to restricted funds for direct activities.

We would like to say a huge thank you to all our wonderful funders and partners who have supported our work:
John Lyon's Charity; Tudor Trust; The Hilden Charitable Fund; The Fore Trust; Garfield Weston Foundation; Leathersellers' Company Charitable Fund; Goldsmiths' Company Charity; Peabody Trust; City Bridge Trust (through the London Community Response Fund); Sport England; CAF Resilience Fund; National Lottery Community Fund; Foyle Foundation

Reserves Policy

The Trustees have set a free reserves target of 3 months' running costs. This is considered to provide sufficient flexibility to cover temporary shortfalls in income and allow the charity to cope and respond to unforeseen events whilst specific action plans are implemented.

The current level of reserves is below this level and the Trustees are mindful of the need to increase income and carefully manage costs to build reserves, without a reduction in the level of service delivery to the charity's current beneficiaries. Trustees monitor the reserves and cashflow on a monthly basis to ensure the charity remains a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Safeguarding is a major consideration when working online with young people. As part of FJ's online programme design we developed a new set of safeguarding policies and procedures, online risk assessment, digital parent/carer consent form, a student online behaviour policy and code of conduct for digital engagement, all of which align appropriately with the varying policies of our school partners. The policies and procedures have been signed off by each of our school partners and will be reviewed on an ongoing basis and adapted as necessary to ensure they remain appropriate and effective, as well as being shared with parents/carers. FJ recruited Zoe Parrott, a safeguarding specialist, to the Board of Trustees who is reviewing our safeguarding policies and procedures on an ongoing basis to ensure they are in line with best practice standards.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company no.
08436638 (England and Wales)

Registered Charity no.
1152450

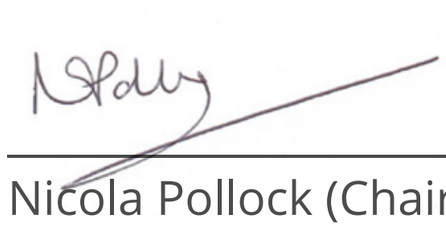
Registered office
24 Stanmore Road
London, N15 3PS

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	Dates appointed/left
Keshinda Gage	15 June 2018
Nicola Pollock (Chair)	29 May 2018
Zoe Parrott	6 October 2020
Emmanuel Akin	6 October 2020
Christopher Holmes	13 October 2021
Donald John Macdonald (Chair)	13 October 2021
Gregory Stylski	13 October 2021

Independent examiner
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

Approved by order of the board of trustees on 13.11.2021 and signed on its behalf by:



Nicola Pollock (Chair of Trustees)

SECTION 2

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FOOTBALL JOURNEYS

Independent examiner's report to the trustees of Football Journeys ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2020.

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

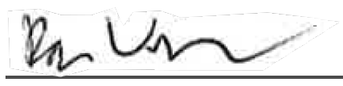
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement
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.

Daniel Wilson
FCCA
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2E



Daniel Wilson FCCA

Date: 13.11.2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted fund £	Restricted fund £	31.3.21 Total funds £	31.3.20 Total funds £
Income and endowments from					
Donations and legacies		27,168	86,488	113,656	109,105
Expenditure on					
Charitable activities					
Charitable activity costs		28,650	77,605	106,255	105,421
Other		931	709	1,640	1,606
Total		**29,581**	**78,314**	**107,895**	**107,027**
NET income/(expenditure)		(2,413)	8,174	5,761	2,078
Reconciliation of funds					
Total funds brought forward		16,127	8,030	24,157	22,079
Total funds carried forward		**13,714**	**16,204**	**29,918**	**24,157**

BALANCE SHEET AT 31 MARCH 2021

	Notes	Unrestricted fund £	Restricted fund £	31.3.21 Total funds £	31.3.20 Total funds £
Fixed assets					
Tangible assets	6	14	256	270	1,010
Current Assets					
Debtors	7	121	-	121	4,256
Cash at bank		14,336	26,726	41,062	41,019
		14,457	26,726	41,183	45,275
Creditors					
Amounts falling due within one year	8	(757)	(10,778)	(11,535)	(22,128)
NET Current Assets		13,700	15,948	29,648	23,147
total assets less current liabilities		13,714	16,204	29,918	24,157
NET Assets		13,714	16,204	29,918	24,157
Funds	9				
Unrestricted funds				13,714	16,127
Restricted funds				16,204	8,030
Total funds				**29,918**	**24,157**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

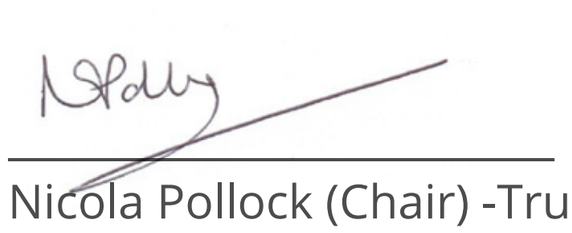
The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements 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 charitable company.

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

The financial statements were approved by the Board of Trustees on 13.11.2021 and were signed on its behalf by:



Nicola Pollock (Chair) -Trustee

Christopher Holmes ACCA (Treasurer) - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions
The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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

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

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.
Equipment - 25% on cost

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. NET INCOME/(EXPENDITURE)

	31.3.21	31.3.20
	£	£
Depreciation - owned assets	740	778

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

4. STAFF COSTS

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

	31.3.21	31.3.20
	£	£
Operations	1	2

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
Income and endowments from			
Donations and legacies	44,123	64,982	109,105
Expenditure on Charitable activities			
Charitable activity costs	35,518	69,903	105,421
Other	1,233	373	1,606
Total	**36,751**	**70,276**	**107,027**
NET Income/(Expenditure)	7,372	(5,294)	2,078
Reconciliation of funds			
Total funds brought forward	8,755	13,324	22,079
Total funds carried forward	**16,127**	**8,030**	**24,157**

6. TANGIBLE FIXED ASSETS

	Equipment £
Cost	
At 1 April 2020 and 31 March 2021	5,487
Depreciation	
At 1 April 2020	4,477
Charge for year	740
At 31 March 2021	5,217
NET Book value	
At 31 March 2021	270
At 31 March 2020	1,010

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Prepayments and accrued income	121	4,256

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Other creditors	-	248
Accruals and deferred income	11,535	21,880
	11,535	**22,128**

9. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	16,127	(2,413)	13,714
Restricted funds			
Restricted fund	8,030	8,174	16,204
Total Funds	**24,157**	**5,761**	**29,918**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	27,168	(29,581)	(2,413)
Restricted funds			
Restricted fund	86,488	(78,314)	8,174
Total Funds	**113,656**	**(107,895)**	**5,761**

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	8,755	7,372	16,127
Restricted funds			
Restricted fund	13,324	(5,294)	8,030
Total Funds	**22,079**	**2,078**	**24,157**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	44,123	(36,751)	7,372
Restricted funds			
Restricted fund	64,982	(70,276)	(5,294)
Total Funds	**109,105**	**(107,027)**	**2,078**

Detailed restricted fund movement

	At 31.03.20	Incoming resources	Resources expended	At 31.03.21
The Fore Trust	-	**5,000**	5,000	-
The Peabody Trust	103	1,382	1,050	434
National Lottery - Awards 4 All	-	7,037	7,037	-
WNST	10	-	-	10
Comic Relief	-	3,020	2,842	178
The Hilden Charitable Fund	7,917	-	7,917	-
School Contributions	-	153	153	-
Sport England	-	6,050	6,050	-
John Lyon's Charity	-	15,909	4,987	10,922
National Lottery - Covid Response Fund	-	14,160	14,160	-
CAF Resilience Fund	-	10,120	10,120	-
City Bridge Trust (through the London Community Response Fund)	-	23,656	18,998	4,658
	13,324	**64,982**	**70,276**	**8,030**

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

INCOME AND ENDOWMENTS

	31.3.21 £	31.3.20 £
Donations and legacies		
Donations	335	310
Grants	113,321	108,795
Total incoming resources	**113,656**	**109,105**

EXPENDITURE

Charitable activities		
Wages	33,997	50,643
Social security	-	1,807
Pensions	1,360	2,529
Insurance	293	223
Subcontractors	48,316	10,941
Telephone	228	473
Postage and stationery	202	117
Travel	-	632
Sundries	131	630
Online platforms and website	5,474	436
Event and conference expenses	12,719	34,187
Office rent	-	2,803
Communications and digital marketing	3,535	-
	106,255	**105,421**
Support costs		
Governance costs		
Accountancy fees	900	828
Depreciation of tangible fixed assets	740	778
Total resources expended	**107,895**	**107,027**
Net (expenditure)/income	**5,761**	**2,078**

FOOTBALL JOURNEYS

England & Wales - Charity number 1152450

Accounts

Report of the trustees and unaudited financial statements for the year ended 31 March 2020 for

LONDON FOOTBALL JOURNEYS

Registered company number: 08436638 (England and Wales) . Registered charity number: 1152450

CONTENTS

Report of the Trustees	1-11
Independent Examiner's Report	12-13
Statement of Financial Activities	14
Balance Sheet	15-16
Notes to the Financial Statements	17-21
Detailed Statement of Financial Activities	22

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The charitable company was incorporated on 8 March 2013 and commenced trading on 16 October 2013.

OBJECTIVES AND AIMS

Football Journeys (also known as London Football Journeys - LFJ) supports young people aged 13-18 to value themselves, their place in their communities and the wider society regardless of their background.

Using football and video-making as unifying and developmental tools, LFJ brings together groups of young people from different backgrounds and marginalised communities to learn about their own and others' identities, and find value in their differences and commonalities.

By building up the skills and confidence of young people, and expanding their world view, we seek to open up new opportunities for them - for education, work and play - helping them to make positive choices about their own futures, and as young leaders, within their communities and the wider society.

LFJ takes young people on a personal and physical journey outside of their comfort zones and into new communities. In doing so we increase their ability to make positive choices about their future, and how they interact with wider society. Through personal and leadership development and training we help them to increase their understanding of their own and other communities.

We link groups of young people from different backgrounds, and support them to be proud of their own communities and embrace others. The LFJ programme enables young people to learn new skills, to become confident in themselves and to explore opportunities that may have been limited to them before - be those educational, social or economic.

Activities

Our structured programme provides young people with inter-community football exchanges, participatory video making workshops and personal development workshops including budgeting, exchange planning, active listening, resilience, communication, leadership, teamwork and reflection. The football exchanges are key to our activities as participants from different areas step out of their comfort zone, learn about a new community and build positive relationships with people they may have had negative assumptions about.

Through the programme young people are supported to achieve a Level 1 National Open College Network (NOCN) qualification in Youth Leadership. Through this accreditation young people come away with a tangible qualification that can be used on future CVs, college and university applications and personal statements. The accreditation holds great value for young people and in some cases can be one of only a few formal qualifications achieved in Key Stage 4 education. After LFJ activities young people also have the opportunity to share their experiences and achievements with the wider community and to join the LFJ Ambassadors Programme.

Between 1st April 2019 and 31st March 2020, 144 young people aged 13 to 18 took part in the following LFJ activities:

- 18 participatory video & photography workshops
- 45 personal development workshops (workshop themes included: storyboarding, budgeting, exchange planning, mental health & wellbeing, active listening, resilience, effective communication, reflection and NOCN qualification booklet work)
- 54 football sessions
- 6 inter-community football exchanges
- 5 youth led school presentations; and
- 18 Ambassador workshops and events

Programme Partners:

- Oaklands School, London Borough of Tower Hamlets
- Kensington Aldridge Academy, London Borough of Kensington & Chelsea
- Connaught School for Girls, London Borough of Waltham Forest
- Graveney School, London Borough of Wandsworth
- Frederick Bremer School, London Borough of Waltham Forest
- Hammersmith Academy, London Borough of Hammersmith & Fulham
- School 21, London Borough of Newham
- Hatch End High School, London Borough of Harrow
- Hackney Laces, London Borough of Hackney

ACHIEVEMENTS AND PERFORMANCE

Through collaboration with our programme partners we identify young people who would most benefit from our work, including those who are: at risk of exclusion; under-performing academically; living below the poverty line; and experiencing low confidence and self-esteem.

LFJ programmes build connections between different communities and support young people to develop leadership skills. We monitor our impact by collecting baseline data and feedback from young people who take part in our activities and staff at our programme partners.

Due to Covid-19 restrictions 30 young people were not able to complete the LFJ programme and there is a delay in collecting the full data for 11 young people. Therefore we have drawn some conclusions based on the monitoring and evaluation data we have from 103 of the 144 young people who completed the programme:

80%

demonstrated greater confidence to travel to other areas and meet peers from other communities

79%

demonstrated improved confidence and self-esteem in themselves

92%

demonstrated improved teamwork skills

85%

demonstrated improved communication skills

78%

demonstrated improved leadership skills

61

participants achieved, or are on course to achieve, Level 1 National Open College Network qualifications in Youth Leadership (equivalent to half a GCSE)

Teacher Testimonials

"Overall the programme was incredible and we saw an improvement in students' confidence levels and willingness to help/support their peers. Students had a greater understanding of what community and diversity is and how it looks in society. They also developed ideas on how to improve their communities and societies. I would recommend that this programme became a stable of year 9 development."
— Mr F. Fitchett, Head of Year 9 at Hammersmith Academy.

"We worked with London Football Journeys in 2019/20 to help develop the communication skills, confidence and teamwork for a group of year 9 students. This has been an excellent decision to use them and I have noticed a massive positive change in the attitude and character of these students. LFJ are ultra-reliable, forward thinking, creative and are able to develop excellent positive relationships with our students. I would highly recommend them and look forward to working with them again in the future."
— Mr L Weir, Head of PE, Hatch End High School

Young People's Feedback

"It helps me learn new things and get used to new people and environments I've never been to."
— LFJ participant, Kensington & Chelsea

"I am now more confident in speaking to new people, I have seen new cultures and I am now more accepting."
— LFJ participant, Kensington & Chelsea

"Taking part in the London Football Journeys made me realise if you just keep trying and helping others with listening skills you can get anywhere in life."
— LFJ participant, Hammersmith & Fulham

LFJ SCHOOLS & GIRLS PROGRAMME

In 2019-20 we delivered the LFJ Schools Programme & Girls Programme at nine partner youth organisations. Activities were developed through feedback and input from participants, LFJ Ambassadors, coaches, teachers and youth practitioners in order to make our intervention most beneficial for young people we work with and the communities they live in.

The main successes for our Schools & Girls Programmes included:

- We started partnerships with three new schools in 2019-20.
- Successful inter-community football exchanges enabled participants to better understand others who are different to them and be more confident in meeting new people and travelling to new areas.
- Participants are continuing to volunteer to support the next round of workshops with younger peers.
- Achieving our outcome targets, with young people consistently demonstrating improvement in key areas of communication, leadership and teamwork skills.
- An effective partnership between LFJ and Laces Community Club in Hackney continued to develop and shape our Girls Programme.
- Consistently high numbers of participants for sessions delivered on our School and Girls Programmes.
- Our relationships with partner schools have been strengthened leading to a commitment to future years of working together.

LFJ AMBASSADORS PROGRAMME

At the end of activities, some participants enrol on our volunteer scheme called the LFJ Ambassadors programme. This programme provides young people with advice, training, upskilling and mentoring opportunities to support them in their transition from education into the working world. This is a big step up and many new skills are acquired in the process including leadership, administration, team-work and planning, along with a greater awareness of societal and community issues. Ambassadors also acquire transferable skills through supporting the facilitation of the next round of film and football programmes to younger people, introducing LFJ to new youth groups, and inputting on organisational programmes and strategy.

In 2019-20 we worked with 16 young Ambassadors who graduated from LFJ groups across London in a variety of ways, including those listed below.

Individual Ambassadors supported the delivery of inter-community football exchanges and were part of the LFJ team working to enable younger participants to get the most out of programmes.

Ambassadors participated in Career Bootcamps, where they improved their CV writing and practised their interviewing skills. This was led by LFJ Trustee, Keshinda Gage at her law firm Squire Patton Boggs (UK) LLP's London office. This not only trained Ambassadors in essential employability skills but also inspired them through seeing the environment of a City law firm and learning about routes into the legal profession.

The Ambassadors group took responsibility for planning and delivering a highly successful under 14s and under 16s girls football tournament to coincide with the Women's World Cup final on 7th July 2019 at Wembley Powerleague. The aims of the tournament were to encourage more girls to get active and take up football, celebrate women's football, break down stereotypes, build confidence and bring together diverse communities in London.

Through planning, delivering and evaluating the tournament together, the Ambassadors built confidence and skills in teamwork, public speaking, administration, fundraising, budgeting and project coordination. It also developed their identity as a group. Some of the Ambassadors told us after the event:

"I learnt how to adapt and speak based on the atmosphere and how to take responsibility for my role within an event"

"We were great, very hard working and enthusiastic and made sure there wasn't any conflict on the day."

"I developed leadership skills for example sticking to my decision and not letting others manipulate me."

At the tournament we welcomed over 100 people and 10 girls football teams from North, South, East and West London. Teams included Michaela School, Hijabi Footy Fun, St Andrews Youth Club, Oaklands School, Highbury Football School and Hackney Laces. It was a very special day celebrating girls football, bringing people together and providing a platform to showcase so much talent.

Jamad Abdi who works at the Galbur Foundation said:
"This is the first tournament that the girls have participated in and really boosted their confidence. Most importantly our girls really enjoyed playing against the other teams, allowing them to understand their own weaknesses and giving them the opportunity to improve in their own skills."

Iqra Ismail, Head Coach at Hijabi Footy Fun said:
"I liked the fluidity of the day. It was very well organised and it flowed without any issues. The Ambassadors were very approachable and all-in-all it was a great family event. Our girls gained some much needed match day experience, as this was the first competitive tournament any of them had played in. They also enjoyed seeing a diverse group of ambassadors that looked a lot like them, as they're not very used to seeing that."

All Ambassadors were part of the planning for LFJ's Annual Celebration Event that was due to take place on 23rd March 2020 at Wembley Stadium. Unfortunately this was not able to go ahead due to COVID-19 restrictions. As a result we are going to be delivering an online Celebration and Ambassadors Sign up event to acknowledge participants achievements over the past year and encourage them to be part of the Ambassadors Programme going forward. The event will be led by current Ambassadors to introduce and recruit new participants onto the Ambassadors Programme and showcase opportunities for young people to get involved in.

FOOTBALL JOURNEYS' BOARD OF TRUSTEES

Football Journeys' Trustees have a diverse range of skill sets covering youth work, youth policy, charities, safeguarding, fundraising, law, governance, finance, social enterprise, project management and coaching.

Football Journeys' budget is managed by the Director, Chair of Trustees and Treasurer to ensure it is monitored regularly and runs according to projections. The Board also advises on the recruitment of new staff members at LFJ and identifies any risks that may be involved in the budget and running of activities.

Football Journeys' objectives are as follows:

- The promotion of equality and diversity for the public benefit by: promoting activities to foster understanding between people from diverse backgrounds; and cultivating a sentiment in favour of equality and diversity through using sport activities and participatory media.
- To help young people from all backgrounds advance in life, particularly those who are at risk of being involved in gang culture, anti-social behaviour and drug abuse and have little opportunity for positive social engagement through: (a) the provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life; (b) providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

Public Benefit

The Trustees manage the business of the Charity and may exercise all the powers of the Charity in accordance with the requirements of charity law and the constitution (the Articles). The Trustees confirm that they have referred to the Charity Commission's public benefit guidance and taken it into account when setting our objectives and activities, reviewing our achievements and performance, and making all relevant decisions. Our objectives and activities of the charity are summarised in this report.

COVID-19

Although the schools closed only on 20th March 2020, the COVID-19 Virus has had major repercussions even in the 2019-2020 year. A great deal of uncertainty and anxiety has been generated because of the virus. LFJ had to quickly take steps and plan for huge changes in recruitment and programme provision before the end of the financial year. An additional concern is that partner schools have not reacted uniformly. Almost without exception funders have shown flexibility in supporting us. However starting online delivery from scratch has been demanding but we have adapted well.

Plans for the Future

Over the next three years we plan to consistently deliver the LFJ Schools Programme in collaboration with our partner schools. Through this process we will continue to build our evidence base, strengthen our programme activities and enhance our monitoring and evaluation tools and framework. We will also grow the Ambassadors Programme and develop a monitoring framework that will assist us in mapping LFJ's broader impacts.

We know from evidence gathered over the past three years that the experience of completing the LFJ Schools Programme and going on to become an LFJ Ambassador empowers young people to take on leadership roles outside of LFJ, encourages them to become active in their communities and equips them with the skills and confidence needed to influence change at personal and social levels. To further develop our evidence of impact we will be working in partnership with the Measuring the Good programme run by Volunteering Matters to enhance and streamline our monitoring and evaluation framework and tools.

LFJ has now settled on the most effective structures for our programmes; by delivering our model consistently over the next 3 years, with dedicated resource for monitoring and evaluation, we will generate a significant body of data and case studies that will help us to better describe and illustrate these complex impacts. Our long-term aim is to have enough evidence to be able to share our practice and develop a replicable methodology that would take our work to other UK cities experiencing community division.

With the advent of Covid-19 and subsequent lockdown measures it became clear that we would not be able to continue our Schools Programme in the usual way. After emergency consultation with our facilitator team and key school contacts, we swiftly pivoted to design and deliver a new online programme, so that we could continue working with the cohort of young people who had just begun the February 2020 round. Our activities were originally designed to physically bring young people together, but social distancing measures meant adapting and redesigning everything for remote delivery via online video-conferencing platforms.

This was a completely new approach for LFJ, however, as with all our work, we made decisions with insights gained through consultation with staff at our partner schools, who spoke to us about the specific needs of their young people and offered guidance on how the LFJ programme would fit in with their school's home-learning offer. The programme redesign has been a challenging process, particularly because there are significant differences between the partner schools – some were already prepared for online learning, but others lacked experience and confidence and needed additional support, reassurance and guidance. Maintaining an ongoing open dialogue with teachers and school staff has been vital, and we are delighted that the process has been a success. This huge piece of work was delivered under extreme circumstances, but it showed us how to run an innovative online programme with young people, and importantly how to effectively reach young people considered 'hard to engage' by school.

We have learnt a great deal from the process and improved our methods and materials accordingly, using blended learning, group work and audio-visual content. We have consistently invited feedback from the young people themselves, as well as school staff, and this has strengthened our offer and given us confidence in our ability to deliver. The process has also strengthened our relationships with our partner schools, who have expressed their commitment to working with us in future years, despite further challenges in the short-term.

In the short term we will continue to work in partnership with, and add value to, organisations that work with young people at risk of social, economic or educational exclusion. The focus of our delivery will be at six key Programme partners:

- Kensington Aldridge Academy (Kensington & Chelsea)
- Hammersmith Academy (Hammersmith & Fulham)
- Hatch End High School (Harrow)
- Oaklands School (Tower Hamlets)
- Frederick Bremer School (Waltham Forest)
- School 21 (Newham)

Financial Review

Income is derived predominantly from grants from institutions, £109,105 (2019: £84,801). Staff costs make up the largest proportion of the charity's expenditure with a relatively low level of non-staff overhead costs.

The charity has total reserves at the balance sheet date of £24,157 (2019: £22,079) of which £8,030 (2019: £13,324) are restricted. The charity has positive free reserves of £16,010 (2019: £8,497) the increase in which can be attributed to a higher proportion of our running costs being covered by restricted income.

Reserves Policy

The Trustees have set a free reserves target of 3 months' running costs. This is considered to provide sufficient flexibility to cover temporary shortfalls in income and allow the charity to cope and respond to unforeseen events whilst specific action plans are implemented.

The current level of reserves is below this level and the Trustees are mindful of the need to increase income and carefully manage costs to build reserves, without a reduction in the level of service delivery to the charity's current beneficiaries.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Risk management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Safeguarding is a major consideration when working online with young people. As part of LFJ's online programme design we developed a new set of safeguarding policies and procedures, online risk assessment, digital parent/carer consent form, a student online behaviour policy and code of conduct for digital engagement, all of which align appropriately with the varying policies of our school partners. The policies and procedures have been signed off by each of our school partners and will be reviewed on an ongoing basis and adapted as necessary to ensure they remain appropriate and effective, as well as being shared with parents/carers. LFJ recently recruited Zoe Parrott, a safeguarding specialist, to the Board of Trustees who is reviewing our safeguarding policies and procedures on an ongoing basis to ensure they are in line with best practice standards.

Reference and administrative details

Registered Company no.
08436638 (England and Wales)

Registered Charity no.
1152450

Registered office
24 Stanmore Road
London, N15 3PS

Reference and administrative details

Trustees	Dates appointed/left
Donald John Macdonald (Chair)	28 March 2013
Gregory Stylski	4 July 2014
Keshinda Gage	15 June 2018
Nicola Pollock	29 May 2018
Zoe Parrott	6 October 2020
Emmanuel Akin	6 October 2020
Kuki Taylor	Resigned 11 May 2020

Independent examiner
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2EN

Approved by order of the board of trustees on 11.01.2021 and signed on its behalf by:

Donald John Macdonald (Chair) — Trustee

SECTION 2

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FOOTBALL JOURNEYS

Independent examiner's report to the trustees of Football Journeys ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2020.

Responsibilities and basis of report

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

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

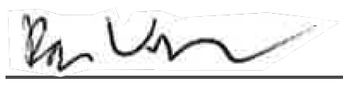
Independent examiner's statement

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

Daniel Wilson
FCCA
Sedulo Accountants Limited
Chartered Certified Accountants
62-66 Deansgate
Manchester
M3 2E



Daniel Wilson FCCA

Date: 11.01.2021

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted fund £	Restricted fund £	31.3.20 Total funds £	31.3.19 Total funds £
Income and endowments from					
Donations and legacies		44,123	64,982	109,105	84,801
Expenditure on Charitable activities					
Charitable activity costs		35,518	69,903	105,421	84,204
Other		1,233	373	1,606	1,850
Total		**36,751**	**70,276**	**107,027**	**86,054**
NET income/(expenditure)		7,372	(5,294)	2,078	(1,253)
Reconciliation of funds					
Total funds brought forward		8,755	13,324	22,079	23,332
Total funds carried forward		**16,127**	**8,030**	**24,157**	**22,079**

BALANCE SHEET AT 31 MARCH 2020

	Notes	Unrestricted fund £	Restricted fund £	31.3.20 Total funds £	31.3.19 Total funds £
Fixed assets					
Tangible assets	6	117	893	1,010	1,788
Current Assets					
Debtors	7	51	4,205	4,256	121
Cash at bank		30,401	10,618	41,019	72,939
		30,452	14,823	45,275	73,060
Creditors					
Amounts falling due within one year	8	(14,442)	(7,686)	(22,128)	(52,769)
NET Current Assets		16,010	7,137	23,147	20,291
total assets less current liabilities		16,127	8,030	24,157	22,079
NET Assets		16,127	8,030	24,157	22,079
Funds	9				
Unrestricted funds				16,127	8,755
Restricted funds				8,030	13,324
Total funds				**24,157**	**22,079**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements 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 charitable company.

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

The financial statements were approved by the Board of Trustees on 11.01.2021 and were signed on its behalf by:

Donald John Macdonald (Chair) -Trustee

Gregory Stylski -Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Companies Act 2006. The financial statements have been prepared under the historical cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

Financial reporting standard 102 - reduced disclosure exemptions
The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

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

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

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.
Equipment - 25% on cost

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. NET INCOME/(EXPENDITURE)

	31.3.20 £	31.3.19 £
Depreciation - owned assets	778	1,045

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 March 2020 nor for the year ended 31 March 2019.

4. STAFF COSTS

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

	31.3.20 £	31.3.19 £
	2	3

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
Income and endowments from			
Donations and legacies	36,517	48,284	84,108
Expenditure on Charitable activities			
Charitable activity costs	28,370	55,834	84,204
Other	1,177	673	1,850
Total	**29,547**	**56,507**	**86,054**
NET Income/(Expenditure)	6,970	(8,223)	(1,253)
Reconciliation of funds			
Total funds brought forward	1,785	21,547	23,332
Total funds carried forward	**8,755**	**13,324**	**22,079**

6. TANGIBLE FIXED ASSETS

	Equipment £
Cost	
At 1 April 2019 Additions at 31 March 2020	5,487
Depreciation	
At 1 April 2019	3,699
Charge for year	778
At 31 March 2020	4,477
NET Book value	
At 31 March 2020	1,010
At 31 March 2019	1,788

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20 £	31.3.19 £
Prepayments and accrued income	4,256	121

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20 £	31.3.19 £
Other creditors	248	461
Accruals and deferred income	21,889	52,308
	22,128	**52,769**

9. MOVEMENT IN FUNDS

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	8,755	7,372	16,127
Restricted funds			
Restricted fund	13,324	(5,294)	8,030
Total Funds	**22,079**	**(2,078)**	**24,157**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	44,123	(36,751)	7,372
Restricted funds			
Restricted fund	64,982	(70,276)	(5,294)
Total Funds	**109,105**	**(107,027)**	**(2,078)**

Comparatives for movement in funds

	At 1.4.18 £	Net movement in funds £	At 31.3.19 £
Unrestricted funds			
General fund	1,785	6,970	8,755
Restricted funds			
Restricted fund	21,547	(8,223)	13,324
Total Funds	**23,332**	**(1,253)**	**22,079**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	36,517	(29,547)	6,970
Restricted funds			
Restricted fund	48,284	(56,507)	(8,223)
Total Funds	**84,801**	**(86,054)**	**(1,253)**

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

	At 1.4.18 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	1,785	14,342	16,127
Restricted funds			
Restricted fund	21,547	(13,517)	8,030
Total Funds	**23,332**	**825**	**24,157**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	80,640	(66,298)	14,342
Restricted funds			
Restricted fund	113,266	(126,783)	(13,517)
Total Funds	**193,906**	**(193,081)**	**825**

Detailed restricted fund movement

	At 31.03.19	Incoming resources	Resources expended	At 31.03.20
The Fore	13,324	-	13,324	-
The Peabody Trust	-	2,524	2,421	103
Awards 4 All	-	2,875	2,875	-
WNST	-	1,950	1,940	10
Comic Relief	-	47,532	47,532	-
The Hilden Charitable Fund	-	8,000	83	7,917
School Contributions	-	2,101	2,101	-
	13,324	**64,982**	**70,276**	**8,030**

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2020.

INCOME AND ENDOWMENTS

	31.3.20 £	31.3.19 £
Donations and legacies		
Donations	310	1,925
Grants	108,795	82,876
Total incoming resources	**109,105**	**84,801**

EXPENDITURE

Charitable activities		
Wages	50,643	54,465
Social security	1,807	5,060
Pensions	2,529	2,038
Insurance	223	363
Subcontractors	10,941	11,346
Telephone	473	211
Postage and stationery	117	314
Travel	632	1,045
Sundries	630	339
Recruitment costs	-	395
Computer and internet costs	436	-
Event and conference expenses	34,187	4,294
Office rent	2,803	4,139
Subscriptions	-	195
	105,421	**84,204**
Other costs		
Accountancy fees	828	804
Depreciation of equipment	778	1,046
	1,606	1,850
Total resources expended	**107,027**	**86,054**
Net (expenditure)/income	**2,078**	**(1,253)**