

New Era Foundation Ltd.
A Company Limited by Guarantee

Company Limited by Guarantee No.08563467
Charity Registration No.: 1152801

Report and Unaudited Financial Statements
Year ended 30 June 2021

New Era Foundation Ltd.

Status: Company Limited by Guarantee No.08563467
Charity Registration No.: 1152801
The Company's governing document is its Memorandum and Articles of Association dated 10 June 2013 as amended by a special resolution on 8 May 2018

Registered Office: 27 Old Gloucester Street, London WC1N 3AX

Executive Chairman: Kevin Everett (resigned 28 February 2021)

Chief Executive Officer: Kevin Everett (appointed 1 March 2021)

Trustees: Richard Evans (Chairman from 1 March 2021)
Lord Kamlesh Kumar Patel
Malcolm Pickles (resigned 21 September 2021)
Commodore Christopher William Waite
Navpreet Kaur Atwal (appointed on 25 February 2021)
Jacqueline Greenlees (appointed 21 October 2021)

Independent examiner: Shruti Soni FCCA FCIE
Shruti Soni Ltd
117A St Johns Hill
Sevenoaks TN13 3PE

New Era Foundation Ltd.

Trustees' Report for the year ended 30 June 2021

The Trustees (who are also the directors of the charity for the purposes of the Companies Act) present their annual report together with the unaudited financial statements of the New Era Foundation for the year ended 30 June 2021. The Trustees confirm that the annual report and financial statements of charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2015 FRS102).

Reference and administrative details of the charity, its trustees and advisors

The charity number, present Trustees and advisors of the New Era Foundation are set out on page 2.

Objectives and activities for the public benefit

Vision

Our vision is to see the young people we assist reach their full potential. We aim to empower and inspire young people creating productive citizens and agents of social change in the process as today's young people face a multitude of challenges – not all of which are of their own making.

The New Era Foundation has been established to tackle three key social problems:

- Youth unemployment;
- Lack of safe spaces and activities
- Lack of activities to develop emotional intelligence.

Objectives

The objectives of the charity, as defined by its Articles of Association, are for the public benefit to:

- provide community participation in healthy recreation by providing facilities for playing sports ("facilities means land, buildings equipment, organisation of sporting activities);
- relieve unemployment in such ways as may be thought fit, including assistance to find employment;
- advance education;
- promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society;
- educate and assist young people through their leisure time activities so as to develop their physical, mental, emotional and spiritual capacities that they may grow to full maturity as individuals and members of society and that their conditions of life may be improved; and
- advance all other purposes which are charitable under the laws of England and Wales.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

New Era Foundation Ltd.

Trustees' Report
for the year ended
30 June 2021

Principal activities of the charity

DIVERT

DIVERT is an established programme created in conjunction with the Metropolitan Police Service and delivered by the New Era Foundation in police custody suites.

DIVERT addresses the gap in statutory provision for young adults. Each site has trained Custody Intervention Coaches, many of which are seconded from respective Community Club Organisations. These DIVERT Customer Intervention Coaches explain the numerous paths that the individual can be referred to and follow this with a long term development plan to assist them in fulfilling their own goals, relating to education, training and employment.

A key feature of this initiative is the remarkable reduction in the re-offending rate of the participants.

Achievements and performance

DIVERT

The DIVERT programme received a number of public accolades over the last 12 months, including a commendation from the Violent Crime Task Force for best overall reduction of crime on the streets, winning the Metropolitan Police Excellence Award and being named Community Project of the Year at the 2020 London Football Awards for the partnership with the Palace for Life Foundation.

During the year to March 2021 (which coincides with the funding periods), DIVERT interacted with 468 individuals, of which 182 were diverted into Education, Training and Development, and 6 young people have secured permanent employment. Interaction levels have been affected by the Covid pandemic, however the team are pleased by the conversions that have been achieved. As a guide to the impact, In the quarter to June 2021, the number of interactions increased to over 300, with 32 into training and development and a further 9 into permanent employment.

New Era has also developed and run pre-employment courses aimed at developing the skills necessary for our clients to get 'work-ready' and into paid employment. 57 DIVERT clients completed this course in 2020/21 and more courses are planned into the new year.

Funding

During this period, New Era continued to receive support from existing funders as well as accessing new sources.

New Era Foundation Ltd.

Trustees' Report for the year ended 30 June 2021

The majority of the funding has once again come from the Mayors Office for Policing and Crime via the Bounce Back Foundation. In May 2021, the Mayor of London, Sadiq Khan announced a funding boost that will see New Era roll out the programme across London. This funding is now confirmed until at least March 2022.

The Department of Work & Pensions has provided a grant which will run until at least early 2022. This, in conjunction with funding from the Wembley Stadium National Trust, has allowed the expansion of the programme into Wembley custody suite and North West London.

In addition to London, New Era has continued to expand its offering via their respective Violence Reduction Units (VRU's) into Lancashire and Thames Valley Police.

Finally, New Era was grateful to be the beneficiary of grants from BBC Children in Need, the Garfield Weston Foundation and the AB Charitable Trust.

Football Community Club Organisations

To allow New Era to deliver the DIVERT Programme, the charity works with Football Community Club Organisations. These organisations train their representatives as Custody Intervention Coaches and enable the expansion of the project. These organisations include: Millwall Community Trust, Palace for Life Foundation, Queen Park Rangers in the Community Trust, Tottenham Hotspur Foundation, West Ham United Foundation, Accrington Stanley Community Trust, AFC Fylde Community Trust, Blackburn Rovers FC Community Trust, Blackpool FC Community Trust, Burnley FC Community Trust, Fleetwood Town Community Trust, MK Dons Sport and Education Trust, Morecambe FC Community Sports, Oxford United in the Community, Preston North End Community Trust, Reading FC Community Trust and Wycombe Wanderers Sport & Education Trust.

Plans for the future

DIVERT

DIVERT is currently fully funded to March 2022, which coincides with our funders financial periods including the Mayors Office for Policing and Crime's (MOPAC) annual review. The increased support for 2021/22 will allow the project to expand across London, with an aim to have coaches in 12 sites by March 2022. The trustees are confident that in future years, the charity will continue to deliver the programme in its current geographical areas as well as expanding and developing capacity at existing sites.

Key Skills for Life

New Era has developed 10 interactive training modules called "Key Skills for Life". The modules will be part of an e-learning platform designed to support people with their thinking skills and making positive behavioural change. Topics will include, consequential thinking, self-sabotage and dealing with failure. The modules will have a generic feel and will appeal to a wide audience as well as benefiting DIVERT young adults. This is due to go live before the end of 2021.

New Era Foundation Ltd.

Trustees' Report
for the year ended
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Impact of Covid

The Covid pandemic has created unprecedented times across the world and affected every walk of life. During the main lockdown period, New Era was able to continue to support the young people in the programme remotely. If anything, the support offered by DIVERT has become even more important during these difficult times. As our staff and supporters returned to the front line, additional Covid procedures were put in place to ensure their safety and that of those they are supporting. Our funding partners have continued to support us through this period in recognition of the increased importance of the service the charity delivers.

The pandemic affected the numbers of individuals accessing the DIVERT programme, however as the country has unlocked, increasing numbers of young people have found themselves in need of the services the Foundation offer and we are pleased to be back in custody suites ready to help.

Structure, governance and management

Constitution

The New Era Foundation (formerly the Milestone Foundation) was established in July 2013. The New Era Foundation is registered as a charitable company limited by guarantee and is governed by its Articles of Association dated 10 June 2013.

Appointment of Trustees

The Board of Trustees appoints new Trustees. Potential new Trustees are identified by a process of needs analysis and intelligence gathering through a robust network of contacts and referrals.

Induction and training of Trustees and how decisions are made in trustee meetings

Decisions are made by vote of the Trustees. If numbers for and against are equal, the chairman of the meeting has the casting vote.

Newly appointed Trustees will undergo an induction and training programme on appointment.

Related Party Transactions

The Charity has considered the disclosure requirements of the SORP for related party relationships.

The Trustees consider that the members of the Board of Trustees and their close connections to be the only related parties of the Charity. Details of the related parties are disclosed in Notes 6 and 8. All Trustees give their time voluntarily and receive no benefits from the Charity of any kind. No expenses were claimed from the Charity by any Trustees in the reporting year.

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Trustees are required to disclose all relevant interests and register them with the Chairman of Trustees and to withdraw from decisions where a conflict of interest arises.

New Era Foundation Ltd.

Trustees' Report for the year ended 30 June 2021

Remuneration Policy for Key Management Personnel

The remuneration of all staff is reviewed annually. The Trustees review the remuneration of key management personnel, and draw on their knowledge of the sector, the formal appraisal process, and common practice in other charities of similar size, to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Changes to Trustees

On 25 February 2021, Ms Navpreet Atwal was appointed as a new Trustee. Navpreet is a Solicitor, specialising in non-contentious work across a broad range of construction engineering and energy projects, as well as having experience in the Charity sector. Her connection with the construction industry is particularly important as this is a key sector for work experience and employment opportunities for DIVERT clients. The Board of Trustees would like to take this opportunity to welcome Navpreet to the Foundation.

On 20 September 2021, post-period, Mr Malcolm ("Wilf") Pickles resigned as a Trustee. Wilf was a Founding Trustee and has been instrumental in shaping the Foundation into its current form, taking it from inception to successfully receiving expansion funding year on year. The remaining Trustees would like to express their sincere appreciation to Wilf for all his hard work and dedication to the Charity and its beneficiaries during the past 8 years. In particular, the Trustees wish to thank Wilf for the time commitment that he has made, including acting as the Head of Operations without receiving remuneration during an early stage of the Divert Programme. Wilf will continue to be involved in the Foundation, through his company BGP Global Services, as the main training provider for the charity's staff.

Finally, on 21 October 2021, post-period, Ms Jacqueline Greenlees was appointed as a new Trustee. Jacqueline has a wealth of experience in education, sport and leisure. As an educational specialist in some of the most deprived parts of London, Jacqueline has hands-on experience of working with young people who have offended, been part of gang culture and involved in knife crime. Jacqueline believes in the value of education, training and employment for young people to achieve their full potential. The Trustees welcome Jacqueline to the Board.

Financial review

The charities financial position at the end of the year ended 30 June 2021

The financial position of the charity at 30 June 2021 and comparatives for the prior period, as more fully detailed in the accounts, can be summarised as follows:-

	2021	2020
	£	£
Net income	54,391	131,648
Unrestricted Funds available at year end for general purposes of the charity	100,196	70,094
 Total Funds available at year end	 187,903	 133,512

New Era Foundation Ltd.

Trustees' Report for the year ended 30 June 2021

During the year ended 30 June 2021, the charity received income of £667,814 (2020: £596,981). Expenditure totalled £613,423 (2020: £465,333). The trustees consider the financial performance by the charity during the year to have been satisfactory.

Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Reserves Policy

The charity had a surplus in reserves at the end of the accounting period of £54,391 (2020: £131,648). Unrestricted reserves available at year end for general purposes of the charity were £100,196 (2020: £70,094). A formal reserves policy is still in the process of being established by the Trustees whilst the activities of the Charity grow.

Principal funding sources

The Foundation's principal funding sources are from Government and other grants.

Statement of Trustees' Responsibilities

The Trustees (who are also the directors of the New Era Foundation for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

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

New Era Foundation Ltd.

Trustees' Report
for the year ended
30 June 2021

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to the Examiners

In so far as the Trustees are aware:

There is no relevant information of which the Charity's examiners are unaware; and

The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's websites. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

APPROVAL OF THE REPORT

This report, which was prepared in accordance with the special provisions relating to Companies subject to the small companies regime within Part 15 of the Companies Act 2006, was approved by the Board of Trustees on 05/11/2021 and signed on their behalf by:



Trustee

Name: Richard Evans

Independent Examiner's Report to the Trustees of New Era Foundation Ltd

I report on the financial statements of the company for the year ended 30 June 2021 as set out on pages 10 to 22.

Responsibilities and basis of report

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

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

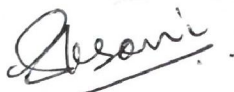
Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountants (ACCA), which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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



Shruti Soni FCCA FCIE
Shruti Soni Ltd • Chartered Certified Accountants
117A St Johns Hill, Sevenoaks TN13 3PE

Date: 10/11/2021

New Era Foundation Ltd.
Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 June 2021

		Unrestricted	Restricted	2021 Total	Unrestricted	Restricted	2020 Total
	Note	£	£	£	£	£	£
Income from:							
Donations and legacies	2	14,117	566,962	581,079	50,418	438,423	488,841
Charitable activities							
DIVERT Programme	3	–	86,735	86,735	–	108,140	108,140
Total income		<u>14,117</u>	<u>653,697</u>	<u>667,814</u>	<u>50,418</u>	<u>546,563</u>	<u>596,981</u>
Expenditure on:							
Raising funds	4	–	51,860	51,860	909	22,346	23,255
Charitable activities							
DIVERT Programme	4	–	561,563	561,563	5,279	436,799	442,078
Total expenditure		<u>–</u>	<u>613,423</u>	<u>613,423</u>	<u>6,188</u>	<u>459,145</u>	<u>465,333</u>
Net income / (expenditure) for the year		14,117	40,274	54,391	44,230	87,418	131,648
Transfers between funds		15,985	(15,985)	–	24,000	(24,000)	–
Net movement in funds		30,102	24,289	54,391	68,230	63,418	131,648
Reconciliation of funds:							
Total funds brought forward		70,094	63,418	133,512	1,864	–	1,864
Total funds carried forward	16	<u>100,196</u>	<u>87,707</u>	<u>187,903</u>	<u>70,094</u>	<u>63,418</u>	<u>133,512</u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

New Era Foundation Ltd.

Company no. 08563467

Balance sheet

As at 30 June 2021


	Note	£	2021 £	2020 £
Fixed assets:				
Intangible assets	10		27,600	24,000
Tangible assets	11		18,727	-
			<u>46,327</u>	<u>24,000</u>
Current assets:				
Debtors	12	42,789	208,981	
Cash at bank and in hand		325,015	63,797	
		<u>367,804</u>	<u>272,778</u>	
Liabilities:				
Creditors: amounts falling due within one year	13	226,228	163,266	
			<u>141,576</u>	<u>109,512</u>
Net current assets / (liabilities)				
			<u>187,903</u>	<u>133,512</u>
Total assets less current liabilities				
			<u>187,903</u>	<u>133,512</u>
Total net assets / (liabilities)				
			<u>187,903</u>	<u>133,512</u>
The funds of the charity:	16			
Restricted income funds			87,707	63,418
Unrestricted income funds:				
General funds		100,196	70,094	
		<u>100,196</u>	<u>70,094</u>	
Total unrestricted funds			<u>100,196</u>	<u>70,094</u>
Total charity funds			<u>187,903</u>	<u>133,512</u>

For the year ending 30 June 2021, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' Responsibilities:

- 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
- The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements, which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), were approved by the Board on 05/11/2021 and signed on its behalf by:


 Trustee
 Name Richard Evans

New Era Foundation Ltd.

Statement of cash flows

For the year ended 30 June 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities	17				
Net cash provided by / (used in) operating activities		286,316		82,246	
Cash flows from investing activities:					
Purchase of fixed assets		(25,098)		(24,000)	
Proceeds from sale of investments		–		–	
Purchase of investments		–		–	
Net cash provided by / (used in) investing activities		(25,098)		(24,000)	
Change in cash and cash equivalents in the year		261,218		58,246	
Cash and cash equivalents at the beginning of the year		63,797		5,551	
Change in cash and cash equivalents due to exchange rate movements		–		–	
Cash and cash equivalents at the end of the year	18	325,015		63,797	

New Era Foundation Ltd.
Notes to the financial statements

For the year ended 30 June 2021

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. New Era Foundation Ltd is a charitable company limited by guarantee registered in England with registration number 08563467. Its registered office address is 27 Old Gloucester Street, London WC1N 3AX. The accounts are presented in GBP rounded to £1.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Public benefit entity

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

c) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

New Era Foundation Ltd.
Notes to the financial statements

For the year ended 30 June 2021

1 Accounting policies (continued)

g) Expenditure

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

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Other expenditure represents those items not falling into any other heading

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

- | | |
|-------------------------|-----|
| ● Cost of raising funds | 13% |
| ● DIVERT Programme | 87% |

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Intangible Fixed assets

e-Learning Platform is a software that will be used by the charity to provide training and e-learning programmes for NEF's beneficiaries, ie mainly young offenders. The development of the intangible asset has started during the year, it is expected to be completed next year. Amortisation policy will be decided by the trustees once the platform is fully functional to the charity.

- e-Learning platform

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

New Era Foundation Ltd.
Notes to the financial statements

For the year ended 30 June 2021

2 Income from donations and legacies

	Unrestricted £	Restricted £	2021 total Total £	2020 Total £
Donations	14,117	–	14,117	50,418
Grants – Trusts and Foundations	–	566,962	566,962	438,423
	<u>14,117</u>	<u>566,962</u>	<u>581,079</u>	<u>488,841</u>

3 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
DIVERT Programme	–	86,735	86,735	108,140
Total income from charitable activities	<u>–</u>	<u>86,735</u>	<u>86,735</u>	<u>108,140</u>

New Era Foundation Ltd.
Notes to the financial statements

For the year ended 30 June 2021

4 Analysis of expenditure

	Cost of raising funds £	Charitable activities – DIVERT Programme £	Support costs £	2021 Total £
Staff costs (Note 6)	26,235	179,375	101,782	307,392
DIVERT Programme Delivery	–	75,102	–	75,102
Other Direct Expenses	–	7,378	–	7,378
Sub-contractors	–	110,640	–	110,640
Travel, subsistence & entertainment	–	–	1,790	1,790
Consultancy	–	24,750	–	24,750
Staff Training	–	–	38,323	38,323
Advertising & Marketing	1,072	–	–	1,072
Rent	–	–	112	112
Insurance	–	–	2,207	2,207
Print, stationery, postage, subscriptions	–	–	395	395
Lease of Computer Equipment	–	–	8,545	8,545
Bank charges and sundry	–	–	9,655	9,655
Telephone & Internet	–	–	4,459	4,459
IT Software & Consumables	–	–	15,089	15,089
Legal & Professional Fees	–	–	60	60
Independent examination & Accountancy	–	–	3,683	3,683
Depreciation	–	–	2,771	2,771
	27,307	397,245	188,871	613,423
Support costs	24,553	164,318	(188,871)	–
Total expenditure 2021	51,860	561,563	–	613,423

Of the total expenditure, none of it was unrestricted (2020: £6,188) and £613,423 was restricted (2020: £459,145).

New Era Foundation Ltd.
Notes to the financial statements

For the year ended 30 June 2021

4 Analysis of expenditure (continued)

	Cost of raising funds £	Charitable activities – DIVERT Programme £	Support costs £	2020 Total £
Staff costs (Note 6)	4,208	32,196	56,404	92,808
DIVERT Programme Delivery	–	64,200	–	64,200
Other Direct Expenses	–	2,185	–	2,185
Sub-contractors	–	198,197	–	198,197
Travel, subsistence & entertainment	–	–	3,598	3,598
Consultancy	–	14,000	–	14,000
Staff Training	–	–	46,800	46,800
Advertising & Marketing	1,143	–	–	1,143
Rent	–	–	3,026	3,026
Insurance	–	–	1,104	1,104
Print, stationery, postage, subscriptions	–	–	1,352	1,352
Lease of Computer Equipment	–	–	3,750	3,750
Bank charges and sundry	–	–	904	904
Telephone & Internet	–	–	793	793
IT Software & Consumables	–	–	27,604	27,604
Legal & Professional Fees	–	–	–	–
Independent examination & Accountancy	–	–	3,869	3,869
	5,351	310,778	149,204	465,333
Support costs	17,904	131,300	(149,204)	–
Total expenditure 2020	23,255	442,078	–	465,333

New Era Foundation Ltd.
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For the year ended 30 June 2021

5 Net incoming resources for the year

This is stated after charging / crediting:

	2021 £	2020 £
Operating lease rentals:		
Other	8,545	3,750
	<u>8,545</u>	<u>3,750</u>

6 Trustee remuneration and expenses

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	278,250	86,500
Social security costs	25,795	5,226
Employer's contribution to defined contribution pension schemes	3,347	1,082
	<u>307,392</u>	<u>92,808</u>

No employee earned more than £60,000 during the year (2020: nil).

The total employee benefits including pension contributions of the key management personnel were £142,238 (2020: £59,877). The key management personnel includes all the trustees, Head of Operations and Senior Programme Manager/Deputy Head of Operations. This also includes remuneration for consultancy services provided by Kevin Everett (not a Trustee) who acted as Executive Chairman to 28 February 2021 and then took over as Chief Executive from 1 March 2021.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). In 2020, Malcolm Pickles (a trustee of New Era Foundation Ltd) provided professional services as Head of Operations for the DIVERT Programme through his company BGP Global Services Ltd. BGP Global Services Ltd then donated back £37,500 (£45,000 net of VAT) to the charity as an unrestricted donation, thereby receiving no monetary benefit from providing this role. No such remuneration has been paid in 2021.

No trustees were reimbursed any expenses incurred in relation to their duties as trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021 No.	2020 No.
Raising funds	0.8	0.3
Charitable activity: DIVERT	5.2	2.0
Support	3.0	3.7
	<u>9.0</u>	<u>6.0</u>

New Era Foundation Ltd.
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For the year ended 30 June 2021

8 Related party transactions

During year ended 30 June 2020, BGP Global Services Ltd (BGP) (Malcolm Pickles is a director of this company, he is also a trustee of New Era Foundation), gave several short-term interest free loans amounting to £113,517 to the charity to ease cash flow while the charity awaited payments for its grants, which are paid quarterly in arrears. As at 30 June 2021 the outstanding loan payable to BGP is £Nil (2020: 62,917).

BGP Global Services Ltd also provided services and purchased products and services on behalf of the charity. Services provided by BGP and those purchased on behalf of the charity were reimbursed at cost price and approved by the trustees in advance – **BGP did not profit from these transactions.**

The total amount of such services and products relating to year ended 30 June 2021 received from BGP during the period is £22,149 (2020: £119,587, of which £45,000 was for the Head of Operations role as detailed in Note 7 and was donated back to the charity net of vat). Outstanding invoices owed to BGP at year end is £5,040 (2020: £13,793).

Aggregate donations from related parties during the year were £2,917 (2020: £40,418). There are no other related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of the charity's business and no restricted donations from related parties.

9 Taxation

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

10 Intangible fixed assets

	E-learning software £	Total £
Cost or valuation		
At the start of the year	24,000	24,000
Additions in year	3,600	3,600
At the end of the year	<u>27,600</u>	<u>27,600</u>
Depreciation		
Charge for the year	-	-
At the end of the year	<u>-</u>	<u>-</u>
Net book value		
At the end of the year	<u>27,600</u>	<u>27,600</u>
At the start of the year	<u>24,000</u>	<u>24,000</u>
All of the above assets are used for charitable purposes.		

New Era Foundation Ltd.
Notes to the financial statements

For the year ended 30 June 2021

11 Tangible fixed assets

	Computer equipment £	Total £
Cost or valuation		
At the start of the year	–	–
Additions in year	21,498	21,498
At the end of the year	21,498	21,498
Depreciation		
Charge for the year	2,771	2,771
At the end of the year	2,771	2,771
Net book value		
At the end of the year	18,727	18,727
At the start of the year	–	–
All of the above assets are used for charitable purposes.		

12 Debtors

	2021 £	2020 £
Trade debtors	–	167,731
Prepayments	42,789	41,250
	42,789	208,981

13 Creditors: amounts falling due within one year

	2021 £	2020 £
Loan from BGP Global Services Ltd (see note 8)	–	62,917
Trade creditors	30,872	39,514
Taxation and social security	7,809	6,134
Other creditors	986	258
Accruals	1,800	1,800
Deferred income	184,761	52,643
	226,228	163,266

14 Deferred income

Deferred income includes grants and income received in advance for next financial year.

	2021 £	2020 £
Balance at the beginning of the year	52,643	78,296
Amount released to income in the year	(52,643)	(78,296)
Amount deferred in the year	184,761	52,643
Balance at the end of the year	184,761	52,643

New Era Foundation Ltd.
Notes to the financial statements

For the year ended 30 June 2021

15 Analysis of net assets between funds

	General unrestricted £	Designated £	Restricted £	Total funds £
Intangible fixed assets	27,600	–	–	27,600
Tangible fixed assets	18,727	–	–	18,727
Net current assets	53,869	–	87,707	141,576
Net assets at 30 June 2021	100,196	–	87,707	187,903

Analysis of net assets between funds

	General £	Designated £	Restricted £	Total funds £
Intangible fixed assets	24,000	–	–	24,000
Net current assets	46,094	–	63,418	109,512
Net assets at 30 June 2020	70,094	–	63,418	133,512

16 Movements in funds

	At 1 July 2020 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 30 June 2021
Restricted funds:					
DIVERT Programme	63,418	653,697	(613,423)	(15,985)	87,707
Total restricted funds	63,418	653,697	(613,423)	(15,985)	87,707
General funds	70,094	14,117	–	15,985	100,196
Total unrestricted funds	70,094	14,117	–	15,985	100,196
Total funds	133,512	667,814	(613,423)	–	187,903

	At 1 July 2019 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 30 June 2020 £
Restricted funds:					
DIVERT Programme	–	546,563	(459,145)	(24,000)	63,418
Total restricted funds	–	546,563	(459,145)	(24,000)	63,418
General funds	1,864	50,418	(6,188)	24,000	70,094
Total unrestricted funds	1,864	50,418	(6,188)	24,000	70,094
Total funds	1,864	596,981	(465,333)	–	133,512

New Era Foundation Ltd.
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For the year ended 30 June 2021

Purposes of restricted funds

DIVERT is an established programme created in conjunction with the Metropolitan Police Service and delivered by the New Era Foundation. Restricted funds raised for this programme are used toward costs of delivery. Transfers represent capitalised cost of computer equipment from restricted grants.

17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	57,162	131,648
(Increase)/decrease in debtors	166,192	(130,862)
Increase/(decrease) in creditors	62,962	81,460
Net cash provided by operating activities	<u>286,316</u>	<u>82,246</u>

18 Analysis of cash and cash equivalents

	At 1 July 2020 £	Cash flows £	Other changes £	At 30 June 2021 £
Cash in hand	63,797	261,218	–	325,015
Total cash and cash equivalents	<u>63,797</u>	<u>261,218</u>	<u>–</u>	<u>325,015</u>

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2021 £	2020 £	Equipment 2021 £	2020 £
One to five years	–	–	17,213	41,250
	<u>–</u>	<u>–</u>	<u>17,213</u>	<u>41,250</u>

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.