

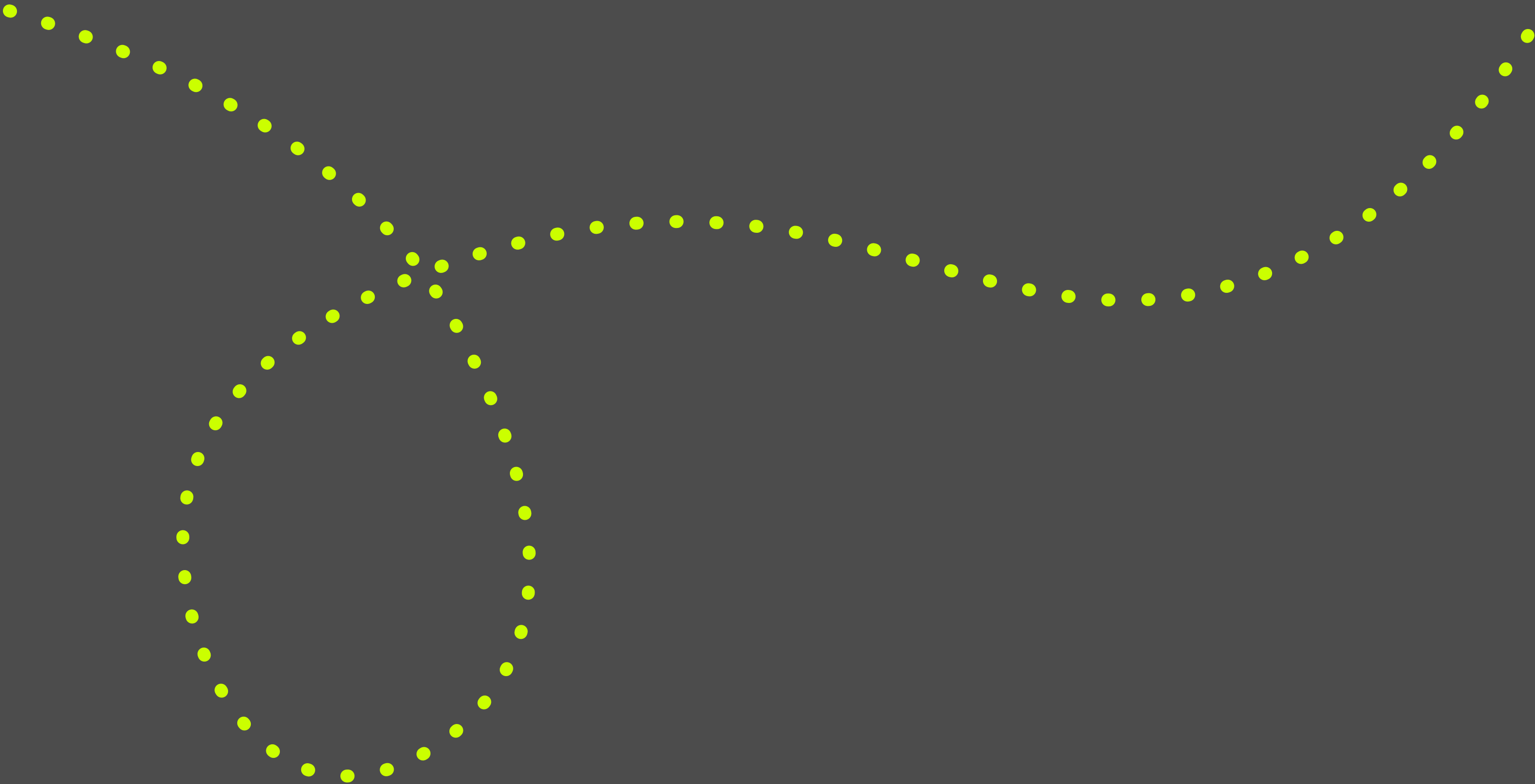
Report of the trustees and unaudited financial  
statements for the year ended 31 March 2021 for





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The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. 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         | • Respect & Tolerance |
| • Creativity     | • Diversity           |
| • Communication  | • Leadership          |
| • Visual Content | • Role Models         |
| • Media          | • Discrimination      |
| • Identity       | • Representation      |
| • Individuality  | • Empowerment         |
| • Culture        | • Resilience          |
| • Family         | • Reflection          |
| • Community      |                       |

# 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/carers 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

Keshinda Gage  
Nicola Pollock (Chair)  
Zoe Parrott  
Emmanuel Akin  
Christopher Holmes  
Donald John Macdonald (Chair)  
Gregory Stylski

## Dates appointed/left

15 June 2018  
29 May 2018  
6 October 2020  
6 October 2020  
13 October 2021  
13 October 2021  
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:


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



# BALANCE SHEET AT 31 MARCH 2021

|                                          | Notes | Unrestricted<br>fund £ | Restricted<br>fund £ | 31.3.21<br>Total funds £ | 31.3.20<br>Total funds £ |
|------------------------------------------|-------|------------------------|----------------------|--------------------------|--------------------------|
| <b>Fixed assets</b>                      |       |                        |                      |                          |                          |
| Tangible assets                          | 6     | 14                     | 256                  | 270                      | 1,010                    |
| <b>Current Assets</b>                    |       |                        |                      |                          |                          |
| 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                   |
| .....                                    |       |                        |                      |                          |                          |
| <b>Creditors</b>                         |       |                        |                      |                          |                          |
| Amounts falling due within<br>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<br>liabilities |       | 13,714                 | 16,204               | 29,918                   | 24,157                   |
| NET Assets                               |       | 13,714                 | 16,204               | 29,918                   | 24,157                   |
| .....                                    |       |                        |                      |                          |                          |
| <b>Funds</b>                             |       |                        |                      |                          |                          |
| Unrestricted funds                       | 9     |                        |                      | 13,714                   | 16,127                   |
| Restricted funds                         |       |                        |                      | 16,204                   | 8,030                    |
| <b>Total funds</b>                       |       |                        |                      | <b>29,918</b>            | <b>24,157</b>            |



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:



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Nicola Pollock (Chair) -Trustee



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

## 6. TANGIBLE FIXED ASSETS

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

## 7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

|                                | 31.3.21<br>£ | 31.3.20<br>£ |
|--------------------------------|--------------|--------------|
| Prepayments and accrued income | 121          | 4,256        |

## 8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

|                              | 31.3.21<br>£  | 31.3.20<br>£  |
|------------------------------|---------------|---------------|
| Other creditors              | -             | 248           |
| Accruals and deferred income | 11,535        | 21,880        |
|                              | <b>11,535</b> | <b>22,128</b> |

## 9. MOVEMENT IN FUNDS

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

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

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



### Comparatives for movement in funds

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

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

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

### Detailed restricted fund movement

|                                                                   | At 31.03.20   | Incoming<br>resources | Resources<br>expended | At 31.03.21  |
|-------------------------------------------------------------------|---------------|-----------------------|-----------------------|--------------|
| The Fore Trust                                                    | -             | <b>5,000</b>          | 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<br>Fund                         | -             | 14,160                | 14,160                | -            |
| CAF Resilience Fund                                               | -             | 10,120                | 10,120                | -            |
| City Bridge Trust (through the London<br>Community Response Fund) | -             | 23,656                | 18,998                | 4,658        |
|                                                                   | <b>13,324</b> | <b>64,982</b>         | <b>70,276</b>         | <b>8,030</b> |

# 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 £      |
|---------------------------------|----------------|----------------|
| <b>Donations and legacies</b>   |                |                |
| Donations                       | 335            | 310            |
| Grants                          | 113,321        | 108,795        |
| <b>Total incoming resources</b> | <b>113,656</b> | <b>109,105</b> |

## EXPENDITURE

|                                       |                |                |
|---------------------------------------|----------------|----------------|
| <b>Charitable activities</b>          |                |                |
| 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          | -              |
|                                       | <b>106,255</b> | <b>105,421</b> |
| <b>Support costs</b>                  |                |                |
| Governance costs                      |                |                |
| Accountancy fees                      | 900            | 828            |
| Depreciation of tangible fixed assets | 740            | 778            |
| <b>Total resources expended</b>       | <b>107,895</b> | <b>107,027</b> |
| <b>Net (expenditure)/income</b>       | <b>5,761</b>   | <b>2,078</b>   |